

# 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
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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)
<p><b>Green</b> - New Proposal  <b>Purple</b> - AQAU (5)  <b>Orange</b> - ABK/MSFT (19)</p>	<p><b>Bold</b> - New TA</p>
<p>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 &amp; 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</p>	<p>Dignity &amp; Respect  Contract Application  Savings Clause  Union Security  Labor Management Committee  PAF Contributions  Union Activities  Workplace Integrity Training  Workplace Integrity Standards  Grievance &amp; Arbitration  Tuition Reimbursement  Business Expenses  Discipline  Disability Accommodations  Voluntary Resignation Procedure  Scheduling Vacation  Safety &amp; Health  Professional Development: Feedback  Parental School Leave</p>