



MARCH 18-22, 2024
SAN FRANCISCO, CA

The Time is Now!

Workers in Games are Ready to Form Unions

Andrew Buczacki, Game Designer
Lauren Lehmann, Animation Director
Matthew Vimislik, Project Manager
Dan Beglov, Narrative Designer
Chrissy Fellmeth, International Representative



#GDC2024

International Alliance of Theatrical Stage Employees LOCAL 16

San Francisco, California

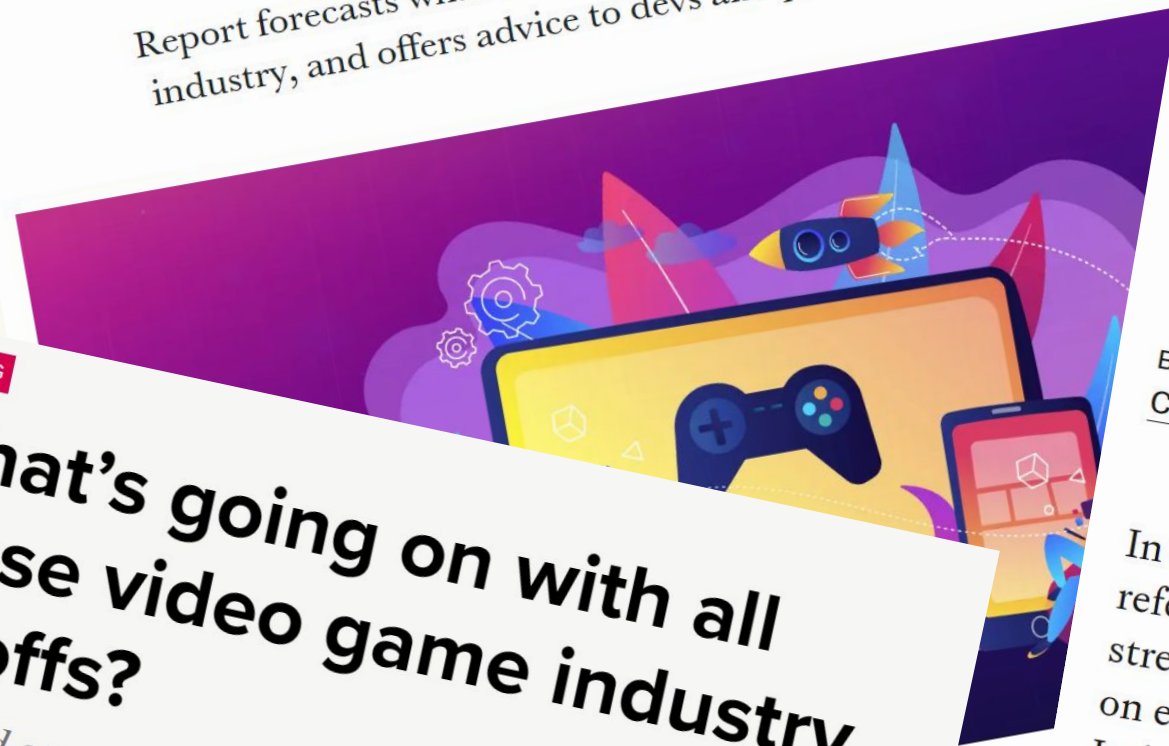
Serving the Bay Area Entertainment Industry for over 125 years



Why is now the time?

Midia Research: Video games to pass \$300bn revenue, 3.8 billion players by 2030

Report forecasts what the rest of the decade holds for the industry, and offers advice to devs and platform holders



The Video Game Industry Calls It "Crunch." Workers Call It Exploitation.

BY
CLIPPER ARNOLD

In the video game industry, "crunch" refers to an extended period of strenuous unpaid work in the months on either side of a game launch. Industry leaders spin it as an initiation ritual, but it's really exploitation of game workers.

