

AQAU-CWA Bargaining Update #43

07/13/26

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) - The company returned a counter with a similar provision as before, asking members to sever their employment with significantly weaker terms than what was offered in the previous Voluntary Severance Package in 2023. The company has proposed, essentially, that members be offered no more than 8 weeks of pay in a 60-day period after they volunteer to separate, and confirmed individuals would not be entitled to their FY 2026 bonus. The company would also retain total discretion about whether or not to accept volunteer resignations under this proposal. Given the inadequacy of this proposal, and absent significant improvement, we believe it would be irresponsible to take this to our coworkers and we have rejected the proposal. We offered to consider an improved proposal which addresses the priorities we identified: Better, fair financial terms for volunteers; movement on stuck proposals at the bargaining table; and a commitment to no involuntary layoffs pre-contract.

Contracting Out - The company proposed language that allows them to contract out any work that they wanted, with no restrictions. It seems that the Company thinks we'd be stupid enough to sign away our work. It must be highlighted and underscored: The company is demanding that we agree the company has the right to contract out all of our work. We let the company know that this is predictably unacceptable and, frankly, insulting - we are two years into negotiations, and they continue to make proposals which serve no purpose beyond attempting to frustrate our membership.

Retirement Security (401k) - By adjusting their match offer from 5% of pay to 10% of pay, the company continues to propose that members take a haircut on their existing 401(k) benefits. Meanwhile, we have maintained a 100% match, or dollar-to-dollar, to boost retirement security.

Length of Service - The company continues to reject any consideration for time prior to our conversion to FTEs. We have taken pains to be reasonable in this area, and our efforts to do so have been rejected outright. Our committee is disappointed that the company continues to decline to seriously consider anything that acknowledges time worked for the company prior to conversion to FTE, but we will continue to pursue this in future negotiations in light of its importance to our membership.

In-Office Food and Drink - The company rejected our proposal aimed at maintaining the status quo on in-office food and drink subsidies (e.g., Sharebite, vending machines), and trying to do well by our coworkers with food sensitivities, allergies, and the like. The company did not view this as worthy of a counter proposal. While they indicated they would consider this again during economics, we once more stated that we consider their non-engagement with this to be counterproductive. This committee believes that, without major improvement to wages and other aspects of the eventual CBA, it is necessary to at least maintain the status quo here. If the company demands that we be in the office, the very least they can do is cover lunch.

Commentary

To be very blunt this bargaining session has been nothing less than deeply insulting. Not just to those of us at the table but to all of us as a collective. They have diminished our value to be less than negligible to them, not worth their effort or care, and much less any fair financial compensation. We will be releasing the versions of the VSP MOU proposals that have hit the table, so each of you can see the company's awful initial offer, our counter, and their absolute slap in the face of a response.

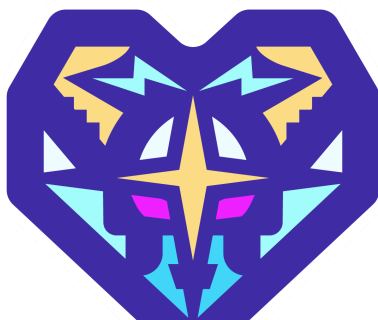
Bargaining Dates

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

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 (7) Orange - ABK/MSFT (17)	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 (401k) 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