

AQAU-CWA Bargaining Update #39

4/7/26, 4/8/26

Proposals (Black are proposals that were discussed, Green are proposals that were newly introduced, Blue are proposals we have Tentative Agreements (TAs) on, Red are proposals that the company has rejected with reason provided.)

Crediting - We were able to reach a tentative agreement on the Crediting policy, which will permit for pre-emptive checks and corrections.

Job Titles - We introduced a proposal on Job Titles to include roles that currently exist within the workplace, such as Database Technician and Labs, but which workers did not have as their designation. We also introduced a QA Analyst position and discussed a Specialist track.

In-Office Food and Drink Provisions - This straightforward proposal would not only lock in each location's current setup for in-office food and drink (such as Sharebite or the pantry), but also have room for improvement.

Artificial Intelligence - The company continues to insist that our only concern with relation to Artificial Intelligence is in conjunction with Generative AI. This is categorically false; since day one with this proposal, we have stood that we do not want any form of AI to replace workers. We continue to stand on this point.

Commentary

There has been a palpable sense that bargaining is slowing down once again, and we're feeling that as well at the table. The company is consistently inserting language such as "The company reserves the right to change, modify, or revoke this policy" which the bargaining committee feels is a method to nullify any proposal it is added into. We had a conversation with the company about this issue, and hopefully in the future this phrase can be amended to prevent unnecessary delays on the path to Tentative Agreements.

When we broached proposing more bargaining dates, as well as the increase the frequency of bargaining, the company specifically stated they are not interested in paying for extra dates beyond what they are currently paying for. In general, the current system has been: Two fully-paid in-person bargaining days a month, or up to four remote bargaining sessions where the company pays half the lost wages, and CWA makes up for the other half. We understand there are conversations between Microsoft and CWA National that may alter this arrangement. In the meantime, we have proposed a framework that would allow for more than 4 dates per month. Details will be forthcoming as we hammer out the terms.

Bargaining Dates

The next bargaining dates are May 5th, 8th, and 12th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Calvin Bilder 9400	Ira Piros 7250 Julian Pecino 6215 Jenna Huffman 6215 Michelle Richardson 7250 Reginald Small 6215
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Number of Proposals

We have a total of 51 proposals, 24 of which are currently on the table, and 28 that we have tentative agreements on. If anyone would like a brief explanation on what these proposals are about, please reach out to a bargaining committee member.

Proposals On The Table	Tentative Agreements (TA)
<p>Green - New Proposal Purple - AQAU (11) Orange - ABK/MSFT (13)</p>	<p>Bold - New TA</p>
<p>Performance Professional Development Plan Successorship Length of Service (aka Seniority) Artificial Intelligence Schedules & Hours Emergency Safe Haven Scheduling UPTO Force Adjustment Overtime Shift Differential Management Rights Hybrid Work Model Health, Dental, Vision and other Benefits Holidays Health Time Agency Claims Expedited Dispute Resolution Transferring Within the Department Leaves of Absence and Vacation Employee Stock Purchase Plan Retirement Security Job Titles In-Office Food and Drink</p>	<p>Dignity & Respect Contract Application Savings Clause Union Security Labor Management Committee PAF Contributions Union Activities Workplace Integrity Training Workplace Integrity Standards Grievance & Arbitration Tuition Reimbursement Business Expenses Discipline Disability Accommodations Voluntary Resignation Procedure Scheduling Vacation Safety & Health Professional Development: Feedback Parental School Leave Qualification Period Social Media Unplanned Closings Individual Creative Work Out-of-Title Work Recognition Immigrant Workers Rights Transferring Out of the Department Crediting</p>