

AQAU-CWA Bargaining Update #29

10/22/25

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.)

Health Time - We introduced a proposal that would retain our current health time (or sick time) policy.

Schedules and Hours - The company agreed to a majority of the changes in our language in regards to an alternative work week and have finally chosen to engage with us on the discussion of flexibility in our work schedules however they have also chosen to use this as a trade off for UPTO which has begun a large discussion at the bargaining table. We welcome membership to give their thoughts on this trade as we believe there is a large conversation to be had with this proposal.

Out-of-Title Work - In addition to ensuring that workers would be able to volunteer to do work outside of their title, we improved a provision where the work they are doing would be considered when it comes to performance-related decisions. This would not only cover workers on performance-based discipline, but also put workers in consideration for positions where they are volunteering to do that work.

Commentary

We continue to work through possible Job Title concepts. We are looking for input so please contact a bargaining committee member if you have any ideas.

Bargaining Dates

The next bargaining dates are November 4th and November 18th.

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 45 proposals, 22 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 (7) 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 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 Health Time	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