AQAU-CWA Bargaining Update #24

8/27/25

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.)

Qualification Period - Meaningful progress was made as the Company passed a proposal we very nearly agree to with a few minor changes. We expect that our next counter will result in a tentative agreement.

Schedule and Hours - The Company submitted a counter to our previous proposal after finishing their own research on the possible legal boundaries preventing a 4x10 schedule in California. Unfortunately the Company proposal still allows for mandatory unlimited over time. It is worth noting there has been a decent amount of progress on it and we hope to come to a tentative agreement on it soon.

Crediting - The Company's stance when this proposal was first introduced was to continue with their current crediting process. We discussed a few of the issues we have regarding crediting with the company, including the difficulty to add or change a name in the credits after a title is released, credits for live service titles (such as COD Mobile or Warzone), and crediting for teams that worked on ports for other platforms.

Length of Service/Seniority - The Company passed a counterproposal to us that would have all workers' length of service begin from the most recent hire date as a full-time or regular part-time employee. As many of us were on Temporary Employment Agreements (TEAs) prior to the full-time conversion of our positions, this would mean that the most recent hire date would be on July 1st, 2022. We feel that it is important that all time be recognized in our length of service.

Commentary

The Company is still reviewing our MOU for an interim wage increase, which would make up for not receiving raises during the stub year period. We are asking members to let your voices be heard on this issue by leaving a post-it note on the posters in the break rooms.

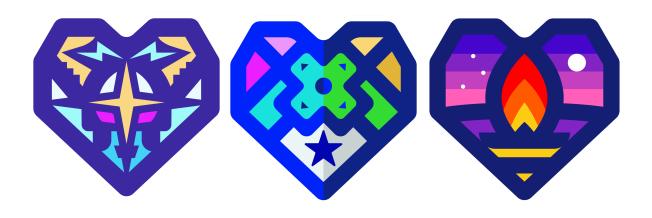
Bargaining Dates

The next dates for bargaining are September 9-10, in-person in Minnesota. We also will meet on 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
Jalen Churley 6215
Jenna Huffman 6215
Michelle Richardson 7250
Reginald Small 6215



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
Qualification 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