Communications Workers of America

# BARGAINING REPORT # 3

**CWA/ZSSU BARGAINING TABLE UPDATE**
**FEBRUARY 26, 2026**

Fellow CWA Members:

The Union and the Employer were scheduled to bargain February 24, 2026 at our unit table, but the company canceled the morning of the session, with only a few hours of notice.

The next unit bargaining sessions will be on Thursday March 12, Thursday March 19, and Tuesday March 24.

The Union and the Employer met February 26, 2026 at the core bargaining table. The Union was represented by Alex van Schaick, Nneka Maceo, Lisa Fazzini, Morgan Goin, Zac Audette, Zach Bolton, Tyler Fischesser, and Anne Barrett. The Employer was represented by Behnaz Mansouri, Ancy Paul, Thomas Pagliarulo, Allison Kamino, Erich Waas, Jo Burba, Marty Stratton, and Ashley Cheng.

The Union presented counters for the Employee Stock Purchase Plan (ESPP), Length of Service, and Union Rights and Activities. Morgan also presented a pledge, signed by over one thousand workers, to Microsoft and ZeniMax Management calling for an end to layoffs and to demand job transfer pathways, fair severance, protection from retaliation, and advanced notice of layoffs. The Union then presented a proposal regarding Reduction in Force (RIF).

The next core bargaining session will be on Wednesday March 11, 2026.

Your bargaining committee,

Nneka Maceo
LaTasha Carpenter
Brandon Simmons

Sarah Kearsley
Zac Audette
David Onken