

AQAU-CWA Bargaining Update #45

08/20/26

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.)

Compensation (Wages) - The Union presented a proposal concerning contractual wage rates. The most salient part of the proposal is that the Union proposed a 7.5% across-the-board wage increase (i.e., for all bargaining unit employees) immediately upon ratification of the contract; a second across-the-board 7.5% wage increase effective six months after ratification; and thereafter, nondiscretionary 5% wage increases for each bargaining unit member on every anniversary of ratification. It must be emphasized that this proposal is subject to further negotiation, and therefore, to change. While there are other components to the Union's proposal, and while we are actively negotiating over one other proposal potentially touching on compensation (i.e., the VSP), the Committee felt it important to share this information so that members understand the basics of its approach. As negotiations progress, we will take care to deliver as much as we possibly can in the compensation department for all members.

Overtime - The company countered our overtime proposal after approximately seven months of delay. The lines the company drew were largely counterproductive, and seemingly unintentionally, would have limited bargaining unit employees to no more than four hours of overtime per week, voluntary or otherwise. It seems the company insists that hours worked in a day after our scheduled time is something completely different from overtime; we intend to continue investigating this perplexing thought in the coming days.

Job Titles - The company responded with their first counter after this was presented back in April. While the company acknowledged that they will ensure that there are job descriptions for titles that currently exist, they expressed disinterest in establishing new titles. When asked for the reason, they replied, "the current system works for our needs." The Committee reiterated the purposes of our proposal and spelled out, again, the issues we are trying to address. The committee understands that there are important and lingering issues in this area and is continuing to try to move forward in a productive manner in this area.

Voluntary Separation Package (VSP) - In addition to the contractual wage rates proposed above, the Union presented a counter to the company's VSP proposal, which in part included a 3.75% across-the-board wage increase for all employees who are not accepted for a VSP, or who choose not to apply. The company continues to reject proposals which tie the VSP offer to improvements for existing employees. Nevertheless, the Bargaining Committee remains committed to pursuing a good outcome for those who are interested in a VSP as well as those who do not.

Commentary

We appreciate those who were able to attend the rally on the 20th. Having received several long-delayed counters, the committee looks forward to (again) proposing solutions on issues such as job titles and overtime so that we can get these negotiations even closer to the end. Please stay on the lookout for updates from the committee and from mobilizers concerning issues at the table and in the workplace.

Bargaining Dates

The next bargaining dates are August 25th and in-person from August 31st to September 1st.

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 56 proposals, 23 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 (7) Orange - ABK/MSFT (14)	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 Compensation (Wages)	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