

# AQAU-CWA Bargaining Update #16

3/28/25

**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.)

**Safety & Health** - Coinciding with our MOA on a Health & Safety Committee for the MN location, we reached a Tentative Agreement (TA) on Safety & Health, which also includes provisions for a joint Health & Safety Committee that covers all three locations within the union.

**Unplanned Closings** - Along with conversation confirming that the Emergency SMS system has been tested and will be implemented moving forward, we continued conversation on Unplanned Closings, in particular about refunding PTO if a request is made and the office closes.

**Schedule and Hours** - During the discussion, questions were raised by the company about the legal complexity of an alternative schedule for our California workers. To ease fears, we are reviewing California Labor Code pertaining to work scheduling with CWA attorneys.

**Parental School and Activity Leave** - The primary discussion around this proposal revolved around the expansion of California Labor Code to include Minnesota and Texas workers.

**Scheduling Unpaid Time Off (UPTO)** - Previously this proposal was rejected by the previous company bargaining committee chair, but since the chairs changed we decided to reintroduce the proposal. This would permit the current status quo of using UPTO if no available Vacation or Health Time is available.

# Commentary

We have heard from a number of workers about a supposed “hiring freeze” at the QA locations. Some have been told by management the reason is because union contract negotiations are taking place. Meanwhile, other business units within ABK and Microsoft Gaming have had hirings and promotions while bargaining units have been in negotiations.

To be clear, the company **can** hire and promote during negotiations, and in fact, the union **encourages** hiring and promotions. As such, we introduced two Memorandums of Understanding (MOU), one for Promotions and one for Hiring, so that the practices can continue while we negotiate and come to terms on these once the contract has been ratified.

# Bargaining Dates

The next dates for bargaining are April 21st and May 2nd.

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 Jalen Churley 6215 Michelle Richardson 7250 Reginald Small 6215
---	---



# Number of Proposals

We have a total of 37 proposals, 20 of which are currently on the table, and 17 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><b>Green</b> - New Proposal  <b>Blue</b> - AQAU  <b>Red</b> - ABK/MSFT</p>	<p><b>Bold</b> - New TA</p>
<p>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 &amp; Hours  Social Media  Unplanned Closings  Emergency Safe Haven  Scheduling UPTO  Reductions in Force  Parental School Leave  Overtime  Shift Differential</p>	<p>Dignity &amp; Respect  Contract Application  Savings Clause  Union Security  Labor Management Committee  PAF Contributions  Union Activities  Workplace Integrity Training  Workplace Integrity Standards  Grievance &amp; Arbitration  Tuition Reimbursement  Business Expenses  Discipline  Disability Accommodations  Voluntary Resignation Procedure  Scheduling Vacation  <b>Safety &amp; Health</b></p>