

By: Autumn Mitchell, Quality Assurance Tester - Zenimax

## Almost a Year Later, Zenimax Bargaining Still Going Strong

Since April 2023, we have been in negotiations with Microsoft and ZeniMax to secure our first contract. Our bargaining team consists of former CWA Local 2108 President Marilyn Irwin, Jeff Lacher (CWA Staff Representative), Dylan Burton (Senior QA Tester - TX), Page Branson (Senior QA Tester - MD), Rhyanna Eichner (Lead QA Tester - MD), Zach Lyon (Senior II QA Tester - MD), Wayne Dayberry (Senior QA Tester - MD), Autumn Mitchell (QA Tester - MD), Conor O'Donnell (QA Tester - MD), and Jessee Leese (Contract QA Tester - MD).

Bargaining has been productive, and we hope to complete our negotiations soon. We are fighting for higher wages and transparent pay structures. We want to see an end to people performing job responsibilities above their title without compensation. We are exploring improvements to professional development opportunities. Many of us work remotely or hybrid, and we want to secure that flexibility. We have also already secured strong language surrounding AI and automation, which threatens jobs in all industries. You can read more about that here: <https://cwa-union.org/news/releases/zenimax-workers-united-cwa-collective-bargaining-yields-first-its-kind-tentative>

### What we want to accomplish:

Historically, jobs in the video game industry are exploitative of workers; our wages are far less than those of our peers in other industries under the same job titles, we are often expected to suddenly work exhaustive overtime until our games are ready to launch, and because we are at the corner of tech and art, we suffer all of the negatives that come with worker for big tech, and all of the passion tax for loving immersive art.

We believe we deserve to have a voice at our jobs, and with unionized jobs in games, we can help reshape how our industry works, and how it treats its workers

### Who we are:

We are comprised of roughly 375 workers of the Quality Assurance (QA) department at a well-known video game company, ZeniMax, and we are members of the ZeniMax Workers United of the Communication Workers of America (ZWU-CWA).

ZeniMax Media, Inc. is the umbrella company that publishes video game titles from studios like id, Arkane Austin, ZeniMax Online Studio, Bethesda Game Studio, and others. You may be familiar with some of our games like DOOM, Quake, Elder Scrolls Online, Prey, Dishonored, Skyrim, or Fallout, among many, many more. We have QA workers in several locations across the country, including Hunt Valley, MD, Rockville, MD, Dallas, TX, and Austin, TX.

ZeniMax is a subsidiary of Microsoft, as of 2021, and operates as a limited-integration entity, meaning Microsoft is largely hands-off when it comes to our day-to-day operations.

More about ZeniMax here: <https://www.zenimax.com/en>

## CWA Local 2108 Town-Hall Meetings

Can't make the membership meetings? Have questions about issues in your workplace?

Join us online to discuss your concerns and find out what's going on in other areas of our Local. Attendees will have the opportunity to speak and fully participate in the discussions.

### Wednesday, March 20, 2024 at 6:00pm - via Zoom

This Zoom meeting will be primarily geared toward Verizon technicians and other members working in outside locations such as Central Offices and garages.

To join this meeting, please copy this Zoom link and paste in your browser:

**[https://us06web.zoom.us/j/86033746874?](https://us06web.zoom.us/j/86033746874?pwd=kWbiKYPWDJPCNJQuVaUG5E70KqjY7b.1)  
[pwd=kWbiKYPWDJPCNJQuVaUG5E70KqjY7b.1](https://us06web.zoom.us/j/86033746874?pwd=kWbiKYPWDJPCNJQuVaUG5E70KqjY7b.1)**

### If joining by phone:

Meeting ID: 860 3374 6874

Passcode: 030626

### Wednesday, March 27, 2024 at 6:00pm - via Zoom

This Zoom meeting will be primarily geared toward Verizon members working in a call center environment and those working from home.