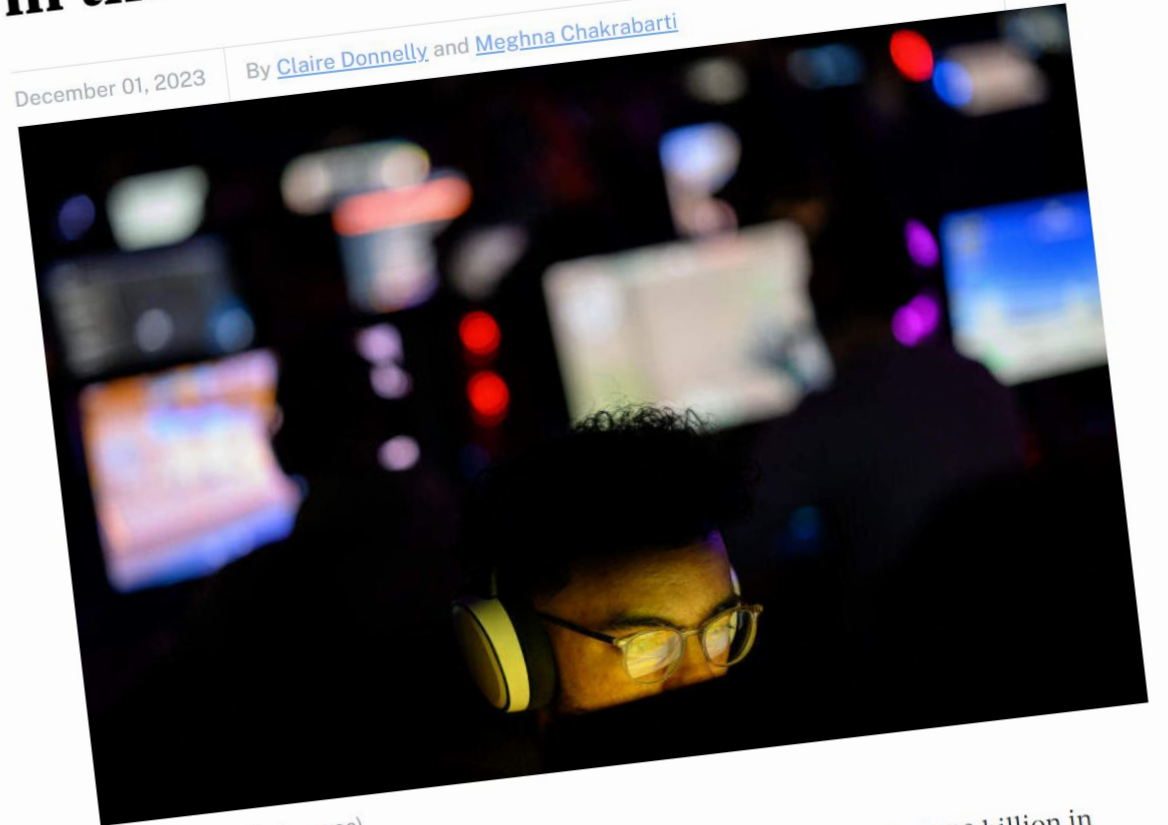


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Power, profits and labor practices in the video game industry

December 01, 2023

By [Claire Donnelly](#) and [Meghna Chakrabarti](#)



(Leon Neal/Getty Images)

Video games. A massive global industry expected to generate nearly \$190 billion in revenue this year, according to industry estimates.

What's going on with all these video game industry layoffs?

We asked experts to size up what's already a volatile year
By [Nicole Carpenter](#) | [@sweetpotatoes](#) | Feb 19, 2024, 12:01pm EST | 71 Comments / 71 New

What is a Union?

Workers forming a collective voice around wages, benefits, and conditions.

What isn't a Union?

A third party that seeks individual deals with management.



