WHAT WE WILL

MICROSOFT VEO RESOURCE GUIDE

Practical guidance for Microsoft workers weighing the 2026 Voluntary Exit Offer — severance, benefits, immigration, and collective action.

> ***Quick start:*** *If you want the simplest path forward, skip to* ***Section 11****: "Next Steps & Resource Directory." That section explains what to review before the December 9, 2026 deadline.*

This document is for informational purposes and does not constitute legal advice.

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1. INTRODUCTION

If you're reading this, you may be weighing Microsoft's Voluntary Exit Offer (VEO) and facing uncertainty about income, health insurance, stock awards, immigration status, or the future of your job. You deserve accurate information and the freedom to choose without pressure.

The people who built Microsoft's products and services are the company's strength. Your colleagues can help you weigh the offer, compare information, and protect one another. Whether you accept, decline, or remain undecided, you do not have to navigate this alone.

This guide is designed to help you move forward with clarity. It adapts What We Will's layoff resources to the 2026 Microsoft VEO, drawing on the October 26 Summary Plan Description, the Separation Agreement and Release, and the Personalized Statement.

We are not lawyers; the guide is not legal, financial, tax, or immigration advice. Where possible, sources are cited so you can verify information yourself.

TLDR;

If you want the simplest path forward, skip to Section 11: "Next Steps & Resource Directory." That section explains what to review before the December 9, 2026 deadline and what to do after separation.

For everything else, use this guide as a reference.

- If you have questions about your severance agreement → go to Section 2
- If you're worried about health insurance → go to Section 3
- If you're on a visa → go to Section 6
- If you want to organize for solidarity beyond individual decisions → go to Section 9

You don't have to navigate this alone. Compare questions with trusted coworkers, support colleagues who make different choices, and stay connected to worker-led campaigns inside and outside Microsoft.

Microsoft's VEO arrives amid a period of substantial spending on AI infrastructure and successive rounds of layoffs. Microsoft's investments and staffing decisions are company choices, not evidence that any individual worker has failed. Workers can ask how these changes affect employment security, workload, compensation, and who benefits from the technology they build.

Microsoft workers have already organized through efforts including Safer Together and CWA-represented Blizzard workplaces. The purpose of this guide and our worker call is to exchange useful information, support all decisions about the VEO, and consider shared requests for transparency, fair terms, and a voice in the future of work.

IMPORTANT FACTS AT A GLANCE

Decision deadline: December 9, 2026 at 11:59 p.m. PT.
Sign electronically through Microsoft's Total Rewards Portal. *You may revoke within seven days after signing through that portal.* The termination date is December 31, 2026.

Participation is voluntary. Microsoft's Personalized Statement says that declining the VEO will not, by itself, change your current employment terms. However, the documents do not guarantee protection from any future restructuring. Applying for the VEO also requires Microsoft's approval and written confirmation.

Severance: Levels 64 and below receive one week of base pay per six months of eligible service; Levels 65–67 receive two weeks per six months. For both groups, the minimum is eight weeks and the maximum is 39 weeks. Level 68 receives 12 months of salary; Levels 69–70 receive 15 months. Bonuses and stock awards are excluded from the base-pay calculation.

SENIORITY	SEVERANCE CALCULATION	MINIMUM POSSIBLE SEVERANCE	MAXIMUM POSSIBLE SEVERANCE
Levels 64 and below	one week of base pay per six months of eligible service	8 weeks	39 weeks
Levels 65–67	two weeks of base pay per six months of eligible service	8 weeks	39 weeks
Level 68	12 months of salary	12 months	12 months
Levels 69–70	15 months of salary	15 months	15 months

Benefits: Microsoft pays the first six months of eligible elected COBRA premiums; scheduled unvested stock awards generally continue vesting for six months (12 months for certain long-tenured employees); career transition services last four months for Levels 67 and below and six months for Levels 68–70.

