

Should Game Developers Have A Union?

July 26, 2011 -

Tags: [GameTrailers.com](#), [Pach-Attack! - Episode 222](#), [PC Games](#), [PlayStation 3](#), [Xbox 360](#)

In light of the accusations of horrible working conditions that L.A. Noire developer Team Bondi has garnered of late (excessive hours, no overtime pay, employees cut out of the game's credits), do game developers need labor rights? Should they have a union?

This is the latest query posed to Wedbush Morgan analyst Michael Pachter on his weekly GameTrailers show, [Pach-Attack!](#)

The short answer? No.

The long answer? Well, watch the video. If you don't have 13 minutes, here's a summary:

Pachter points out that game development is not a 9 to 5 job. It's a typically well-paying, salaried position and not one that's entitled to overtime pay (although, Pachter admits he's not familiar with the wage and hour laws of Team Bondi's home country of Australia). Additionally, game developers should expect to work crazy hours at crunch time, the three to six months leading up to a game's release.

L.A. Noire was in development for over five years and missed several release dates so there were probably a lot of crunch times and many may have run together so "crunch time that never ends" would be a valid complaint. It's unfair and simply not a good business practice to have your employees working overtime for 18 months straight. However, if a game is successful, and L.A. Noire certainly is, there will be a profit pool. This means that Bondi head honcho Brendan McNamara should be able to compensate his employees for their work so accusations of mistreatment at this point are premature.

As far as Bondi employees being cut out of the game's credits, Pachter says that's a Rockstar issue. Hundreds of people worked on the game and Rockstar, not wanting a 45 minute credit sequence, made an executive decision.

After all that, Pachter sums up his thoughts on a game developers' union:

"I think unions are there to protect people who can't protect themselves. I think once you get up to a certain wage level you're charged with being able to take care of yourself and if you can't handle it, don't work there."

"We're talking about a games industry where the average compensation is well above \$60,000 and often above \$100,000 a year. I just don't think people who make a hundred thousand bucks a year need a whole lot of protection because they might have to work overtime."

-Reporting from San Diego, GamePolitics Contributing Editor Andrew Eisen

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Comments

Re: [Should Game Developers Have A Union?](#)

Submitted by Anonymous on Wed, 07/27/2011 - 11:18.

"I don't know anybody who works in game development who calls it a 9-5 job. You know Monday through Friday and all that. I've never heard a developer say I don't work over time and I don't work weekends. So the number of hours I kind of think if you are going to get into the industry and be a developer you know you are going to work plenty of hours." and he says that like it isn't a bad thing.

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Poll

Which Feminist Frequency video are you looking forward to most?:

- ☐ The next Tropes vs Women episode, "Women as Reward."
- ☐ The first in the new series examining the representations of men and masculinity in video games.
- ☐ The first in the new miniseries presenting examples of positive female characters in video games.
- ☐ None of the above.

Shout box

You're not permitted to post shouts.

Matthew Wilson: zip is it KB or kb? if its KB its MB, if its kb is mb. ether way where do you live that you are getting ripped off that badly?
01/29/2015 - 4:41pm

ZippyDSMlee: I has a whole 1MB(mb maybe, 1000KBPS) for a whole...100\$ a month ;_;
01/29/2015 - 4:24pm

Wonderkarp: FCC appears to be kicking ass today
01/29/2015 - 4:11pm

Wonderkarp: I found this neat. Shows the different ways different websites tell the same story. Not VG Related, but its neat
<https://i.imgur.com/3m6xOfE.jpg> 01/29/2015 - 2:12pm

Matthew Wilson: np I am still suprised that the fcc did it, but I still do not trust the chairman yet.
01/29/2015 - 2:11pm

Andrew Eisen: Yeah, what I mean is I'm fortunate enough to live in an area where I have the option of up to 50Mbps if I want to pay for it. Meant that as an anecdote; didn't mean it to come across as a "you're wrong!" Sorry 'bout that!
01/29/2015 - 2:06pm

Matthew Wilson: That is why I said "every market". for example totalbescuit has TWC, and the best he can get atm is 10/10.
01/29/2015 -

1:58pm

Re: Should Game Developers Have A Union?

Submitted by Anonymous on Wed, 07/27/2011 - 10:00.

