

WHAT IS A UNION?

A **union** is simply an organization of workers dedicated to improving wages, hours, and working conditions within their workplace or industry through collective bargaining. **Unions leverage the collective power of workers to balance out the power held by bosses and shareholders.**

HOW DO WORKERS BENEFIT FROM UNIONS?

Unionized workers have higher wages on average than workers who are not unionized, often between 15 to 25% more. Unions **also benefit workers who are not unionized** by raising the bar for everyone. For example, a high school graduate whose workplace is **not unionized** but who works in an industry that's **partially unionized** can still expect to be paid more than workers in non-unionized industries.

(http://www.epi.org/publication/briefingpapers_bp143/)

Unions can also **help reduce inequality**. While **all** workers benefit from having unions, those who benefit the most are typically the people who are the **most disempowered or in the most precarious positions**.

BLAME GREEDY BOSSES, NOT "LAZY" DEVS

Activision's CEO, **Bobby Kotick**, made **\$29 million in 2017**, and EA's **Andrew Wilson** earned **\$20 million**. Videogames are easily the most profitable form of mass media today, but little of the money they make reaches the talented workers that actually develop them.

The average game developer is paid significantly less than workers in other tech sectors. Many positions are short-term contracts without benefits or job security. This results in an industry where **short careers end in burnout**. The average career for a worker in games lasts under six years.

Most **game workers** work in the game industry because they **love video games**. The **bosses who value profits** over people **are primarily to blame** for forcing skilled devs to build predatory and imbalanced systems that detract from their own games. **Buggy and unfinished games** often come from **rushed development schedules** that **work developers to illness and burnout** in order to **maximize profit** for investors.

Game industry executives, and the **investors** they serve, have **perverted play to exploit workers and gamers**, making games worse.

POOR WORK CONDITIONS RUIN VIDEO GAMES

We workers believe in games, and want to fulfill their limitless potential through our craft. However, our bosses' history of abuse and selfishness undercuts that goal. Consider these past boss-caused controversies.

* **Konami** execs cancelled **Silent Hills** in a move towards sports and pachinko, laying off and **blacklisting all their workers**.

* Executive-mandated **loot boxes in Battlefield 2** undercut and overshadow the polished work of developers.

With unions, **developers can challenge their bosses** and win sustainable careers for themselves and better games for players.

As huge masses of veteran developers flee the industry and business practices become increasingly exploitative, **the future direction of video games is at a crossroads**.

Who will you support?

Workers or bosses?

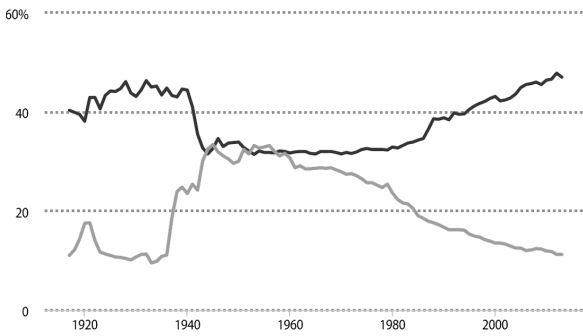
*What will address issues of **crunch**?*

*What will force the industry to **end exploitative monetization**?*

*What will win game workers the **stability to sustain their careers and make better games**?*

*What will win game workers **protection from race- and gender-based exploitation and abuse**?*

■ **Share of income going to the top 10%**
■ **Union membership**



Source: U.S. Census Bureau and Piketty and Saez (2013)

WHO ARE WE?

Game Workers Unite is a broad-reaching organization that seeks to connect pro-union activists, exploited workers, and allies across borders and across ideologies in the name of building a unionized game industry.

We are building pro-union solidarity across disciplines, classes, and countries.

We stand firmly against both exploitative labor and business practices.

The organization is run exclusively by workers (non-employers), but we actively encourage employers, academics, and others to engage in the community and help support the organization's efforts both materially and through their visibility.

GAMEWORKERSUNITE.ORG

🐦 **@GAMEWORKERS**



Poor working conditions in the game industry have been making headlines for years now. Countless video games have been delayed, ruined, or scrapped in the process. Nothing so far has fixed these issues, but unions are a tried and tested way for workers to fight exploitation, create better games, and build a better industry.

Unite and win real boss battles!