

AQAU-CWA Bargaining Update #46

08/25/26

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 (VSP) - Following the close of bargaining on Tuesday, we have finally resolved the One-Time VSP MOU, and the committee has decided that the offer is acceptable. Employees who elect to take the VSP can expect to receive a minimum of the equivalent of about 20 weeks of pay in total, in addition to 12 months of COBRA coverage and 16 weeks of career services. Over the course of approximately 16 passes of this proposal, the Committee fought hard to secure some benefit for employees who elect not to apply for a VSP in exchange for our agreement to the VSP proposal (e.g., agreement on outstanding articles in bargaining; raises; bonuses). Ultimately we determined that the best course of action was to present a reasonably generous VSP offer to employees who are interested in leaving, and to continue our fight for improved terms and conditions for employees who will stay through the overall CBA negotiations, which we hope to conclude in the near future.

Compensation (Wages) - In light of the Company's decision to reject our proposal for a 3.75% wage increase alongside the VSP proposal, which we received moments before initially presenting our wages proposal last week, the Committee presented an updated wages proposal which included minor adjustments to our proposed wage increases. While there are other elements to the proposal, the Union proposed that all bargaining unit employees receive a 9.125% raise upon ratification of the contract; a second 9.125% raise six months after ratification; and guaranteed 5% raises every year on the anniversary of the contract thereafter. These numbers, of course, are subject to further negotiation between us and the Company.

Benefits - The Company sought to maintain flexibility to adjust its benefits offerings in the same manner it has in previous proposals on this subject.

Commentary

The contract is 90% complete. Be ready to mobilize as we work toward a tentative agreement.

Bargaining Dates

The next bargaining dates are August 31st and September 1st, in-person.

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 (8) Orange - ABK/MSFT (13)	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