

AQAU-CWA Bargaining Update #22

7/29/25

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.)

Health, Dental, Vision, and Other Benefits - The company introduced this proposal, which would look to lock in our current health, dental, vision and other benefits upon ratification.

Reductions in Force - The Company proposal covers how Severance, Voluntary Separation and related benefits would be handled. We reviewed and discussed details surrounding the recall period, but have not countered.

Length of Service/Seniority - A question was raised on whether length of service would be included for workers who were on a Temporary Employment Agreement (TEA) or were contractors, with the company saying “no.” As this would affect many of us, including members in TX, we countered immediately to include time served in a TEA or as a contractor as part of the length of service. This would mark the initial hire date as the start of your length of service.

Schedule and Hours - The company now understands that California does not need to be excluded from a 4x10 schedule as part of the proposal. Discussions were had about the length of lunches.

Social Media - Social media policy was proposed to the company mostly unchanged with the caveat that only fair and progressive discipline would be administered in alignment with our other proposals

Qualification Period - We proposed the company implement a qualification period of 90 days so all new hires have the ability to go through a review cycle to understand where they may need to improve and have a general benchmark of where they stand.

Management Rights - The company has proposed an excessively overreaching management rights policy which they have accepted no counters on since its introduction. In response we intend to submit a Request For Information (RFI) in regards to everything that this may cover in an attempt to better understand the scope of this unwieldy proposal.

Commentary

We were informed by the company that they are choosing to exercise their right to promote within the bargaining unit, which we reached an agreement on back in May.

Bargaining Dates

The next dates for bargaining are August 22nd and 27th. We do have additional dates beyond that and are currently working on scheduling more.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 9400	Lukas Anderson 7250 Jalen Churley 6215 Jenna Huffman 6215 Michelle Richardson 7250 Reginald Small 6215
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Number of Proposals

We have a total of 42 proposals, 23 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)
Green - New Proposal Purple - AQAU (5) Orange - ABK/MSFT (19)	Bold - 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 Health, Dental, Vision and other Benefits	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