Legal and career consequences: The separation agreement includes a broad release of existing claims and a two-year Microsoft rehire restriction. It characterizes the exit as a voluntary resignation, which may affect unemployment eligibility depending on state law. For example, in NJ, you would forfeit your eligibility for a year of unemployment benefits. Workers should review their own agreements and seek qualified legal or immigration advice where appropriate.

You do not have to make this decision alone. Talk with trusted coworkers about the VEO's financial impact, unanswered questions, and shared concerns. Supporting someone who makes a different choice is also solidarity.

2. UNDERSTANDING YOUR SEVERANCE AND LEGAL RIGHTS

READING THE SEPARATION AGREEMENT

Microsoft's VEO Separation Agreement addresses severance, continued health benefits, vesting, release of legal claims, return of property, and signing deadlines. The offer is voluntary, and the personalized statement says declining it will not change your employment solely because you decline. Eligibility and application do not guarantee approval. **Signing a release may relinquish many existing claims, including employment, discrimination, stock, wage, and WARN-related claims, subject to exceptions that cannot lawfully be waived.** The agreement also states that accepting employees are ineligible for Microsoft rehire for two years.

Bonuses, incentive compensation, and stock awards do not count toward base pay. Severance is a lump sum, generally paid within 30 days of termination, subject to deductions and withholding. **Eligible workers also receive six months of employer-paid COBRA premiums, scheduled stock vesting for six months (12 months for certain long-tenured workers), and career transition services for four months (Levels 67 and below) or six months (Levels 68–70).** Check your individual statement and the controlling plan.

Microsoft's agreement provides 45 days to consider the offer and seven days after signing to revoke through the Total Rewards Portal. The signing deadline is December 9, 2026 at 11:59 p.m. Pacific, and the separation date is December 31, 2026.

Federal law imposes special conditions for valid waivers of age discrimination claims for workers age 40 and older. In qualifying group programs, age and job-title disclosures may also be required; ask whether those disclosures are available. **An employment attorney can help evaluate the release and any outstanding HR issues.**

NEGOTIATION POSSIBILITIES

Severance is not always negotiable, and the VEO documents do not guarantee individualized changes. Before deciding, compare the offer against income, bonus and equity you might earn by staying, the cost of health insurance after six months, retirement milestones, unemployment eligibility, and realistic time to reemployment.

It is unclear if negotiation is possible but if you're interested in exploring negotiating your severance offer, here are a few areas where you may individually or collectively contact Microsoft to clarify or improve terms:

- **Accelerated or additional stock vesting,** or cash compensation for awards scheduled to vest after the continuation window. Document your vesting dates and any retirement-eligibility rules in the underlying award agreements.

- **Immigration and visa support,** including counsel, transfer support, and tailored timing advice for employees whose work authorization depends on Microsoft.
- **Additional severance, job-placement assistance, or exceptions to the two-year rehire restriction.** The value of any future involuntary severance is uncertain; compare only documented policies.
- **Healthcare and prescription continuity beyond the six months of VEO-funded COBRA premiums,** especially for families and workers managing ongoing treatment. Standard COBRA continuation may extend beyond the subsidy; premium costs can then fall on the worker.

Workers can coordinate questions, requests, or a proposed delegation while respecting different individual decisions. Keep communications on personal channels, confirm changes in writing, and consult counsel about the effects of signing a release. Shared concerns may include AI-related job changes, severance transparency, staffing, access to healthcare, and fair treatment.

WARN ACT AND REMOTE-WORKER CLASSIFICATION

The federal WARN Act can require advance notice of certain qualifying plant closings and mass layoffs, while some states have additional requirements. Whether remote workers are included and which site counts can be fact-specific. Genuine voluntary departures generally differ from involuntary employment losses for federal WARN purposes.

A worker considering the VEO should not assume that an eventual layoff would trigger WARN pay or a better package; ask counsel to assess the relevant state and workplace circumstances before waiving potential claims.

EXAMPLES OF COLLECTIVE BARGAINING AND CAUTIONARY TALES

Collective action has helped workers negotiate protections, although outcomes vary and retaliation risks can be real. Kickstarter workers negotiated additional support after layoffs; Microsoft-owned Blizzard employees represented by CWA have also organized over pay, working conditions, and the use of AI. Learn from these efforts without assuming their contracts apply to other Microsoft employees. Workers can support the Safer Together campaign and CWA/Blizzard organizing, and decide together what requests make sense for their own teams.