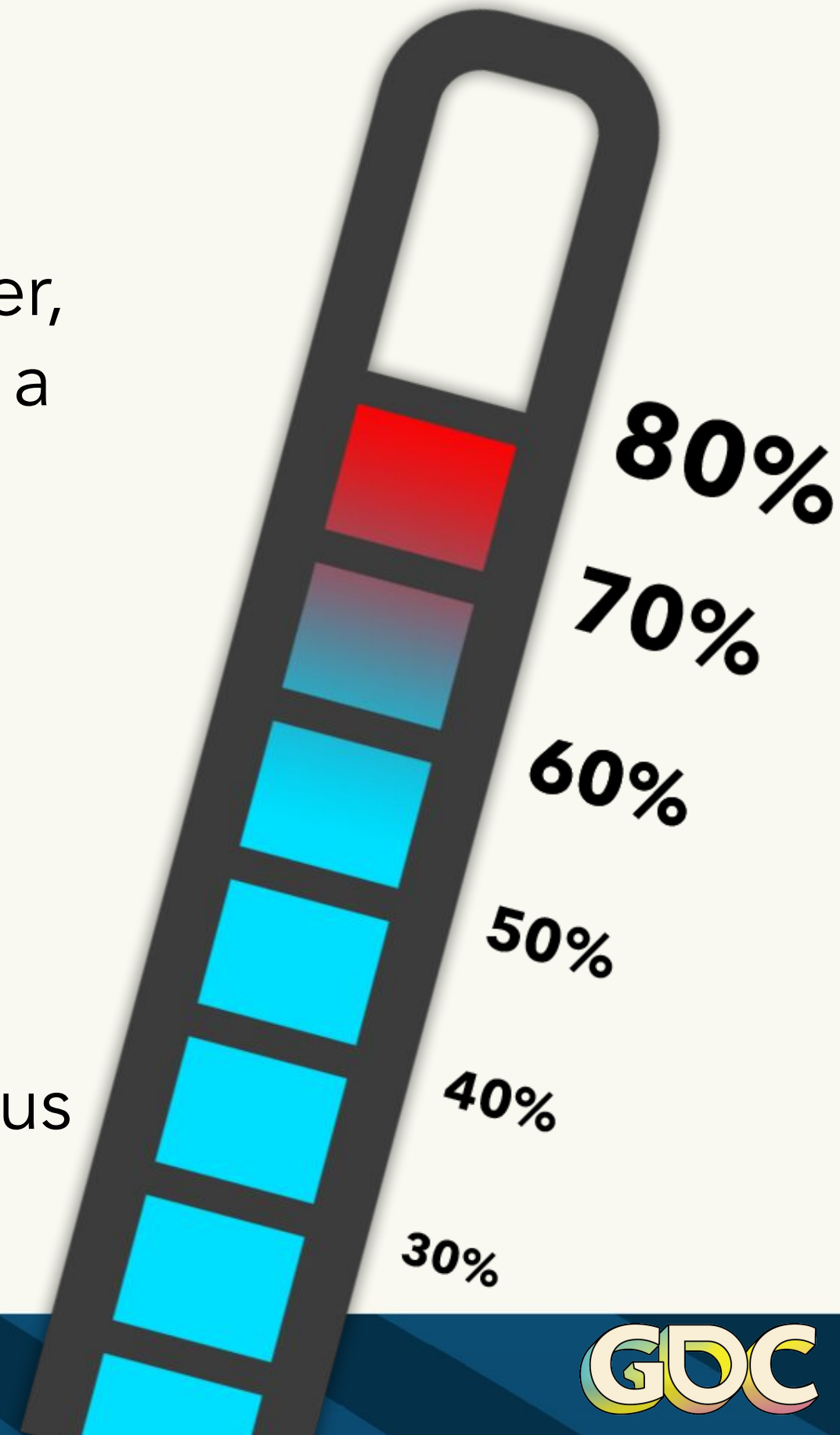
The union is *YOU*
and *YOUR*
COWORKERS!

How do we form a union?

Through one-on-one outreach, coworker-to-coworker, we find out if there is a supermajority of support for a union at your workplace.

We aim to file a petition with the National Labor Relations Board once we have achieved 80% supermajority support in favor of a union.

Your employer can voluntarily recognize us or force us to a vote with the National Labor Relations Board.



Who is IATSE?

Game Developer


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Business

Nickelodeon and Disney developer Workinman unanimously votes to unionize

Workinman's election marks the newest effort for game developer unionization in months, and is the United States' first union to be formed under IATSE.

Justin Carter
September 28, 2023

2 Min Read



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Animation Guild Reaches “Historic” Deal To Represent Artists & Production Workers At Powerhouse Animation In Texas

By David Robb
July 6, 2023 6:02pm



THE HOLLYWOOD REPORTER

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U.S. ‘Avatar’ Workers Vote to Unionize In Boost for VFX Organizing Effort

Workers at a subsidiary of Walt Disney Studios opted to join the crew union IATSE. “This is the core team that answers to Jim Cameron,” says one VFX industry source. “They are not necessarily impressive in size, but in influence.”

