

Big Friendly Unionizing (bfu) Timeline



1. Organizing **← WE ARE HERE**

- Employees decide they would like to collectively bargain
- Volunteer organizing committee is formed to engage and inform our peers
- Organizing Committee asks peers to sign union cards to show solidarity

2. Voting

- When majority support is achieved, the CWA works with Microsoft on a schedule to open a voting portal
- The anonymous voting portal is opened for 30 days
- Signed union cards are counted as a “yes” vote
- Organizing committee continues to engage/inform peers

3. Recognition

- Upon a successful majority vote the bfu is recognized by Microsoft and ZeniMax
- id employees gain **Status Quo** protection, **Weingarten Rights**, and any layoffs until step 6 must be negotiated with the bfu
- Organizing committee dissolves; volunteer mobilizing committee is formed
- Mobilization committee engages and informs bfu members about bargaining

4. Bargaining

- Bargaining committee is formed via election of and by bfu members
- Surveys are disseminated to all bfu members to determine what we bargain for
- Bargaining committee members represent us in negotiations with Microsoft
- Bargaining begins with **Status Quo** and is augmented from there

5. Tentative Agreement

- A tentative agreement is reached between the bfu bargaining committee and Microsoft
- All bfu members vote to accept or reject the agreement
- If the agreement is rejected by simple majority, Steps 4 and 5 repeat

6. Ratification

- When a tentative agreement is accepted by the majority, it is enacted
- That agreement remains in effect for a period of time agreed upon in step 4
- Bargaining and mobilization committees are dissolved
- Prior to the contract expiration, Steps 4 and 5 repeat until Step 6 is reached

