

Sega/AEGIS-CWA TA Overview

03/13/2024



Important Dates and Contract Duration

(Please note: These exact dates are contingent on the members of our unit voting to agree to the contract)

- Three-year agreement starting April 1, 2025 with an expiration of March 31st, 2027.
- Voting period must be held beforehand and ratified by March 26th, 2024.

Financial and Career Development

Financial Highlights

Compounded pay raise over the duration of the contract

Minor change to parental benefit

Memorializing important current benefits within a contract

Professional development available for all employee classifications

Base-Building Wage Increases

Listed to the right are the minimum wage increases over the course of the contract.

★ This is separate from any bonuses or merit-based pay raises that members might receive

4% increase on April 1, 2024

3% increase on April 1, 2025

2.5% increase on April 1, 2026

Compounded to approximately a 10% pay raise over the three years of the contract.

Annual Bonus Plan

- Sega agrees to maintain its annual bonus for its employees. While the bonus plan already exists, it is beneficial to members that it is codified in the contract.
- If Sega wishes to change the plan, they must give CWA 30 days' notice and meet with us to discuss the impact of the changes under the auspices of the Labor/Management Committee.

Retirement Benefits

- Our 401K plan will continue as before, but its maintenance is now codified within the contract.

Insurance Benefits (Medical, Vision, and Dental)

- The existing policy remains but with the newly negotiated proviso that Sega will provide CWA with at least 30 days' notice if a carrier is to be changed.

Parental Benefits

- **This is another existing Sega policy that is being codified in the contract.**
- **In addition to the existing policy, we have been able to secure paid time for employees who need to express breast milk over the course of the day.**

Professional Development

- **All employees, regardless of temporary or full-time status, have access to Udemy.**
- **Employees taking advantage of Udemy are able to spend up to four working hours per month taking Udemy classes.**
- **Employees may request additional job-related training including mentorship. All requests for additional job-related training will be subject to approval by Sega and will not be unreasonably denied if beneficial to the employee and employer.**
- **Approved requests for additional job-related training that require travel expenses will be paid for by Sega and time spent at approved job related training and related travel time will be considered time worked per Sega's policies and federal and state law.**

Worker Protections

Outlined below are protections newly secured within the contract. While these may seem far-off for need since we do our jobs, you never know when you'll need to make sure someone's on your side when you're speaking to management.

Worker Protections Highlights

Job Security

A strong voice in the workplace

Added protections for employees in case of grievances



Grievance and Arbitration Procedure

- Three step grievance procedure with binding arbitration.

Just Cause

- Sega employees are currently at-will employees which means that you are employed at Sega's will. You can be dismissed for any reason, and without warning as long as the reason is not illegal (e.g. firing because of gender, sexual orientation, race, etc).
- Under this new contract Sega cannot discipline you without cause. This means that Sega would have to provide a reason for a dismissal and the burden of proof to justify their actions is on them. This is a vital component of your job security.

Labor/Management Committee

- This will be a committee consisting of three members of CWA and three members from Sega management.
- The committee can discuss, but is not limited to, issues of employee health and safety, employer policies and procedures (including the implementation and effects of such policies), employees' professional development, training, and mentorship.
- Will meet quarterly but can also meet as needed to deal with emergent issues. This affords us an opportunity to discuss the implementation of any new policies and procedures.
- Under the Policies and Procedures Article, Sega has to give us advance notice of any policy changes the effects of which may be discussed under the auspices of this committee.

The best way to learn is to get involved!

Join Mobilizing Committee and help you and your peers learn how to protect your workers' rights!

Shop/Union Stewards

- One to two employees designated as Union Stewards in each office location
- In short, it means someone will always be there to act as a union representative with your rights in mind.

Layoff Procedure

- This article gives members several additional layers of employment security through committee discussions, mandated severance payments and recall rights.
- Sega must give us at least ten day's advance notice of any proposed layoff. We can convene the Labor/Management Committee to discuss the effects of any proposed layoffs.
- In the event of a temporary layoff (six months or less) affected members will be eligible for consideration for recall for that six-month period.
- In the event of an indefinite layoff affected members will receive a severance payment of two weeks wages per year of service up to a maximum of eight weeks payment.

Non-Compete Clause

- The Employee Handbook as it is currently constituted with regard to employment conflicts of interest prohibits: "Employment with any person, firm, corporation or government agency that sells or provides a service to, purchases from, or competes with the Company." We have negotiated that it will be replaced with the following text: "Employment with any person, firm, corporation, or government agency that sells or provides a service to the company."
- Employees who wish to engage in outside employment that may create a conflict of interest must submit to Human Resources a detailed written request for approval. In such instances the employee may only proceed with such outside employment with the approval of Human Resources.

Artificial Intelligence

- Sega commits to discussions with CWA regarding specific areas of work or positions it believes may be materially impacted by the potential future use of Artificial Intelligence during the Labor/Management Committee meetings. If any proposed Artificial Intelligence policy is employee affecting, Sega will provide CWA with at least 30 days' notice and will meet to discuss the impact on bargaining unit members.

Work From Home

- Sega has stated it has no plans to change the existing Work from Home Program for the foreseeable future. However, they were unwilling to commit that to print.
- We were able to secure in print an at least six-month commitment to the Work from Home Program as it is currently constituted from the date of ratification of the contract.
- If Sega wishes to change this policy, it must give us 30 days' notice of any proposed change. This will allow us to discuss the effect of such changes under the Labor/Management Committee.

Employee Provisions

Video Game Credits

- **Sega is committed to crediting employees for the video games on which they have worked. On ratification of the contract, Sega will provide credit to employees for their future work on video games by listing their name and job title or nature of work with the released video game to the extent practicable.**
- **Credits within a title are limited to those who have completed work on a video game in its pre-first beta stage. This will include members of the QA team assigned to the project at the beginning of the first beta-testing phase who perform work on said video game.**
- **Should credits need editing or updating, employees may submit their request during a time period implemented at Sega's discretion.**

In-Office Meal Program

- **Sega has stated it has no plans to change the existing In-Office Meal Program for the foreseeable future. However, they were unwilling to commit that to print. We were able to secure in print an at least three-month commitment to the In-Office Meal Program as it is currently constituted from the date of ratification of the contract.**
- **If Sega wishes to change this policy, it must give us 30 days' notice of any proposed change. This will allow us to discuss the effect of such changes under the Labor/Management Committee.**

Employee Status Applicability

Sega has both full-time and long-term temporary employees and we wanted to ensure both were afforded as many benefits as possible. That being said, the wording for the contract will say “all employees” when applicable to both full-time and temporary employees. Wording specific to Sega’s full-time employees will be codified as such.

Below are clauses within the the contract that are have specific difference between employees that SOA classifies as Full-time or Temporary:

- **Bereavement Leave:** This clause mentions accrued PTO. Temp employees will still not accrue PTO, but they will now have protected bereavement leave in the event of death in the family.
- **Annual Bonus Plan:** Specifies only full-time employees are able to get an annual bonus under this plan.
- **Insurance Benefits:** Specifies only full-time employees receive
- **Retirement Benefits;** Specifies only full-time employees may contribute to a 401K.
- **Parental Benefits:** Specifies only full-time employees of a certain tenure may receive parental benefits like parental leave.