*See **Section 9** for more detailed information on collective bargaining.*

3. HEALTH INSURANCE AND COBRA

Employer-sponsored coverage generally ends according to plan terms after employment separation. COBRA may let eligible workers and dependents continue existing coverage after the December 31, 2026 VEO separation. Microsoft's VEO pays eligible medical, dental, vision, and Wellbeing at Microsoft COBRA premiums in full for the first six months if coverage is elected and maintained; flexible spending account premiums are excluded.

- **60-day election window:** COBRA generally allows at least 60 days to elect continuation coverage after the applicable notice or loss of coverage, whichever is later. Review the election notice and confirm exact dates with the plan administrator.
- **Duration:** COBRA continuation typically can last up to 18 months for a job separation, sometimes longer after qualifying events. Microsoft's VEO subsidy lasts only six months, not 18 months; you may need to pay the full premium after the subsidy ends.

Compare the premiums you would owe after month six against coverage through a spouse or partner, a new employer, or a Marketplace plan at HealthCare.gov. Check coverage for dependents, prescriptions, providers, and ongoing treatment.

ACTION STEPS

1. **Determine when current coverage ends and precisely when the six-month company-paid COBRA subsidy begins and expires.**
2. **Watch for the COBRA election notice and ask about eligible dependents, premium amounts after month six, and any other coverage options.**
3. **Elect coverage within the applicable deadline if you want COBRA; keep written records of your election and confirm that Microsoft's subsidy is applied.**

> *More information on this topic can be found at:* ***Health Insurance for Laid-Off Workers***

4. UNEMPLOYMENT BENEFITS

Unemployment insurance eligibility and benefit amounts vary by state. The VEO describes the separation as a voluntary resignation, which may affect eligibility differently from an involuntary layoff. Ask the agency administering unemployment insurance for your wages whether the VEO circumstances qualify, and how its lump-sum severance will be treated. Do this before signing if unemployment benefits are important to your financial plan.

Even where an applicant qualifies, severance payments may delay or reduce benefits under state rules. Do not assume that unemployment payments will begin immediately, or that extended benefits will last for years. Rules can change during economic downturns.

ACTION STEPS

1. Gather your personalized statement, separation agreement, recent pay stubs, and employment dates before contacting the state unemployment agency.
2. Confirm with the appropriate state agency where to apply, especially if you work remotely or your wage-reporting state differs from your residence.
3. Ask specifically how a voluntary exit and lump-sum severance affect eligibility and payment timing.
4. If eligible and claiming benefits, maintain required work-search records and report other income as required by your state.

> *More information on this topic can be found at:* ***Unemployment Benefits & Financial Protection***

5. EQUIPMENT, DATA AND FINANCIAL DOCUMENTS

RETURNING COMPANY PROPERTY

Before access to company systems ends, gather only personal employment and financial records you are authorized to retain:

- **Personal records:** Save permitted pay stubs, tax forms, benefits documents, stock-award schedules, and your own contact information. Do not forward confidential correspondence, retain Microsoft source code, or copy proprietary files.
- **Company property:** Return laptops, badges, cards, and other Microsoft property on or before your termination date under the separation agreement. Retain shipping or return confirmation.
- **Tax forms:** Confirm how you will access future W-2 and health coverage records through Microsoft's designated post-employment systems.

