

AQAU-CWA Bargaining Update #42

6/30/26 & 07/07/26

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.)

Voluntary Separation Package (MOU) - One day after Xbox announced their 3,200 job layoff, the company presented a Memorandum of Understanding (MOU) to offer a one-time voluntary separation package (VSP). The initial offer was one week of pay for every six months worked and six months of COBRA coverage. We responded with a minimum of sixteen weeks worth of pay, plus two weeks for every six months worked as a regular FTE and twelve months of COBRA coverage alongside the bonus we earned for FY26. Additionally, we requested two additional provisions; agreement on two longstanding proposals and a guarantee in writing that during negotiations we would not be subject to any involuntary layoffs.

Vacations - The Company continues to propose very low accrual rates even compared to the current status quo. We countered with a better accrual rate and a negative vacation balance option.

Health Time - We received a Company proposal that is out of compliance with state statutes. Our counter, if accepted, would put this proposal back within compliance.

No Strike/No Lockout - We reintroduced a strong, standard no-strike no-lockout proposal.

Commentary

We understand that this is a rough time for the industry. We are doing everything we can to ensure we get the protections we need. At this time the VSP is still in the bargaining phase and is not being offered as of yet. We believe it is important to look out for coworkers who might consider a voluntary exit, but not to have that come at the expense of making overall progress at the bargaining table.

Bargaining Dates

The next bargaining dates are July 13th and 17th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 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 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)
Green - New Proposal Purple - AQAU (3) Orange - ABK/MSFT (21)	Bold - New TA
Performance Successorship Length of Service (aka Seniority) Artificial Intelligence Emergency Safe Haven Scheduling UPTO Reductions in Force Overtime Shift Differential Management Rights No Strike/No Lockout Hybrid Work Model Health, Dental, Vision and other Benefits Holidays Health Time Agency Claims Expedited Dispute Resolution Leaves of Absence Vacation Employee Stock Purchase Plan Retirement Security Job Titles In-Office Food and Drink Contracting of Work	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 Professional Development Plan Schedules & Hours Transferring Within the Department