Like any salaried job you always have the ability to say no. Unless your contract specifically is clause to include specific instances of overtime, you are usually contracted to a specific job set over an assumed work period. The idea that they can't say no, is only in so much as its true for every salaried employee on the planet. You always have to weigh the consequences of saying no. Also you don't need a union to act as a group. If all the employees of a company or division could act as one, or even just enough to make firing them all more harmful than worthwhile, arrangements can be made. Unions might solve the problem, but eventually you end up with the entrenched leadership, and combative membership that have plagued the more physical professions in our recent history.

Re: Should Game Developers Have A Union?

Submitted by Anonymous on Wed, 07/27/2011 - 07:11.

In those average salaries, are the costs of benefits usually added to those numbers?

Re: Should Game Developers Have A Union?

Submitted by Neeneko on Wed, 07/27/2011 - 07:42.

Hrm. That is possible, and would paint a very different picture since that would put the 'pay' at closer to 30-50k 'average', which is not horrific but would still put that kind of labor WAY below other industries and work out pretty badly per hour.

Re: Should Game Developers Have A Union?

Submitted by Anonymous on Wed, 07/27/2011 - 04:37.

This guy is talking nonsense... Firstly: He's mentioning "overtime" as if it was 1 hour every now and again... Sure, that's all right. But if you're doing working 9am through 3am every day of the week, your health will break down quickly... and if you are not a share-holder, what rights do you have to any compensation IF the game should end up being a block-buster? All you can do is flutter your eye-lashes and hope that your employer doesn't rip you off... and that is even IF the game ends up breaking even... Secondly: The argument that game-devs earn a lot of money is not always valid. In the same way that Musicians makes a LOT of money. Sure, there are many that do earn a lot, but there are even more that do not. Thirdly: 45 minutes of credits... BS... But even IF it was 45 minutes, but if the user can exit out of it at any time, who cares if it is 5 weeks long? Finally: This guy was just a whole load of hog-wash who has no insight or understanding, what... so... ever.

Re: Should Game Developers Have A Union?

Submitted by Neeneko on Tue, 07/26/2011 - 18:45.

I agree something needs to be done, but I am not sure Unionizing is the right solution. For starters, Unions tend to work best when there are a few centralized entities to negotiate with. Game companies.. there are too many small studios that would fly under the radar.

There is also the original root of the problem, an endless supply of eager developers to churn through. Game companies are happy to burn through people with minimal experience who will do anything to have a shot at working on games... they already care very little about keeping around a wealth of experienced people.. thus they would probably just hire non-union people anyway and not bother with anyone who should have leverage.

Re: Should Game Developers Have A Union?

Submitted by Austin from Oregon on Tue, 07/26/2011 - 18:58.

That's what I'm saying. The underlying issue with many poor work conditions is an excess of job seekers in that field/industry, essentially showing that compensation or work conditions are irrelevant because there's enough desire just to do the job that someone else is willing to do it.

It becomes up to the employees to make themselves marketable enough that the company is willing to provide better conditions to keep them. Unions take away that give and take and assume that every single employee is just as valuable as the next.

-Austin from Oregon

Feel free to check out [my blog](#).

Andrew Eisen: TWC offers speeds that high, at least in my area. (Standard is 15Mbps) 01/29/2015 - 1:54pm

Matthew Wilson: @prh I still have my doubts. If anything the big winner is Comcast. They are the only isp in the us that can provide that speed in every market they serve. att, verizon, and twc cant or at least dont. 01/29/2015 - 1:50pm

Andrew Eisen: Trailer for Ted 2 and it looks like it won't simply be a rehash of the first. That's encouraging! <https://www.youtube.com/watch?v=S3AVCCgRnU> 01/29/2015 - 1:49pm

prh99: It's nice to see an FCC chair who isn't just there to facilitate monopoly building for cable and telecom. Basically not a dingo. 01/29/2015 - 1:46pm

Wonderkarp: mine was grandia 2 01/29/2015 - 1:39pm

Matthew Wilson: oh btw only about 5.6 percent of the us has broadband now. 01/29/2015 - 1:21pm

Matthew Wilson: <http://www.theverge.com/2015/1/29/7932653/fcc-changed-definition-broadband-25mbps> did not think the fcc would go through with it. 01/29/2015 - 1:16pm

