

# AQAU-CWA Bargaining Update #26

9/24/25

**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.)

**Recognition** - We submitted a counter to the company in the attempt to better define our bargaining unit consistent with our previous counters. The company has made their efforts clear in defining our unit not only by job titles but also by the physical location and addresses of our current offices we believe that definition to be too restrictive and an unnecessary headache in the event that an office must move locations or a new office is opened up that would fall within our bargaining unit.

**Schedules & Hours** - The company submitted a counter to this that added language that would give the employer nearly full control of the implementation of alternative work week (4x10 work week) while also completely striking language that would offer flexibility in work schedules. We believe that this gives the company far too much control and fails to take into consideration the reality of life getting in the way of your work schedule. We engaged in an active conversation with the company in an effort to see where exactly the issues of this are and where we can advance to get effective language on this issue.

**Individual Creative Work** - As part of our discussions on this proposal, the company invited a member of the Compliance department to discuss and answer questions related to side projects and how the Conflict of Interest policy works. It was a good, worthwhile discussion to help everyone understand the process, and also a good opportunity to address issues we may have with the process. The Bargaining Committee is interested in your experience regarding the Conflict of Interest policy.

## **Commentary**

This session was heavy with across the table dialogue. Much of it was productive and lent to a better understanding of the company's viewpoint, however we do still feel as though there is a long way to go.

## **Bargaining Dates**

The next bargaining dates are October 1st and 7th.

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, 20 of which are currently on the table, and 22 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 (4) <b>Orange</b> - ABK/MSFT (16)	<b>Bold</b> - New TA
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 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 Qualification Period Social Media Unplanned Closings