BY KATIE KILKENNY, CAROLYN GIARDINA, REBECCA KEEGAN JANUARY 31, 2024 11:32AM



Rolling Stone

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SOLIDARITY FOREVER

Marvel's VFX Workers Vote to Unionize in Historic Landslide Victory

The first-of-its kind shop will now enter in collective bargaining negotiations with the studio



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Walt Disney Pictures VFX Workers Vote to Unionize With IATSE



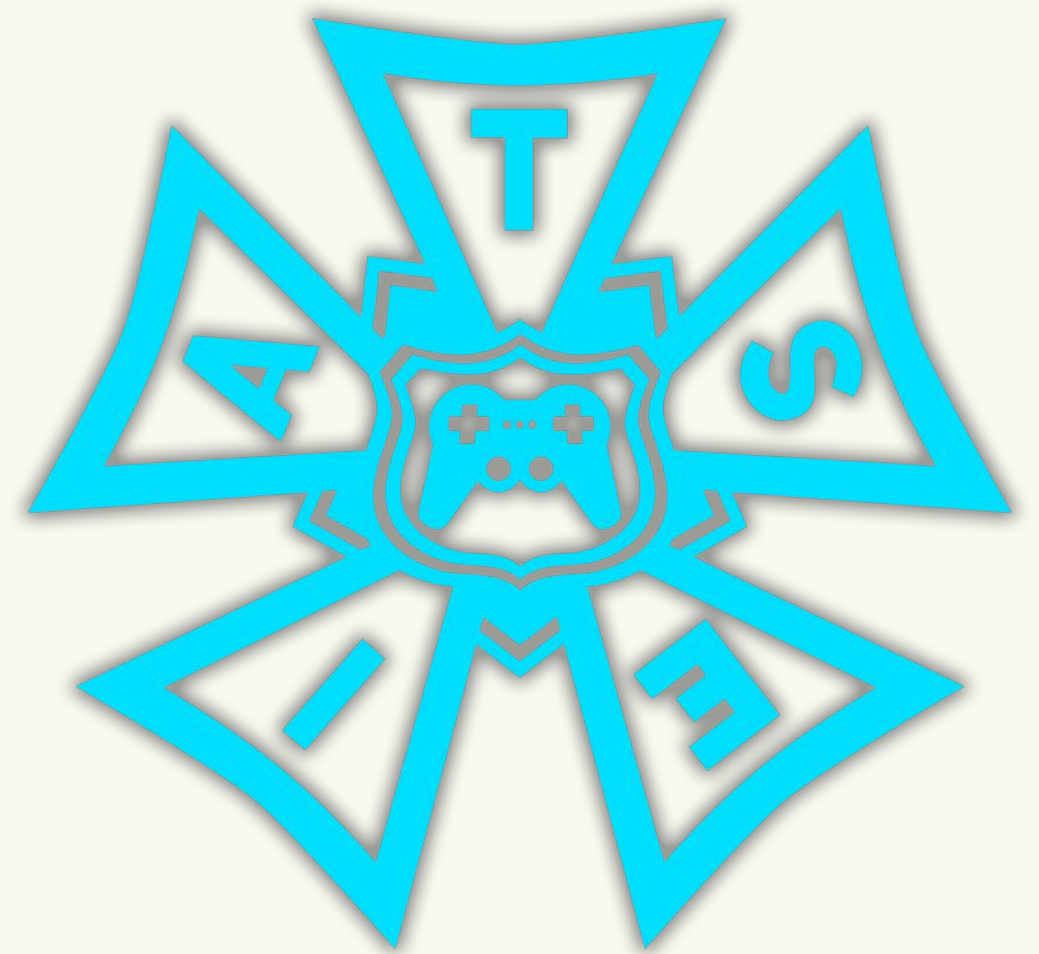
What we're here for today

Goals we can address in collective bargaining

What is involved in forming a union

Anti-union mythbusting

Answering your questions





Lauren Lehmann
Animation Director



Matthew Vimislik
Project Manager



Dan Beglov
Narrative Designer



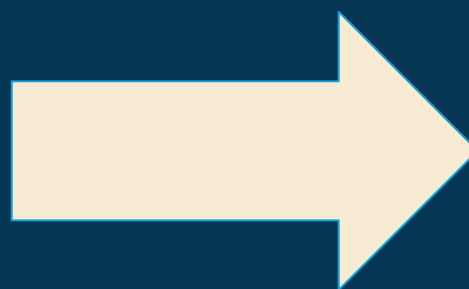
Andrew Buczacki
Game Designer



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See you at our booth! P1861

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we're doing here!



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