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TENTATIVE AGREEMENT EXPLAINER

This is an official communication from the CWA CORE Bargaining Committee

We kicked off this week with great news. Monday, 11/2/26, we shared we had reached an agreement on a comprehensive package of 14 proposals. Wednesday and Thursday we shared in more detail proposals 1-7. Today we are sharing the remaining 8-14 proposals.

SECOND SET OF 8 - 14 TENTATIVE AGREEMENTS BETWEEN CWA/ZENIMAX:

8). REDUCTION IN FORCE:

-Major job security win.
-Impacted employees can be recalled for 14 months.
-List of specific criteria Employer may consider when determining which positions will be impacted.
-60 continuation period begins once notified
-Codifies severance pay and benefits terms
-Severance not deducted from continuation period.
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9). NO STRIKE/NO LOCKOUT

-Employer will not lock employees out for the duration of the Agreement.
-Employees agree not to cause, call or encourage or sanction strikes and other work stoppages for the duration of the Agreement.

10). SUCCESSORSHIP

-Guarantees your contract remains fully intact and legally binding if the studio is sold or spun off.
-New owner, as a condition of the transaction, adopts the existing contract.

11). HEALTH AND WELFARE BENEFITS

-Employer will continue to offer medical, dental, vision,basic life insurance and basic disability benefits and all other benefits in the Benefits Guide applicable to the 2027 calendar year for the life of the agreement.
-Employer will fund an Employee's Health Savings Account with at least $250.00
-Employer continues to provide $1,000 Wellness Credit.

12). UNION RIGHTS AND ACTIVITIES

-Union provides an Employer with the list of union representatives.
-Dedicated SLACK channel used by bargaining unit employees.
-Union Orientation for up to 60 minutes for any new employee.
-Paid time for representation and participation in other joint Employer/Union meetings.
-Allow release time for employees to be engaged in union trainings, meetings and conferences.

13). UNION LEAVE OF ABSENCE

-Time away from work for any member who wishes to serve as an elected union official.

14). VOLUNTARY SEPARATION PLAN (VSP)

-Employer may elect to offer a voluntary separation plan.
-Codifies current policy.

Another significant proposal we reached a tentative agreement on but is not part of this package:

CONTRACTING OUT:

-Prevents Employer from replacing bargaining unit employees with contractors.This protection applies to contractors hired a year prior to an Employer initiated involuntary termination (layoff) through the end of the recall period.
-Employer will provide a detailed description of the scope of work, the bargaining unit and project for which the work is related and name and location of contractor and the number of employees engaged in the work, when engaging contractors.

-Subject to the grievance and arbitration process

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

All of these proposals are tentative agreements. Tentative agreements (TA) do not become permanent until the entire set of TA’s have been voted on by the membership. To ensure accuracy, the complete finalized language is distributed once the entire contract package is ready for a vote. Before any vote happens, we will host a comprehensive contract explanation meeting and provide the TA’s in advance of the meeting so you can review the wins in detail.