

AQAU-CWA Bargaining Update #28

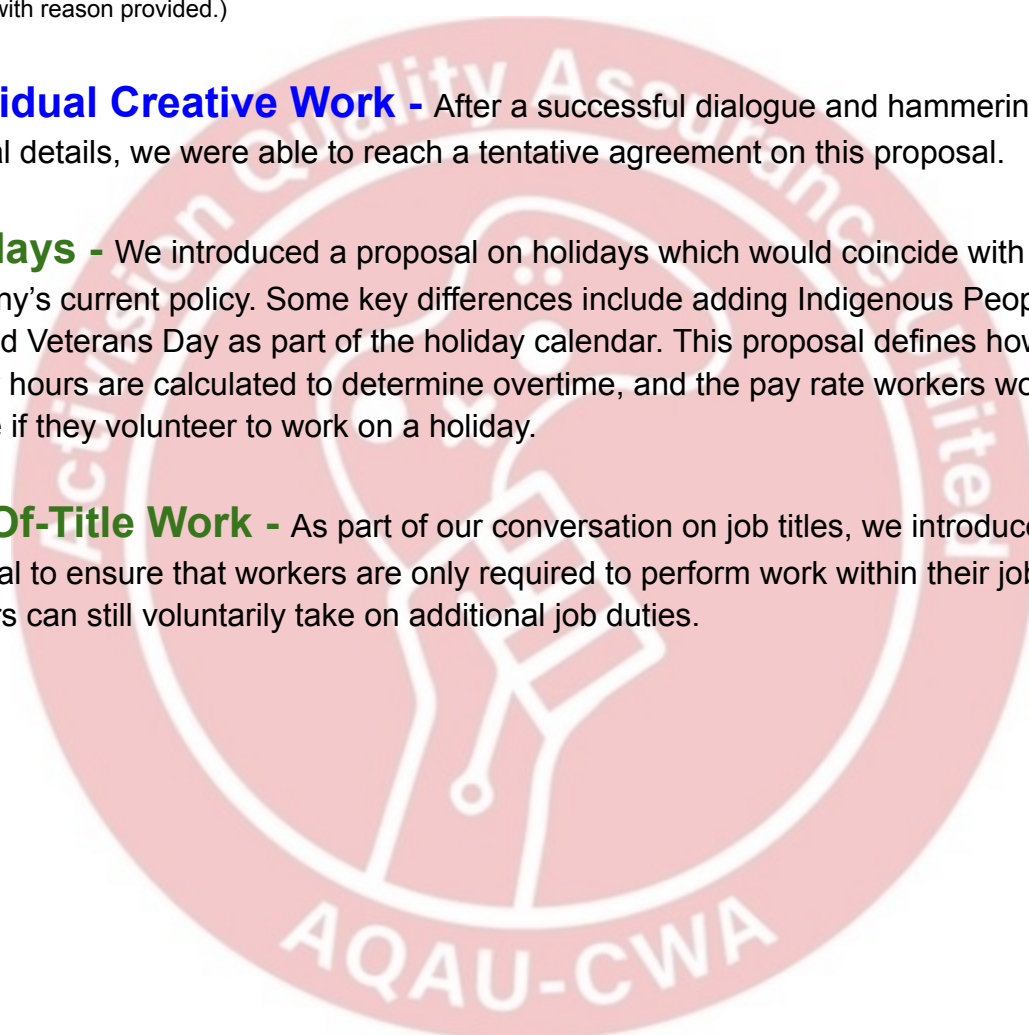
10/07/25

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.)

Individual Creative Work - After a successful dialogue and hammering out the final details, we were able to reach a tentative agreement on this proposal.

Holidays - We introduced a proposal on holidays which would coincide with the company's current policy. Some key differences include adding Indigenous Peoples' Day and Veterans Day as part of the holiday calendar. This proposal defines how holiday hours are calculated to determine overtime, and the pay rate workers would receive if they volunteer to work on a holiday.

Out-Of-Title Work - As part of our conversation on job titles, we introduced this proposal to ensure that workers are only required to perform work within their job title. Workers can still voluntarily take on additional job duties.



Commentary

As we continue our discussions on job titles and descriptions, we ask that if you would like to provide any information or ideas about job titles, please reach out to a bargaining committee member.

Bargaining Dates

The next bargaining dates are October 22nd and November 4th.

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 44 proposals, 21 of which are currently on the table, and 23 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 (17)	Bold - New TA
Immigrant Workers Rights Performance Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Transferring Out of the Department Artificial Intelligence 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 Holidays Out-of-Title Work	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 Individual Creative Work