Andrew Eisen: I know, right? Don't you dare think the fact that I buy all your games makes this sort of behavior okay, TT Games! 01/29/2015 - 12:57pm

IanC: How dare thy release games that do well both commercially and critically. How dare they. (refer to the Lego games) 01/29/2015 - 12:55pm

Infophile: @Wonderkarp: Tales of Innocence. Was in the final dungeon, when I accidentally left my 3DS on an airplane and couldn't get it back. Lost both the game and the system. Got a new system, but not the game (not fun enough to be worth replaying) 01/29/2015 - 12:10pm

Andrew Eisen: Oh, thank goodness. There will be at least two console LEGO games this year. For a moment I was worried there! (LEGO Jurassic World, LEGO Marvel's Avengers plus LEGO Ninjago for handheld.) 01/29/2015 - 12:08pm

prh99: Cminer: It's the only way to monetize Nintendo game videos. Otherwise Nintendo content IDs them and take all the AD revenue. Also it's only covers a small portion of their catalog. 01/29/2015 - 12:06pm

ematuskey: Wonderkarp: Pretty much every Elder Scrolls game. :p 01/29/2015 - 11:53am

[All shouts](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Tue, 07/26/2011 - 18:40.

Additionally, game developers should expect to work crazy hours at crunch time, the three to six months leading up to a game's release.

They shouldn't have to though. Don't take this as an argument for unions, its not. However, quality of life is something that game companies really need to work on if they want a healthy work environment and happy employees. No body wins when a development team has high turn over. Long crunch cycles are a product of poor project management.

However, if a game is successful, and L.A. Noire certainly is, there will be a profit pool. This means that Bondi head honcho Brendan McNamara should be able to compensate his employees for their work so accusations of mistreatment at this point are premature.

This is another bad example of a "positive" behind crunch. If the game tanks then you just killed your health and family relationships for 6 month for nothing. Hardly worth it in the end. Even if the game is successful, what can the developers expect to get? A \$500 bonus and a pizza and beer party. Yeah, some incentive.

Hundreds of people worked on the game and Rockstar, not wanting a 45 minute credit sequence, made an executive decision.

That hasn't stopped the movie industry from crediting everyone from the stars and director to the guy who cleaned up the trash in the out house.

This is just an example of laziness at its worst. They have all the information they need and a credit roll could be easily organized.

We're talking about a games industry where the average compensation is well above \$60,000 and often above \$100,000 a year. I just don't think people who make a hundred thousand bucks a year need a whole lot of protection because they might have to work overtime.

Might have to work over time? What is over time? In the real world, over time is an extra 10 hours a week for a couple of weeks. In the game industry calling crunch over time is a massive understatement. 60-80 work weeks for 3-6 months straight is hardly overtime. That is closer to slave labor. Claiming that it is okay because the mean wage in the game industry is \$75000 is an insult to everyone regardless of pay.

I know Patcher has a lot of trouble understanding this issue. His job rarely requires the mental fortitude a game developer is required to expend.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by masterdingo on Tue, 07/26/2011 - 18:02.

Funny, I don't remember making anywhere near \$60-\$100,000 while in the industry. Just like a bunch of us used to look at all of those articles about what different professions in the industry were compensated, and they were always inflated by thousands and thousands of dollars.

- When you look into the abyss, the abyss also looks into you.

[Re: Should Game Developers Have A Union?](#)

Submitted by locopuyo on Tue, 07/26/2011 - 19:51.

60-100k a year? I would like to see where those numbers came from. Second thought no I wouldn't, because they came from his ass.

[Pro Gaming Mouse Guide](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Tue, 07/26/2011 - 19:59.

Actually, you can find the results of Game Developer Magazine's annual salary survey here which show that the average Salary in the US is just over \$60k

<http://gamedeveloper.texterity.com/gamedeveloper/2010cq#pg19>

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)

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[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Neeneko on Tue, 07/26/2011 - 23:04.

I would be curious how they got the numbers...

The game company I worked for tended to pay developers around 30k for the first year .. and we were never surveyed... so there is likely some bias in who they talked to.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 07:18.

The Numbers come from the developers themselves reporting their salary to Game Developers Magazine each year.

