

AQAU-CWA Bargaining Update #14

2/24/25

Proposals

(Blue are proposals we have TAs on, Red are proposals that the company has rejected with reason provided.)

Discipline - We reached a TA on the Discipline procedure, which would allow union representation in disciplinary meetings in order to ensure a fair process for workers.

Number of Proposals

We have a total of 34 proposals, 21 of which are currently on the table, and 13 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
Safety & Health Provisional Period Immigrant Workers Rights Disability Accommodations Performance Professional Development: Feedback Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Scheduling PTO Transferring Out of the Department Artificial Intelligence Individual Creative Work Schedules & Hours Separation Procedure Social Media Unplanned Closings Emergency Safe Haven Scheduling UPTO Reductions in Force	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*

Commentary

The work continues to move at a rapid pace as we move closer to TAs on other proposals. We did have a rigorous conversation regarding the company's commitment to a safe workplace. Part of that discussion involved signing an agreement to establish a Health and Safety Committee to be in compliance with Minnesota law. We hope that continued discussion will help the company reach us on a mutual understanding regarding our safety in the workplace.

Bargaining Dates

The next dates for bargaining are March 6 and 7th for in-person bargaining.

Next Steps

We appreciate seeing the solidarity with everyone either wearing red on bargaining days and/or changing profile pictures! We'd ask that you continue to show your solidarity on bargaining days. If you need a union shirt, reach out to your local stewards with your shirt size and we will get you one based on availability.

We also want to remind members that we did reach an agreement with Microsoft where we will be able to participate in the upcoming Employee Stock Purchase Plan. If you run into any issues with enrollment based on membership status, reach out to a steward and contact HR.

In Solidarity, Your Bargaining Committee:

Jeff Lacher Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 9400	Ira Piros 7250 Jenna Huffman 6215 Julian Pecino 6215 Michelle Richardson 7250 Reginald Small 6215
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