

AQAU-CWA Bargaining Update #44

08/13/26

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.)

Leaves of Absence - We reached an agreement to retain the company's Leaves policy, making it contractually enforceable.

Holidays - We reached an agreement to largely retain, and slightly improve, the company's Holiday policy. Additional assurances concerning the holiday break have been agreed - if the employer offers the holiday break to supervisors, it must be afforded to bargaining unit employees.

Voluntary Separation Package (MOU) - We continue to attempt to do well by members who are interested in a VSP as well as those who are not. We presented a proposal tying the existing VSP proposal terms to an across the board wage increase of 5% for employees who stay. It is important to us that progress here does not come at the expense of progress on overall negotiations. We believe it remains important for members to be able to make an informed decision - whether or not they apply for a VSP, members should be able to understand what options are available to them should they choose to stay (eg wages, RIF), and the company's responses so far have not permitted that informed choice.

Commentary

Recently the Company directly shared its last VSP pass via email in an effort to divide us and bypass the Union as bargaining representative. We will not be divided and will continue to fight for a fair contract.

Bargaining Dates

The next bargaining dates are August 20th and August 25th.

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, 22 of which are currently on the table, and 33 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 (5) Orange - ABK/MSFT (15)	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 Health Time 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 Holidays Leaves of Absence