

# AQAU-CWA Bargaining Update #20

6/24/25

## **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.)

**Length of Service (Seniority)** - Our initial proposal would set our length of service to our initial hire date with the company. The company countered with the most recent hire date, whether it was part time or full time. Currently, we are reviewing their counter.

**Performance** - The conversation around performance, in particular with the Performance Improvement Plan, continues. Very little was accomplished this go around as we await a response to our most recent counter.

**Successorship** - The company offered its first counter toward Successorship by stating that they would comply with any obligations imposed under the National Labor Relations Act. However, we responded with an agreement that was reached at the national level on this topic. We anticipate the company will agree to those terms.

**Immigrant Workers Rights** - We await the company's response on this proposal in order to best protect our immigrant co-workers.

**Individual Creative Work, Overtime** - We received counters from the company on these proposals, but they were essentially the same counters as before. We will review and respond accordingly.

## **Commentary**

This session, we met with Microsoft's stand-in temporary replacement until the true replacement, an individual from Activision leadership, can get comfortable and up to speed. However, this interim stand-in is also just as new to the process. As a result, a lot of communications from that side of the table boiled down to "Sorry, I'm new" or "I got nothing" and similar phrases, which we found extremely unprofessional for a partner at a Law Firm. A comment was made that Microsoft is waiting on AQAU to respond to proposals, but as per usual, a majority of the pending proposals are sitting in Microsoft's court. The perception we received from this is that Microsoft does not want to move forward on any proposals until we reach a TA on Management Rights, which in its current state effectively says "We can do anything we want".

## **Bargaining Dates**

The next dates for bargaining are July 9th and July 22nd.

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 Jenna Huffman 6215 Michelle Richardson 7250 Reginald Small 6215
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# Number of Proposals

We have a total of 40 proposals, 21 of which are currently on the table, and 19 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)
<b>Green</b> - New Proposal <b>Purple</b> - AQAU <b>Orange</b> - ABK/MSFT	<b>Bold</b> - New TA
Provisional Period Immigrant Workers Rights Performance 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 Force Adjustment Overtime Shift Differential Management Rights No Strike/No Lockout Recognition Hybrid Work Model	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