



Why Collective Bargaining?

[More info at <https://bfu-id-cwa.org/>]



Love your benefits? Let's guarantee them!

Our employee handbook is "not an employment contract"^[1] and Microsoft "reserves the right to modify, amend, suspend, or terminate any plan at any time"^[2]

Since the acquisition these benefits have been negatively impacted

- Termination of Employee Game Purchase Program
- Juneteenth was a recognized holiday in 2020^[3] and not since the acquisition^[4]
- Inauguration day was a recognized holiday in 2017^[5] and 2021^[6] but not in 2025
- Russel 2000 index fund was removed from our 401k and replaced with a managed fund 30x more expensive^[7]

ZeniMax Workers United ratified contract maintained their preexisting benefits, guaranteed wage increases, and severance packages^{[8][9]}



Love your job? Help preserve it!

Microsoft laid off 1900 Video Game Staff last January^[10], shuttered several ZeniMax studios last May^[11], laid off 650 more Gaming Staff last September^[12], and 3% of total workforce in May^[13]. Microsoft laid off ~9000 more employees after Fiscal Year 2025 close^[14].

ZWU entered their notification period and both ZOSU and ZWU are bargaining over the effects of those FY25 layoffs and cancellations^[15].

While no union can guarantee employment, they do offer better security

- We gain **Status Quo** protection during bargaining^[16]
- Severance packages can be bargained for in labor contracts
- Every other ZeniMax game studio in North America is unionized, when gaming reductions happen again we have no protection, guarantee of severance, or bargaining power.



Sign a union card^[17]!



Footnotes:

[1] - See Employee handbook FORWARD section

[2] - See Benefits Guide 2025 Table Of Contents

[3] - See email "Weekly update 14" from Robert Altman, dated June 15th, 2020 @7:59AM

[4] - <https://bethesda.net/en/article/193piE646914YSCGpeYxGC/bethesda-xbox-just-getting-started>

[5] - See email "Friday, January 20th" from Tammy Boyd-Shumway, dated January 17th, 2017 @10:53AM

[6] - See email "Weekly Report" from Robert Altman, dated January 11th, 2021 @ 8:00AM

[7] - See email "Disclosure About Your Retirement Plan: Changes to Your 401(k) Investment Options" from Fidelity.Investments@mail.fidelity.com, dated February 25th, 2025 @2:05PM

[8] - <https://www.engadget.com/gaming/zenimax-and-microsoft-ratify-union-agreement-224148192.html>

[9] - [ZWU Tentative Agreement June 2025 \(which has been ratified\)](#)

[10] - <https://www.ign.com/articles/microsoft-lays-off-1900-staff-from-its-video-game-workforce>

[11] - <https://www.ign.com/articles/microsoft-closes-redfall-developer-arkane-austin-hifi-rush-developer-tango-gameworks-and-more-in-devastating-cuts-at-bethesda>

[12] - <https://www.ign.com/articles/microsoft-lays-off-another-650-staff-from-its-video-game-workforce-xbox-boss-phil-spencer-sends-memo-to-staff>

[13] - <https://www.cnn.com/2025/05/13/microsoft-is-cutting-3percent-of-workers-across-the-software-company.html>

[14] - <https://www.theverge.com/news/693535/microsoft-layoffs-july-2025-xbox>

[15] - <https://www.ign.com/articles/zenimax-union-responds-to-microsoft-canceling-unannounced-mmo-a-future-has-been-stolen-from-us>

[16] - <https://www.nlr.gov/about-nlr/rights-we-protect/the-law/bargaining-in-good-faith-with-employees-union-representative>

[17] - <https://survey.alchemer.com/s3/8348469/Join-CWA-id-Software>