401(K), STOCK AND RSUS

Your vested 401(k) account remains yours, subject to the governing plan. The Microsoft agreement expressly excludes vested Savings Plus 401(k) and applicable deferred-compensation balances from its release of claims. Confirm matching and vesting rules, plan fees, and any loan obligations. Your usual choices after leaving are:

1. **Leave the vested balance in Microsoft's plan if plan rules permit; compare investment options, administrative costs, and minimum-balance rules.**
2. **Roll the eligible balance into an IRA, considering fees, investments, and any tax implications.**
3. **Roll eligible funds into a future employer's retirement plan if that plan accepts rollovers.**
4. **Take a distribution, which may incur income taxes and early-withdrawal penalties depending on circumstances.**

Separately, verify every RSU vesting date. VEO participants generally receive six months of continued scheduled stock vesting after December 31, 2026 (12 months for certain employees with approximately 25 years of service); special retirement-credit provisions may also apply. Stock outside the applicable vesting window may be lost under the award terms. Review your grant agreements rather than assuming all unvested RSUs vest or are forfeited.

6. IMMIGRATION AND VISA CONSIDERATIONS

Employment-based immigration status can make the VEO decision especially consequential. For certain nonimmigrant classifications, a discretionary grace period of up to 60 days may apply after employment ends, subject to the authorized-validity period and individual circumstances. Severance payments do not necessarily extend work authorization or delay immigration deadlines. Get qualified immigration advice before accepting, especially about transfers, dependents, travel, and the fixed December 31, 2026 termination date.

Immigration advice is highly specific. Consult an immigration attorney as soon as possible rather than relying on a general timeline.

> *More information on this topic can be found at:* ***Immigration***

7. MENTAL HEALTH AND PERSONAL SUPPORT

A voluntary-exit decision amid repeated restructuring can bring grief, anger, uncertainty, relief, or conflicting feelings. You can support coworkers who choose differently from you. Useful resources include:

- **Mental health and benefits support:** Review your current Microsoft benefits and COBRA materials to determine which counseling and behavioral-health services continue. NAMI, local providers, and community support resources may also help.
- **Community support groups:** What We Will offers ways for tech workers to share questions, job leads, experiences, and strategies. Stay in contact with coworkers whether they leave or remain at Microsoft.
- **Confidential communications:** Use trusted non-company channels for organizing conversations, respect coworkers' privacy, and avoid disclosing privileged or proprietary company information.

> *More information on this topic can be found at:* ***Mental Health & Stabilization Guide***

8. PREPARING FOR THE JOB SEARCH

Whether you accept the VEO or keep working, you can prepare for uncertainty and consider future career goals:

1. Update your résumé and LinkedIn profile with quantifiable achievements, using only information you are authorized to disclose.
2. Reconnect with coworkers, former colleagues, alumni communities, and professional or worker organizations. Exchange referrals and interview support.
3. Use available Microsoft career transition support—four months for Levels 67 and below and six months for Levels 68–70—and consider public training resources such as Coursera or edX.
4. Prepare for interviews and assess potential new roles, including the uncertainty of hiring timelines in your field.
5. Build a budget based on net severance, ongoing expenses, healthcare after month six, stock vesting, and a conservative job-search horizon; do not assume eligibility for unemployment.

Consider joining What We Will's Slack for peer support during your job search, or to simply be in community and solidarity with others, striving for a more ethical tech industry.

You can join without disclosing your legal name, or mentioning your company.

9. COLLECTIVE ACTION AND ORGANIZING

Without a union, coworkers may still have rights to act together over workplace conditions, subject to the applicable law and employee classification. Microsoft's VEO is an individual decision, but shared questions about AI investment, restructuring, severance, benefits, and fair treatment can be addressed collectively. Microsoft projected substantial AI infrastructure capital spending while also reducing headcount in major layoff rounds in 2025 and 2026. These facts invite questions about how the benefits and risks of technological change are shared. A practical approach:

1. **Secure communication.** Use personal, trusted tools such as Signal to organize conversations without company surveillance concerns or disclosure of confidential materials.
2. **Identify common concerns.** Compare the VEO's financial impact, the two-year rehire restriction, insurance, vesting, immigration, job security, and worker input into AI deployment.
3. **Choose spokespeople.** If workers wish to make joint requests, select representatives who will convey their shared questions and respect participants' differing decisions. This allows other workers to stay confidential if they are more vulnerable to risk. Courage is contagious, but there are ways to stay safe. You are not alone.
4. **Draft demands.** Examples include clearer staffing plans, extended COBRA subsidies, additional equity vesting, better severance, internal transfer opportunities, and meaningful participation in AI-related workplace decisions.
5. **Present requests and seek written answers.** Ask for transparency and fair treatment, and obtain legal guidance before signing releases or making public allegations.
6. **Document everything.** Maintain lawful records of worker communications, HR responses, and changes to any offer terms.

