

AQAU-CWA Bargaining Update #17

5/5/25

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.)

Hiring - While we did not reach a tentative agreement on contract proposals, we did reach an agreement on our Memorandum of Understanding (MOU) on the company's ability to hire during contract negotiations. With this agreement reached, the company has written confirmation they can hire as we continue bargaining for our first contract.

Immigrant Workers Rights - As current events continue to unfold, we strengthened the language to better protect our immigrant co-workers and are hopeful for a tentative agreement soon.

Promotions - Currently, we are waiting for a response from the company regarding this MOU to explicitly allow promotions within the bargaining unit. We are hopeful we can reach an agreement.

Overtime - In response to our proposal on Overtime, the company's first counter was deeply disheartening. Rather than engaging with the full scope of our proposal, they focused solely on reintroducing mandatory overtime—disregarding the many concerns and suggestions we put forward. Many of us still remember how difficult those days of forced overtime were, and to see a push to bring that back, without even considering voluntary overtime as a first option, feels like a significant and troubling step backwards. We intend to further discuss this issue in order to provide perspective to the company.

Commentary

With annual reviews coming up, we had members reach out to us concerned about the review process. While at the table, we asked questions regarding how goals are weighted and the time period considering that we had the stub year previously. We were advised by the company that if anyone had concerns or feel like they need to correct what they had entered for their self evaluation, they can request to have their self-evaluations sent back to revise and resubmit.

Bargaining Dates

The next dates for bargaining are May 16 and June 4.

Next Steps

We recently sent out an updated bargaining survey on April 30th to see how membership feels about some of the major topics of bargaining. Please complete these at your earliest convenience. In addition, moving forward, we will be sending out additional surveys that are about specific topics of bargaining (such as wages, job titles and responsibilities, etc.). We do appreciate the feedback we do receive, whether it's from talking in person, messaging on slack, completing surveys, or discussing issues at meetings. Even if we aren't able to respond right away, we see you, hear you, and your feedback is valid.

In Solidarity, Your Bargaining Committee:

Jeff Lacher Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 9400	Ira Piros 7250 Julian Pecino 6215 Jalen Churley 6215 Michelle Richardson 7250 Reginald Small 6215
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Number of Proposals

We have a total of 37 proposals, 20 of which are currently on the table, and 17 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 Orange - ABK/MSFT	Bold - New TA
Provisional Period Immigrant Workers Rights Performance Professional Development: Feedback Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Transferring Out of the Department Artificial Intelligence Individual Creative Work Schedules & Hours Social Media Unplanned Closings Emergency Safe Haven Scheduling UPTO Reductions in Force Parental School Leave Overtime Shift Differential	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