

AQAU-CWA Bargaining Update #27

10/1/25

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.)

Successorship - The company decided to strike a majority of our language, stating they were only willing to comply with the bare minimum obligations imposed on them under the NLRA. When pressed to justify their position, the company's explanation was contradictory; they explained that there was a substantial amount of complicated law on the subject. This is precisely why the Union proposed a streamlined alternative that would satisfy each side's fundamental interests, and it reiterated this position at the table.

Immigrant Workers Rights - We received a counter proposal from the Company that eliminated language requiring a judicial warrant to allow ICE to access the bargaining unit. This is in accordance with both the law, and the CWA position on the subject. Confusingly, the Company made verifiably false claims about the National CWA position [https://cwa-union.org/cwa_ice_guidance] and had no significant response when confronted.

Individual Creative Work - The company sent us a combined proposal based on what we had previously presented and our conversation with Ethics and Compliance at the previous session. We are hopeful for a TA on this proposal soon.

Schedules and Hours - We submitted a counter consistent with our stance that flexibility in the work schedule is an important part of this contract while also recognizing that the employer still needs to be able to ensure that their business is able to operate effectively. We also committed to our language that the employer will consistently offer an alternative work schedule when it is consistent with the business needs of the company.

Commentary

We have continued our conversations in caucus regarding job titles and descriptions, and have expressed interest in having a dialogue with the company in order to identify key issues when putting this structure together. We would also like to encourage members to reach out to the bargaining team with any thoughts they have in regards to job titles and career progression.

Bargaining Dates

The next bargaining dates are October 7th and 22nd.

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)
Green - New Proposal Purple - AQAU (5) Orange - ABK/MSFT (15)	Bold - 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