To join this meeting, please copy this Zoom link and paste in your browser:

**[https://us06web.zoom.us/j/83130812558?](https://us06web.zoom.us/j/83130812558?pwd=gU6ZlyTbt39IJNaeKbqx5ahyqUk25.1)  
[pwd=gU6ZlyTbt39IJNaeKbqx5ahyqUk25.1](https://us06web.zoom.us/j/83130812558?pwd=gU6ZlyTbt39IJNaeKbqx5ahyqUk25.1)**

### If joining by phone:

Meeting ID: 831 3081 2558

Passcode: 544536

### Dial by your location:

+1 646 931 3860 US  
+1 929 436 2866 US (New York)  
+1 301 715 8592 US (DC)  
+1 305 224 1968 US  
+1 309 205 3325 US  
+1 360 209 5623 US  
+1 386 347 5053 US



## Data Breach at Verizon Affects Nearly 60,000 Employees

Promptly after learning of the issue, Verizon conducted a review of the relevant file to determine the types of information that were impacted. Based on that review, the information contained in the file included names, addresses, Social Security numbers or other national identifier (if available), gender, union affiliation (if applicable), date of birth, and compensation information of nearly 60,000 Verizon employees. Verizon also indicated that at this time, they have no evidence that this information has been misused or shared outside of Verizon.

Affected employees will receive a separate letter with instructions for enrolling in Allstate Identity Protection directly from Allstate. If you have any questions regarding this issue, please call 1-800-789-2720, which is open twenty-four hours a day, seven days a week, three hundred sixty-five days per year. Alternatively, you can submit your questions to Verizon's HR Answers by emailing [hranswers.americas@verizon.com](mailto:hranswers.americas@verizon.com).



**Are you “WEARING RED” on Thursdays?**

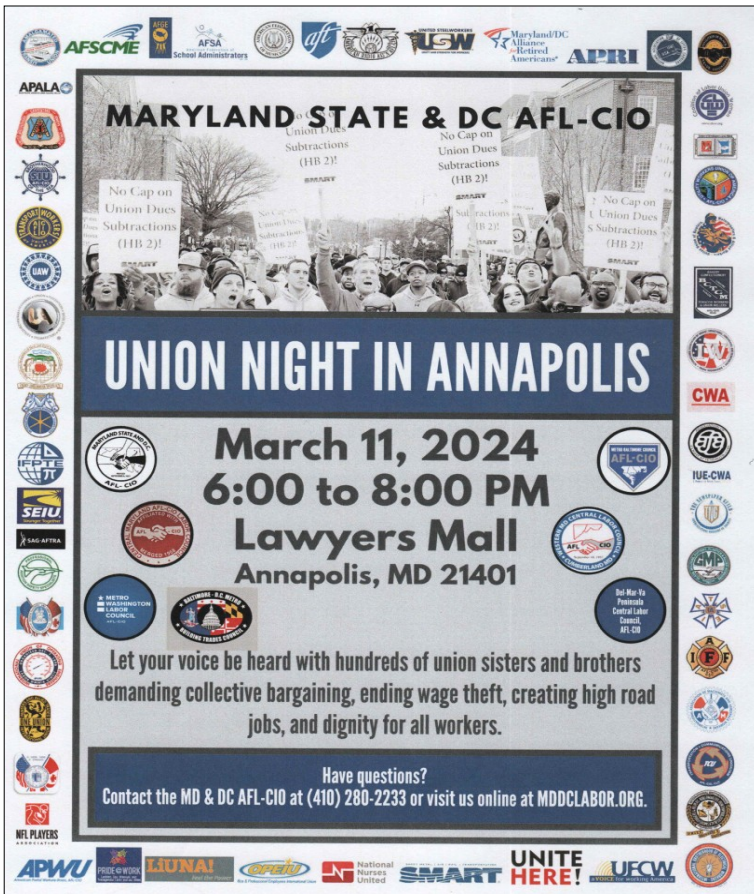
## RMC 2108 Retirees Corner

Our March meeting will be on the 13<sup>th</sup> at 11:00 am. Bringing a desert is encouraged!!

