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TENTATIVE AGREEMENT EXPLAINER

This is an official communication from the CWA CORE Bargaining Committee

5 NEW TENTATIVE AGREEMENTS REACHED.

Building on the incredible momentum of reaching 14 tentative agreements over the past 2 weeks, we are pleased to announce that both sides have reached 5 more tentative agreements. This progress brings our recent total to 19 agreements and reflects the commitment of both sides desire to reach a complete contract. A few of these agreements involve codifying existing policies and handbook language for the life of the contract.

1). HOLIDAYS:

-Codifies the 8 paid holidays currently recognized at ZeniMax.
-Codifies practice that if a holiday falls on a Saturday it will observed on the preceding Friday. And if falls on Sunday will be observed on the following Monday.
-Codifies paid time off for the Winter Break/Holiday break.
-For hourly employees-codifies how holiday pay will be calculated and that holidays will be counted as hours worked for purposes of overtime.
-If an hourly works on a holiday will be paid regular rate of pay in addition to holiday pay.

2). PAID TIME OFF

-Covers how requests for PTO are handled through your manager. No requests will be unreasonably denied.
-If PTO needs to be restricted or limited, Employer will provide the bargaining unit at least 2 weeks advance notice.
-Codifies the existing practice for accruing PTO; Sick days; Wellness days and Personal Days and sabbaticals, as stated in the 2027 Employee Benefits Guide.

3). LEAVES OF ABSENCE

-Codifies the existing time off and guidelines for Bereavement Leave; Jury Leave; Military Leave; Compassion Leave; Leaves of Absence without Pay; and how Health Insurance and all other insurance benefits continue during leaves.

4). TEMPORARY EMPLOYEES

-New language that permits temporary employees to be hired for a special projects(s) and for a specified period.
-The Employer retains the right to utilize Temporary Employees as long as they do not exceed more than 10% of the bargaining unit at any given time.
-Temporary employees receive specified amount of benefits and paid time off.
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5). PROFESSIONAL DEVELOPMENT

-Annual reviews will be performed by supervisor at least once a year.
-Spells out what the review will consist of: feedback on different areas of the employee's work; skills assessments; areas of growth; advancement opportunities and professional development.
-Your supervisor and/or designee will hold one-on -ones at an appropriate cadence but no less than once a month with each employee.
-Employees may request a meeting with your supervisor to prepare an annual professional development plan.
-If participation or attendance in a program or conference is required, the Employer shall cover all expenses in accordance with the Business Expenses provision.
-Any conferences or training outside of regular working hours will be considered time worked for non-exempt employees (meaning paid time).

Should you have any additional questions please reach out to _____.

Tentative agreements (TA) are agreements reached between the Employer and Union, after the parties have negotiated over a certain topic. Tentative agreements do not become permanent until the entire set of TA's has been voted on and ratified by the bargaining unit members. For that reason, the complete content of a TA is not shared until an overall agreement has been reached and will go to a vote of the membership. Prior to any voting on a contract, a contract explanation meeting is held and full copies of the TA's are provided in advance of that meeting.