Game Developer makes an announcement that they are looking for developer's salaries for the prior year and the developers fill out the survey. If the people where you work were not participating, it is because they didn't do it, not because Game Developer Magazine didn't ask.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Austin from Oregon on Wed, 07/27/2011 - 08:17.

I agree with what they said elsewhere on the page and discrepancies between the anecdotal evidence seen here and the numbers provided would easily be explained by the addition of benefits to the average salary statistic.

-Austin from Oregon

Feel free to check out [my blog](#).

[Re: Should Game Developers Have A Union?](#)

Submitted by locopuyo on Tue, 07/26/2011 - 23:47.

There is no doubt the numbers are bias, they are coming straight from a school trying to get students.

Just do some job searches on indeed.com and see how low the pay is.

[Pro Gaming Mouse Guide](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Austin from Oregon on Tue, 07/26/2011 - 17:59.

Seriously, these guys sound like the workers at Boeing complaining that they sometimes actually need to be more productive than others.

<p>Unions had their place before the federal government stepped in way back in the triangle days. Now they're just ways to abuse the free market to get more pay for less work and inhibit business growth. Heck I don't even think teachers need a union anymore, clearly there's a huge enough demand to work as a teacher regardless of pay, therefore there's no reason they should be paid more just because they later realize they'd rather have a career that was more lucrative. I imagine being a game developer these days is similar, if enough people are willing to do it anyway at lower pay, then the job has incentive enough.

-Austin from Oregon

Feel free to check out [my blog](#).

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Tue, 07/26/2011 - 19:15.

"Unions had their place before the federal government stepped in way back in the triangle days."

Color me unimpressed with the federal government's results in this matter at present. The fact is that if unions were to vanish over night. there would be a LOT more people making a LOT less money. Companies fight tooth and nail with unions to see that they can pay their employees as little as possible. And the only thing we have to keep people from making a dollar a week is the already laughable minimum wage.

If a unionized workforce was suddenly turned over to the company what would stop that company from cutting everyone's pay by half, abolishing all benefits, and firing everyone named Ted?

[Re: Should Game Developers Have A Union?](#)

Submitted by Austin from Oregon on Tue, 07/26/2011 - 20:47.

"If a unionized workforce was suddenly turned over to the company what would stop that company from cutting everyone's pay by half, abolishing all benefits, and firing everyone named Ted?"

That would be a real fear if 20 years down the road EA buys out every single competitor and working there was your only choice (as in EZN's comment mentioning mining towns and the NFL). The reality is that thankfully there's a lot of competition in the industry, and all the employees that are actually hireable will go ahead and jump ship to a better job somewhere else. Antitrust law (secondary to protecting consumers) promotes those opportunities for employees worth their salary to make it, while keeping less qualified individuals taking whoever will hire them at a lower rate.

-Austin from Oregon

Feel free to check out [my blog](#).

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Tue, 07/26/2011 - 20:09.

Ummmmm The Game industry is not unionized. The average salary of a US game developer (all positions) is around \$60k a year. That is not chump change. Granted, working conditions in many studios are horrible, but for the most part smaller studios are treating their staff quite well.

Unions would not be a benefit at all for the games industry.

Unions were created when employment for entire regions was controlled by a single organization, example mining towns. They are also useful in areas where there are no alternatives for employment, example the NFL.

For an example of the dangers of Unions, you can look at public education. Over the last forty years, Unions have driven up the cost of public education and have provided no similar increase in the education of students during that time. They have locked education up into a government controlled monopoly and no sitting politician is willing to break that up because teachers unions spend more money on lobbying and campaigns than any business in the US. Politicians both fear and survive by the teachers unions.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Neeneko on Tue, 07/26/2011 - 23:07.

Yet teachers are still underpaid, overworked, and are considered a low class job. Oh! And they are still subject to the type of political reprisals that the teacher's union was designed to stop.. the pushback has made it easier and easier to sweep teachers up in political attacks. In fact that is part of the problem.. failing students can get you fired or at least kill your attempt at tenure track. Good teaching is punished by the parents.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 13:28.

Public school teachers are paid more and have better benefits than their private school counter parts. Private schools provide a better education than public schools.

E. Zachary Knight
[Divine Knight Gaming](#)

[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Tue, 07/26/2011 - 21:21.