Support ongoing Microsoft worker campaigns. Safer Together and CODE-CWA/Blizzard organizing provide opportunities to learn from coworkers advocating for workplace protections and worker voice. Blizzard workers represented by CWA have bargained contracts; those arrangements do not automatically cover other Microsoft employees. Labor law protects many forms of concerted activity, but protections and risks vary; seek organizing and legal support where appropriate.

MICROSOFT'S AI INVESTMENTS AND WORKFORCE DECISIONS

Microsoft's VEO is taking place amid substantial investment in AI infrastructure, major workforce reductions, and continuing changes to work across the company. You can discuss with colleagues about how these decisions relate to one another, who benefits from new investments, and what commitments Microsoft will make to employment security, retraining, transparency, and worker participation.

The VEO is both an individual decision with real legal consequences and a collective question about workers' voice in the company's future.

You do not have to make this decision alone

Some coworkers will be comparing the value of continued salary, bonus and stock vesting against the VEO; others may be concerned about healthcare, visas, discrimination, or the difficulty of finding comparable work. **Talking with trusted colleagues can surface overlooked terms and different experiences across teams, job levels and locations.**

Solidarity means that employees who take the VEO and those who remain at Microsoft can continue supporting each other, towards a better company and tech industry that serves society.

SOLIDARITY WITH EXISTING MICROSOFT WORKER CAMPAIGNS

Accountable AI & ICEout @ MIcrosoft Campaigns: Join concerned Microsoft workers advocating for ethical and just technology to protect our fundamental right to determine how our labor is used. The same group of current and former employees behind the ICEout.ms letter have been organizing around worsening working conditions at Microsoft around AI initiatives. We are concerned about:

- Speed-at-all-costs product shipping schedules
- Forced AI use with no training
- Continued involvement with ICE and IDF, and
- Constant layoffs, buyouts and performance-based efforts to discard workers

We recognize that we are up against a system that is built to self-sustain its harm and leaders who are financially incentivized to protect that system and we know that when we are united, we are powerful enough to overcome those obstacles.

Sign on to these Letters:

- AccountableAI.ms
- ICEout.ms

CODE-CWA: Over 10,000 tech and video game workers have unionized with the Communications Workers of America. That number includes close to 4,000 Microsoft video game workers at studios such as Activision, Blizzard, and Zenimax. Unionized Microsoft workers have won significant improvements in layoff protections, AI protections, pay equity, remote work guarantees, and more. If you're interested in fighting for a say in your working conditions, reach out at https://code-cwa.org/.

Safer Together: Shifting immigration policies and increased ICE enforcement are putting workers across Seattle-area tech campuses at risk. Since January 2026, Meta and Microsoft dining workers have been building cross-job-classification support teams to protect our immigrant coworkers and strengthen safety in our communities.

As tech workers, you can join us in supporting impacted workers on your campuses by accompanying people to immigration hearings and ICE check-ins, helping them access legal resources, and providing logistical support to communicate with their lawyers.

Interested in getting involved? Email us to learn more and join a support team: johanna@8.unitehere.org

No Azure for Apartheid (NOAA): Join the growing No Tech for Apartheid movement and demand that Microsoft live up to its own purported ethical values—by ending its direct and indirect complicity in Israeli apartheid and genocide.

Join NOAA, alongside students, teachers, activists, cultural workers, healthcare workers, and trade unions, alongside the International Court of Justice, alongside ordinary people in the streets and Palestinians worldwide, in building a new future where Palestine is free. Learn more at noazureforapartheid.com.

