

AQAU-CWA Bargaining Update #35

1/27/26

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.)

Transferring Out of the Bargaining Unit - We finalized minor details and secured a tentative agreement for transferring out of the bargaining unit. This would cover scenarios such as a promotion from Senior Tester to Associate Project Lead, or accepting a position outside of QA.

Transferring Within the Bargaining Unit - We received the company's counter for moving between positions within the bargaining unit. Of note, they included a section which would put transferring employees into a new qualification period. A qualification period is designed for new employees to gain and build the skills needed to do the daily work, not for workers changing roles while having worked in the office for some time. We are reviewing the proposal and will offer a counter to better address our needs.

No Strike/No Lockout - Following discussion among the committee, the union presented a counter rejecting most of the company's proposed changes and refocusing certain language on preventing the unit from performing struck work. The unit regards it as more likely that we would potentially be used to undermine another unit's valid work stoppage than we would be to cross a picket line, hence the change.

Commentary

The company did not understand that our “transferring within the bargaining unit” proposal was not meant to capture promotions, and instead was meant to cover “lateral” moves from one role to another within the bargaining unit (eg, from a QA role to an administrative role or vice-versa). The union has used the term “transfer” in the ordinary labor relations sense and believes the company’s confusion, which jeopardizes our progress in this area, is based on its use of corporate jargon like “releveling” to empty basic terms of their meaning. Nevertheless, the bargaining committee will continue to push for common-sense, pro-worker resolutions to this and other issues.

Bargaining Dates

The next bargaining dates are February 5th and 11th.

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 Julian Pecino 6215 Jenna Huffman 6215 Michelle Richardson 7250 Reginald Small 6215
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Number of Proposals

We have a total of 48 proposals, 23 of which are currently on the table, and 25 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
Performance Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Artificial Intelligence Schedules & Hours Emergency Safe Haven Scheduling UPTO Force Adjustment Overtime Shift Differential Management Rights No Strike/No Lockout Hybrid Work Model Health, Dental, Vision and other Benefits Holidays Health Time Agency Claims Expedited Dispute Resolution Transferring Within the Department Leaves of Absence and Vacation	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 Recognition Immigrant Workers Rights Transferring Out of the Department