**Calvin C Foster Jr**  
**President- RMC 2108**



RMC 2108



## CWA Members Meet with Maryland Governor to Raise Concerns Over Broadband Labor Standards



CWA Local 2108 members and retirees met with Maryland Governor Wes Moore last week to raise concerns about the state's proposed labor standards for broadband projects funded by the federal Infrastructure Investment and Jobs Act. The group also stressed the need for oversight for federally funded broadband projects that are already underway. Pictured left to right: Marcus Chambers (Maryland State Broadband Lead and member of CWA Local 2108), Lisa Fazzini (CWA Staff Representative), Maryland Governor Wes Moore, LaTasha Carpenter (Vice President CWA Local 2108), Dyana Forester (Senior Director of Labor Relations for the Moore-Miller Administration), Shannon Opfer (President CWA Local 2107), and Jenny Sylvester (CWA District 2-13 Retiree President).



**To receive CWA action alerts via text message, Text CWAAction to 49484**



# It Pays To Belong

## Verizon CPS Award For 2024 - \$810.00

The Verizon Corporate Profit Sharing Award for plan year 2023 is \$810.00. The award will be pro-rated for those employees who participated for more than 90 days but less than 12 months in the plan year. Employees who resign or are discharged for cause prior to December 31 of the Plan Year forfeit their eligibility. CPS Distribution for each eligible part-time employee will be prorated as a percent of the normal work week for a full-time employee in the same title.

## Attendance Award Paid on March 1, 2024

In 2012, CWA and Verizon negotiated language which provided incentives for employees based on good attendance. Employees who use four days or fewer of paid or unpaid incidental absence in a calendar year will receive a lump sum payment which is prorated for part time employees.

| <u>Number of Paid or Unpaid Incidental<br/>Absence Days Used in the<br/>Calendar Year</u> | <u>Lump Sum Payment</u> |
|---|-------------------------|
| Zero Days   | 5 Day's Pay             |
| More than Zero Days but less than 2 Days  | 4 Day's Pay             |
| At least 2 Days but less than 3 Days  | 3 Day's Pay             |
| At least 3 Days but less the 4 Days   | 2 Day's Pay             |
| 4 Days  | 1 Day's Pay             |

## The CWA Joseph A. Beirne Foundation Scholarship Program

The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern.

Sixteen partial college scholarships of \$4,000 each are being offered for the 2024-2025 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply.

Applications are accepted during the months of November through April. **Final deadline for the 2023-2024 school year is April 30, 2024.**

**To apply online, go to:**

<http://www.cwa-union.org/pages/beirne>



## MARYLAND

### Poor People's Campaign

A NATIONAL CALL for MORAL REVIVAL

**Did you know that  
Poverty is the 4th  
leading cause of  
death in the US?**

**WE CALL ALL WHO: DEMAND EQUAL RIGHTS FOR ALL  
AND THE ABOLITION OF POVERTY; AND WHO BELIEVE  
IN THE UNITY OF LOVE, NOT THE DIVISION OF HATE...**

**TO JOIN US IN ANNAPOLIS...**

**SATURDAY MARCH 2, 2024 @ 11 am**

**31 state capitals in a Day of Nationally-Coordinated,  
Simultaneous DIRECT ACTION ALL ACROSS THE COUNTRY!**

## MASS POOR PEOPLE'S & LOW-WAGE WORKERS' MORAL MARCH TO STATE HOUSE ASSEMBLIES



To be part of this powerful presence,  
sign up at [mdppc.org/march2](http://mdppc.org/march2)  
or by scanning the QR code!

REPAIRERS  
OF THE BREACH

Poor People's Campaign  
A NATIONAL CALL for MORAL REVIVAL

KAIRÓS CENTER  
FOR RELIGIOUS, RACIAL & SOCIAL JUSTICE

## Thinking About Retirement?

You may want to check out these important workshops presented by **Nettworth Financial** Group to see if the reality of retirement is on your horizon!!

