

AQAU-CWA Bargaining Update #30

11/4/25

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.)

Out-of-Title Work - We reached a tentative agreement on this proposal after a fairly quick turnaround.

Agency Claims - The Company proposed language that would take any issue outside the grievance and arbitration procedure (which has already been TA'ed) that could be subject to a federal, state, or local statute or administrative agency. In other words, the Company is proposing that any issue which involves any conduct regulated by any statute or administrative agency (which includes, but is not limited to, discriminatory hiring, wages, reassignments, or terminations) cannot be resolved through the grievance and arbitration procedure. The Union believes this proposal is an illegal subject of bargaining because it would give fewer rights in the workplace to anyone who has been subjected to virtually any kind of discrimination at work. The Union also believes this is an attempted end-run around the agreed-upon grievance and arbitration procedure.

Schedules and Hours - In response to the company's ridiculous notion of dropping Unpaid Time-off with a limited flexibility option, we scrapped flexibility and packaged our Unpaid Time-off proposal with Schedules and Hours.

Length of Service/Seniority - Our counter expanded the bridging length of service from 120 days after separation to 270 days. In previous practice for rehiring, an employee would need to wait 90 days until they could reapply, and only if a position was open, making 120 days to rebridge length of service too short.

Recognition - The Company's counter reinserted current facility addresses and added language giving themselves total ability to establish new job titles. We believe the company must be willing to come to the table and bargain the establishment of new titles and wage rates as well as effects of any new job titles established and ensure everyone is given reasonable access to our bargaining unit and be paid a fair rate for the work being done.

Commentary

We are happy to see the company agree with a majority of our language on out of title work. However, within the counter that we TA'd in this session, we noticed that the only changes made to our language were semantic and offered no real substantial changes to our initial language. As we continue with negotiations, we are hopeful that the company will begin to make more substantial proposals or counters that can be discussed. Having a reasonable proposal be countered with semantic word changes causes delays in negotiations. Your Bargaining Committee continues to focus on pushing the bargain forward, and we are doing everything we can to ensure the Company has the same focus.

Bargaining Dates

The next bargaining dates are November 18th and December 2-3, in-person in Minnesota.

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 (16)	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 Health Time Agency Claims	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 Out-of-Title Work