

AQAU-CWA Bargaining Update #47

08/31/26 & 9/1/26

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.)

ESPP - We reached an agreement to incorporate the ESPP language from the Memorandum of Understanding that was signed back in 2024.

Performance - We agreed to adopt similar language at the Blizzard table, which also included adjusting the language on Discipline. This will change performance-based disciplines to a just cause system, which means, on ratification, the Performance Improvement Plan system dies. No matter what the basis for discipline, this agreement ensures that after ratification, any discipline will have to be supported by just cause.

Health Time - We reached an agreement securing language for health time that coincides with Minnesota's Employee Sick and Safe Time (ESST) Law.

Overtime - We are close to an agreement with the Company concerning overtime availability and assignment. Our goals remain to ensure availability of voluntary overtime while securing reasonable limitations on involuntary and excessive overtime.

Commentary

This was a successful bargaining session that sets us up to secure an overall tentative agreement on all remaining issues in the near future. We aim to push to conclude all outstanding issues in the coming weeks and months. We cannot do so without the support of each of you. Please keep an eye out for updates from the bargaining committee and mobilizers concerning how you can help us not just reach the finish line, but finish strong.

Bargaining Dates

The next bargaining dates are September 17th and September 24th

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 54 proposals, 18 of which are currently on the table, and 36 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 (11)	Bold - New TA
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 Vacation 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 ESPP Performance Health Time