

# AQAU-CWA Bargaining Update #41

6/18/26 & 6/22/26

**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.)

**Contracting of Work** - This proposal is to codify an agreement made between national CWA and Microsoft regarding contracting work. The reason for this proposal is to ensure that any potential contract work outside the unit does not negatively impact the bargaining unit.

**Successorship** - With the recent news from Xbox regarding a potential sale as well as layoffs, having our Successorship proposal agreed to is more important than ever. This would ensure that, should the company come under new ownership during the term of the agreement, we would retain the contract.

**Benefits** - Mainly the company proposed to tie benefits to what non-represented employees receive. We countered by explaining that, because we don't bargain for non-represented employees, this does not provide us much protection. Progress was made on other parts of the proposal.

**Artificial Intelligence** - We countered by proposing that this article cover only required uses of AI, which we are hopeful brings us closer to an agreement. We continue to propose that new technology does not result in layoffs.

**Vacations** - The Company presented a vacation proposal that was substantively identical to what it had previously proposed in a package proposal, but broken out from the package. While we are pleased that we can finally bargain over the vacation article separate from other time off, there remains work to do on improving the substance of the proposal, which is worse than the status quo on vacation accrual and use.

## **Commentary**

With the news circulating concerning layoffs across Xbox Games, members should be ready for communication from the bargaining committee concerning mobilization. Please keep an eye on your email for further correspondence.

## **Bargaining Dates**

The next bargaining dates are June 30th and July 7th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

|                                                                                                                             |                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Andrew Snell 7250<br>Alex Doblado 6215<br>Chad Perkins 7250<br>Calvin Bilder 9400<br>Emily Danko 7250<br>Eric Castillo 9400 | Ira Piros 7250<br>Julian Pecino 6215<br>Jenna Huffman 6215<br>Michelle Richardson 7250<br>Reginald Small 6215 |
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# Number of Proposals

We have a total of 55 proposals, 24 of which are currently on the table, and 31 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)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <b>Green</b> - New Proposal<br><b>Purple</b> - AQAU (5)<br><b>Orange</b> - ABK/MSFT (19)                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Bold</b> - New TA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Performance<br>Successorship<br>Length of Service (aka Seniority)<br>Artificial Intelligence<br>Emergency Safe Haven<br>Scheduling UPTO<br>Reductions in Force<br>Overtime<br>Shift Differential<br>Management Rights<br>No Strike/No Lockout<br>Hybrid Work Model<br>Health, Dental, Vision and other Benefits<br>Holidays<br>Health Time<br>Agency Claims<br>Expedited Dispute Resolution<br>Leaves of Absence<br>Vacation<br>Employee Stock Purchase Plan<br>Retirement Security<br>Job Titles<br>In-Office Food and Drink<br><b>Contracting of Work</b> | Dignity & Respect<br>Contract Application<br>Savings Clause<br>Union Security<br>Labor Management Committee<br>PAF Contributions<br>Union Activities<br>Workplace Integrity Training<br>Workplace Integrity Standards<br>Grievance & Arbitration<br>Tuition Reimbursement<br>Business Expenses<br>Discipline<br>Disability Accommodations<br>Voluntary Resignation Procedure<br>Scheduling Vacation<br>Safety & Health<br>Professional Development: Feedback<br>Parental School Leave<br>Qualification Period<br>Social Media<br>Unplanned Closings<br>Individual Creative Work<br>Out-of-Title Work<br>Recognition<br>Immigrant Workers Rights<br>Transferring Out of the Department<br>Crediting<br>Professional Development Plan<br>Schedules & Hours<br>Transferring Within the Department |