STAYING CONNECTED AFTER THE VEO

The December 9, 2026 signing deadline is not the end of the issues facing Microsoft employees. Coworkers who leave can share referrals, job-search resources and experiences; coworkers who stay can continue supporting existing campaigns and advocating for fair conditions. You can stay connected with Microsoft workers through the Signal channel shared during the call.

If you'd like to join a Community Job Search circle, get help with legal referrals or H1B concerns, attend a workshop on choosing healthcare options, or join our organizing to support other workers impacted by mass layoffs, and fight for policy change, please join our bi-weekly Orientations at **What We Will**:
https://whatwewill.coop, or email us at info@wwwrise.org to schedule a one-on-one call.

10. FREQUENTLY ASKED QUESTIONS

This section addresses common questions raised by workers considering the VEO. The controlling documents are Microsoft's Summary Plan Description, Separation Agreement and Release, and individual Personalized Statement.

QUESTION	SHORT ANSWER
Can I negotiate the termination date or unvested RSUs?	The VEO sets December 31, 2026 as a fixed termination date. You can ask for changes or clarification, but none is guaranteed. Check award terms and seek legal advice.
What if I am on parental, disability or medical leave?	The plan addresses approved leave; workers must otherwise remain in good standing through termination. Ask HR and counsel how leave and applicable legal protections affect your eligibility.
Can I get unvested RSUs or prior service counted?	Scheduled vesting generally continues for six months, with limited 12-month or retirement exceptions. The plan has specific service-credit rules; review your award and service records.
Can I get unemployment if I accept?	A VEO is characterized as voluntary resignation; state rules differ. Verify eligibility and how the lump-sum severance is treated before signing.
What happens to my 401(k)?	Vested plan balances remain yours. Options may include leaving the money in the plan, rolling into an IRA or new employer plan, or taking a taxable distribution.
What health insurance is included?	The VEO pays six months of eligible COBRA premiums if elected and maintained. COBRA continuation may extend beyond that period at your expense.
How do I handle immigration issues?	Immigration consequences vary by status, and severance does not necessarily extend status. Consult qualified counsel before agreeing to a December 31 departure.
Will organizing hurt my career?	Many forms of concerted activity have legal protection, but risks remain and coverage varies. Connect with experienced organizers and legal advisers.

11. NEXT STEPS & RESOURCE DIRECTORY

PRACTICAL TIMELINE

IMMEDIATELY (DAY 0–3):

1. **Read all three VEO documents and record the December 9, 2026, 11:59 p.m. Pacific signing deadline.**
2. **Save permissible personal pay, tax, stock-award, and benefits documents; do not retain Microsoft confidential information.**
3. **Consult employment and, where relevant, immigration counsel before waiving claims or making a decision with visa consequences.**
4. **Connect with trusted Microsoft coworkers,** What We Will**,** Tech Workers Coalition**,** CODE-CWA**, Safer Together, and other mutual-support networks:**
   a. Microsoft VEO Signal - shared during the call.
   b. Microsoft coworkers Portal
   c. Microsoft coworkers Linkedin

WITHIN THE FIRST WEEK:

1. **Calculate net severance, equity scheduled to vest, health costs after the subsidy, and the two-year rehire restriction.**
2. **Ask your state unemployment agency how a voluntary exit and lump-sum severance would affect eligibility.**
3. **Compare COBRA, family coverage, and Marketplace options, including prescription and provider continuity.**
4. **Confirm unresolved HR questions in writing and discuss shared concerns with coworkers.**

WITHIN 60 DAYS:

1. **If choosing to accept, sign by December 9, 2026 and understand the seven-day revocation period; the stated termination date is December 31, 2026.**
2. **Plan for COBRA election deadlines and determine whether to leave retirement assets in the Microsoft plan or roll them over.**
3. **If signing, retain your copy of the signed agreement, revocation instructions, and any written amendments.**
4. **Update your résumé and begin networking and career transition preparation as appropriate.**

BEYOND 60 DAYS:

1. **Continue job search, budgeting, and skill development if you leave; use career transition services if eligible.**
2. **Track immigration deadlines based on your actual employment and immigration circumstances.**
3. **Keep supporting colleagues who stay or leave, including through What We Will, Safer Together, Tech Workers Coalition, and CODE-CWA.**CWA

