

Last updated Nov 4, 2026

TENTATIVE AGREEMENT EXPLAINER

This is an official communication from the CWA CORE Bargaining Committee

On Monday, we shared the exciting news with you that we had reached a tentative agreement on a comprehensive package of 14 proposals. Below is additional information explaining more about each proposal. This update contains proposals 1-7.

FIRST 7 OF THE 14 AGREED UPON CWA/ZENIMAX PROPOSALS:

1). ARTIFICIAL INTELLIGENCE:

-AI assisted workflows remain subject to appropriate human control and review for accuracy and quality

-Where AI may materially impact work performed by bargaining unit employees-union can bargain over

-necessary training and resources will be provided by the employer

-Labor Management Committee will meet regularly to discuss AI as it relates to bargaining unit work

2). CREDITING

-Employees assigned to a game title for at least 90 days prior to its release will be credited if the game title is released with credits (includes CT&O and CS).

-Current and former employees shall not be removed from in-game credits

-Employer will maintain a publicly accessible list of credits for any new game titles
-If a former employee has worked on a game for at least 90 days or more during course of employment, former employee will be credited

3). EMPLOYEE STOCK PURCHASE PLAN (ESPP)
-Microsofts employee stock purchase plan shall be offered to eligible bargaining unit employees

4). BUSINESS EXPENSES
-Codify terms of Bethesda expense policy 2026 into the contract.

5). EXPIRATION DATES
-Tentative agreements reached at the core bargaining table apply to each of the individual units
-CT&O contract expires in 3 years
-BGS contract expires 17 weeks following CT&O
-ZOS contract expires 17 weeks following BGS
-id contract expires 17 weeks following ZOS
-For renewal negotiations either party may request to bargaining at a single table-known as core bargaining.
-Topics at core will be determined at least 2 weeks prior and topics will be mutually agreed upon.
-Any newly organized unit shall have the terms of core bargaining applied to it

6). LENGTH OF SERVICE
-Defines length of service as the most recent hire date at ZeniMax Media Inc, as a regular or part-time employee.
-Addresses service for Temporary employees once converted to full-time.

7). MANAGEMENT RIGHTS
-Lists the Employer's rights and responsibilities to manage the business that isn't covered by other language in the contract.

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. Until then they may be modified, deleted or added to during negotiations. 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.