**CWA District 2-13 Health, Insurance and Medicare**

**Tuesday, March 12, 2024 at 6:30 PM - Via Zoom**

**Retirement - What to Expect**

**Thursday, March 28, 2024 @ 6:30PM - Via Zoom**

**Reservations are required** and to RSVP you may call Nettworth at (800)-859-2212, or register online at :

<http://www.nettworth.net/event/marylanddcvirginia>

NettWorth is also advising members who are considering retirement to schedule an appointment to evaluate your company supplied pension calculations. Over the past 20 years, Nettworth has uncovered numerous calculation discrepancies and their Independent Pension Analysis can help verify accuracy.



# CWA Calls on FCC To Deny Proposal To Further Loosen Rules for Pole Attachment Work

In comments submitted to the Federal Communications Commission (FCC) late last month, the Communications Workers of America (CWA) called on the FCC to reject a proposal by cable industry association NCTA that would further loosen rules governing pole attachment work and allow third parties and their contractors to work on the poles, jeopardizing both public safety and good-paying union jobs.

In the comments, CWA outlines the danger of the proposal, which would eliminate critical oversight of make-ready work by shortening some work completion timeframes and further shift responsibility for pole attachment work from those who are best qualified—the highly-skilled employees of communications service providers and electric utilities—to lower-wage third-party attachers and their contractors.



CWA, which represents telecommunications workers across the U.S., has long been outspoken about the dangerous implications of relying on inadequately trained, contracted labor in the telecom industry, and the issue of prioritizing speed over safety. Shoddy pole attachment work can cause facility damage, service interruption, and dangerous conditions for both workers and the public, such as exposed or hanging wires creating electrocution risks. In addition, incorrect placement or overloading equipment on damaged poles can result in poles, wires, or equipment falling into private property or the public right-of-way. Meanwhile, it has become increasingly difficult for pole owners to contact contractors when issues arise with pole attachments, leaving the pole owner responsible for fixing the shoddy work.

In addition to safety concerns, telecom companies hiring contractors incentivizes a race to the bottom approach that accelerates wage stagnation. CWA is concerned that telecommunications providers would use proposed changes to avoid compliance with collectively bargained contracts that require such work be done by in-house workforce. For this reason, CWA recommends the FCC establish a strong penalty mechanism to hold pole owners accountable for their failure to review and respond to applications. CWA disagrees with the industry claims of telecommunications workforce shortages as major telecommunications companies have laid off or reduced their frontline workforces by tens of thousands of employees in recent years, the majority of whom are technicians.

Pole attachment work should be left in the hands of skilled, properly trained workers who know the equipment, the condition of the poles and the rules regulating attachment placement.

## Local 2108 Calendar

### MARCH 2024

- 4-5 **Advanced Stewards Training**  
Local Office, Beltsville, MD
- 10 **Daylight Savings Time Begins**  
Set Clocks Ahead 1 Hour
- 13 **RMC 2108 Meeting - 11:00am**  
Local Office, Beltsville, MD
- 13 **Membership Meeting - 6:00pm**  
Local Office, Beltsville, MD
- 17 **St. Patrick's Day Day**
- 20 **Town Hall Mtg. w/Techs- 6:00pm**  
Via Zoom
- 27 **Town Hall Mtg. w/Call Center Members- 6:00pm**  
Via Zoom
- 31 **Easter Sunday**

### APRIL 2024

- 1 **April Fool's Day**
- 10 **RMC 2108 Meeting - 11:00am**  
Local Office, Beltsville, MD
- 10 **Membership Meeting - 6:00pm**  
Local Office, Beltsville, MD
- 15 **Tax Day**

### WEINGARTEN RIGHTS

*If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representative, officer or steward to be present at this meeting. Without union representation, I choose not to participate in this discussion.*

**MARK YOUR CALENDAR:** Membership Meeting - Wednesday, March 13, 2024 - 6:00pm  
RMC 2108 Meeting - Wednesday, March 13, 2024 - 11:00am



Communications Workers of America Local 2108  
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