RESOURCE DIRECTORY

TOPIC	RESOURCES
Severance and legal rights	Microsoft VEO SPD, Separation Agreement and Personalized Statement; EEOC severance-waiver guidance (eeoc.gov).
WARN Act	U.S. Department of Labor WARN guidance (dol.gov); local employment-law counsel for remote work and state rules.
COBRA and health insurance	U.S. Department of Labor COBRA guidance (dol.gov); HealthCare.gov; Microsoft benefits administrator.
Unemployment benefits	USA.gov unemployment benefits (usa.gov/unemployment-benefits); state unemployment insurance agency.
401(k) and retirement	Microsoft Savings Plus Plan documents; IRS rollover guidance (irs.gov); Vanguard retirement rollover education.
Immigration	USCIS (uscis.gov); qualified immigration counsel; school international office if applicable.
Worker organizing	What We Will (wwwrise.org); CODE-CWA (code-cwa.org); Tech Workers Coalition; EWOC; Safer Together organizers.
Mental health support	NAMI (nami.org); 988 Suicide & Crisis Lifeline; Microsoft benefits resources; local community support.

This guide is for informational purposes and does not constitute legal, tax, financial, or immigration advice. Microsoft's plan documents and applicable laws control individual rights and benefits. Consult qualified advisers about your circumstances.

What's a Normal Amount of Severance Pay? - Zeff Law
https://www.zefflawfirm.com/insights/whats-a-normal-amount-of-severance-pay/

Q&A-Understanding Waivers of Discrimination Claims in Employee Severance Agreements | U.S. Equal Employment Opportunity Commission
https://www.eeoc.gov/laws/guidance/qa-understanding-waivers-discrimination-claims-employee-severance-agreements

Kickstarter union reaches agreement with management for laid-off workers | The Verge
https://www.theverge.com/2020/5/2/21245092/kickstarter-union-agreement-laid-off-workers

Who to WARN? Does the WARN Act Apply to Fully Remote Employees? (US) | Employment Law Worldview
https://www.employmentlawworldview.com/who-to-warn-does-the-warn-act-apply-to-fully-remote-employees-us/

Mozilla will pay $300K for refusing to hire activist Apple engineer | Reuters
https://www.reuters.com/legal/government/mozilla-will-pay-300k-refusing-hire-activist-apple-engineer-2025-01-15/

COBRA Continuation Coverage | U.S. Department of Labor
https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/cobra

Unemployment benefits | USAGov
https://www.usa.gov/unemployment-benefits

A Layoff Guide - Collective Action in Tech
https://collectiveaction.tech/2022/a-layoff-guide-for-tweeps/

What Happens to Your 401(k) When You Quit a Job? | Vanguard
https://investor.vanguard.com/investor-resources-education/article/what-happens-401k-when-you-quit

USCIS Clarifies Start Date for Maximum 60-Day Grace Period Following Termination of Employment | Inside Business Immigration
https://www.gtlaw-insidebusinessimmigration.com/featured/uscis-clarifies-start-date-for-maximum-60-day-grace-period-following-termination-of-employment/

Stage 4: Maintain your F-1 status while on STEM OPT | International Students & Scholars
https://iss.ucmerced.edu/node/1316

RIF Fired on Leave: Is It Wrongful? | Hamilton Law Firm
https://ayeshahamiltonlaw.com/blog/2026/01/rif-termination-wrongful-termination-leave/

[26] Microsoft Corporation Voluntary Exit Program, Summary Plan Description (effective October 26, 2026), pp. 1–11.
[27] Microsoft Corporation Voluntary Exit Program, Separation Agreement and Release (2026), pp. 1–5.
[28] Microsoft Corporation Voluntary Exit Offer Personalized Statement (October 26, 2026), pp. 1–3.

What We Will: https://www.wwwrise.org/ | Tech Workers Coalition: https://techworkerscoalition.org | CODE-CWA: https://code-cwa.org/