

AQAU-CWA Bargaining Update #15

3/10/25

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

Disability Accommodations - We reached a TA on Disability Accommodations! This proposal explains the process for requesting accommodations and aims to reduce the burden needed to get a fair accommodation.

Scheduling Vacation - We also reached a TA on Scheduling Vacation, which locks in the process to schedule time off using vacation time.

Voluntary Resignation - Previously titled "Voluntary Separation Procedure," this proposal explains the process for voluntarily leaving the company. This includes what is paid to resigning employees and a process for requesting exit interviews.

Parental School Leave - Designed with parents in mind, this proposal would grant employees a set amount of time per school year for school-related errands, such as parent-teacher conferences, enrollment meetings, and other education-related errands.

Overtime - We have started to dip our toes into economic proposals! This proposal goes over the process for overtime, including what the overtime rates are and when they are applied.

Shift Differential - We also introduced a proposal for a Shift Differential, which provides an incentive to workers who work a non-traditional schedule with a wage adjustment.

Transferring Out of the Department - We clarified with the company's committee that this proposal has to do with finding a position outside of QA, and that an internal transfer proposal would be coming soon.

Schedule and Hours - In prior discussion, the company had separated out the 4-10s schedule as a separate proposal. Further discussion on this proposal led to the company deciding to reincorporate the 4-10s into this discussion.

Unplanned Closings - This proposal was re-introduced after a lengthy discussion with the company about recent unplanned closing events (see Commentary for details).

Professional Development (Feedback) - We are very close to a TA on this proposal, which talks about the annual review and regular one-on-one meetings.

Commentary

We presented a few health and safety related topics directly at the bargaining table. We found this especially pressing to address some concerns immediately; while we reached an agreement to create a Health and Safety Committee, their first meeting with the company is on March 26th, which is not soon enough to accurately convey recent events.

The first topic we brought up was the extreme weather in Minnesota beginning on March 4th. While the following day was excused due to the weather, the workers on Night Shift were still expected to be on-shift throughout the night. Dangerous road conditions were already present as early as 8:30pm, before Chad Schmidt left for the night, who would have experienced said unsafe road conditions while Night Shift would remain at work with a 100% chance of snow forecast with six inches of depth. Therefore, Night Shift found themselves leaving at 3:30am and being forced to navigate completely unplowed roads.

Additionally, the notification of the office closure on March 5th came 34 minutes prior to the start of the shift, meaning many employees would already be in transit to the office. This notification was communicated via personal e-mail as well as postings in Slack; avenues of contact that are unlikely to be checked frequently, or technically disallowed by IT policy. When suggesting the AlertMedia system for future closures, AQAU was informed that the system was not yet in place despite a Test message being sent on October 31st, 2024. Additionally, information on if the shift would be paid out as normal was not included, and clarification had to be obtained if Night Shift was also included.

The topic of the lighting situation in the new Old Shakopee office (MN), such as the removal of shade leaves (which also affected TX), Jeff Roper suggested employees reach out to Accommodations, where Jeff was quickly informed of the lack-luster and delayed Accommodations process. His reaction, and the reaction of many others on the MSFT side of the table seemed taken aback and unaware that there were so many difficulties with the stated process.

There was also a highlight spoken about QALA being required to work during the LA Wildfires, with heavily degraded air quality and close proximity to uncontrolled fires.

These topics were included as an example to coincide with a re-proposal of **Unplanned Closings**. Those present specifically included a third-party lawyer, Chad Schmidt, and Jeff Roper (Chad's Boss).

In closing, AQAU requested MSFT to review and prepare counter-proposals for **Emergency Safe Haven** and **Health + Safety** for the next bargaining session.

Bargaining Dates

The next date for bargaining are March 27th. More dates are being discussed, and once confirmed will be included in the next update.

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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Number of Proposals

We have a total of 37 proposals, 21 of which are currently on the table, and 16 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
Green - New Proposal Blue - AQAU Red - ABK/MSFT	Bold - New TA
Safety & Health Provisional Period Immigrant Workers Rights Performance Professional Development: Feedback Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Transferring Out of the Department Artificial Intelligence Individual Creative Work Schedules & Hours Social Media Unplanned Closings Emergency Safe Haven Scheduling UPTO Reductions in Force Parental School Leave Overtime Shift Differential	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

