

AQAU-CWA Bargaining Update #11

1/17/24

Proposals

(Blue are proposals we have TAs on, Red are proposals that the company has rejected with reason provided.)

Grievance and Arbitration - In a big win for the contract, we reached a tentative agreement on Grievance and Arbitration, which outlines how the contract and its clauses will be enforced as well as a general framework for dispute resolution.

Tuition Reimbursement - As a part of Professional Development, we reached a Tentative Agreement on the Tuition Reimbursement program.

Business Expense - Additionally, we reached a Tentative Agreement on the business expense reimbursement policies.

Number of Proposals

We have a total of 35 proposals, 23 of which are currently on the table, and 12 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
Safety & Health Provisional Period Immigrant Workers Rights Disability Accommodations Performance Discipline Professional Development: Feedback Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Scheduling PTO Transferring Out of the Department Artificial Intelligence Individual Creative Work Schedules & Hours Separation Procedure Social Media Unplanned Closings Emergency Safe Haven Scheduling UPTO Reductions in Force Alternate Workweek (4-10s)	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

Commentary

On the Microsoft side of the table, there has been a change in strategy on how to handle their side of negotiations. With this change, we are starting off strong with three TAs. We are optimistic that we can maintain this momentum as we continue with the negotiation process.

Bargaining Dates

The next dates for bargaining are January 28th and February 10th.

Next Steps

We appreciate seeing the solidarity with everyone either wearing red on bargaining days and/or changing profile pictures! We'd ask that you continue to show your solidarity on bargaining days. If you need a union shirt, reach out to your local stewards with your shirt size and we will get you one based on availability.

In Solidarity, Your Bargaining Committee:

Jeff Lacher Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 9400	Ira Piros 7250 Jenna Huffman 6215 Julian Pecino 6215 Michelle Richardson 7250 Reginald Small 6215
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