"Ummmmm The Game industry is not unionized"

I know. I was talking about unions in general.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Tue, 07/26/2011 - 22:03.

What I got out your comment was that a company with non-union labor will result in poor working conditions and low pay. I countered that with how the game industry only suffers from the bad working conditions in a few companies but over all pay and conditions are good and this is in a non-union business.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 11:59.

Then perhaps the working conditions could be better across the board with a union. But really when you are non unionized you are at the mercy of the company. This is a very very very bad thing.

I am currently working a non unionized job myself. Compared to the unionized job I worked the pay, rights(see: non existant), benefits(see: non existant) is horrible.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 12:26.

To echo Austin's comments, you are not stuck at any single company, at least not in the games industry.

The games industry is fiercely competitive. There are hundreds of companies to work for throughout the world. There are more options for starting your own studio today than there have ever been in the history of the industry. Your career options are only limited by you.

If you feel that your current job is not paying you what you think you deserve or you think the work environment is poor, you are free to find a new job or start your own company in order to get what you want. You are not stuck.

There are two things that unions excel at:

- 1) Keeping worthless people employed
- 2) Keeping their own pockets lined.

Everything else they do are tools to accomplish those two goals.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 12:52.

"To echo Austin's comments, you are not stuck at any single company, at least not in the games industry."

And without being unionized they can choose to be screwed by another company.

Doesn't sound very good to me.

[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 13:27.

And I suppose your idea would be to get fucked in a new industry by another non unionized company?

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 13:31.

So, you have no actual retort to my comment. You just start flinging around insults and profanity thinking that it proves your point.

This my friend is the product of a unionized work force.

If you think you have no control over your pay and work environment without a union, you have already lost control over your life. Good luck ever being satisfied with anything you do.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 13:40.

"So, you have no actual retort to my comment. You just start flinging around insults and profanity thinking that it proves your point."

Your comment was to find another industry. This is laughable and would not help, at all, ever. There is your response.

"If you think you have no control over your pay and work environment without a union, you have already lost control over your life."

Of course I wouldn't have any control over any of that. Don't be absurd.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 13:54.

Of course I wouldn't have any control over any of that. Don't be absurd.

Even though I know you are completely ignoring what I am saying, I will attempt to state it again.

You have the ability to find a new job with better pay and better working conditions. You do not have to stay where you are. That is the power you have. That is what gives you control over those conditions. There is no one forcing you to stay as a cashier at a casino other than yourself. By setting an unattainable goal of finding union

work, you are setting yourself up for failure.

As far as I am aware, there are no "Cashiers Unions" If you want a union job, you will need to move to one of the following industries:

Government work, contracting, manufacturing, movies/television

Those industries have the strongest unions. So you will still have to change industries to get that dream union job.

E. Zachary Knight

[Divine Knight Gaming](#)

[OK Game Devs](#)

[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 14:00.

"You have the ability to find a new job with better pay and better working conditions."

Wrong. I have the ability to find a new job with crap pay and equally crappy working conditions, if it is a non unionized job where the company gets to decide everything.

"By setting an unattainable goal of finding union work, you are setting yourself up for failure."

Just how is finding a union job unattainable? I had a union job stocking grocery store shelves. What is unattainable is finding a non union job where I won't get fucked.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 14:21.

Grocery store stock boy and casino cashier. You sure are shooting for the stars with those career options.

Again, I recommend getting an education or training in a trade. You will be amazed at the wonderful world of potential opportunities that will open to you when you do.

E. Zachary Knight

[Divine Knight Gaming](#)

[OK Game Devs](#)

[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 14:25.

And I'm sure that you

would have me go to a non unionized job so after all of the money on education or training that I would have to get from robbing liquor stores would have to be used to get fucked in a more "prestigious" job.

Re: Should Game Developers Have A Union?

Submitted by Austin from Oregon on Wed, 07/27/2011 - 12:16.

You're not at the mercy of the company, you are welcome to leave at any time and get a job with better pay/benefits/etc somewhere else. Whoever wants the best employees will pay for them. However, if you aren't a marketable enough employee that you need a union to make you worth more pay, you have a sense of entitlement that ultimately corrupts unionization and doesn't belong in the free market.

And unionizing doesn't give you "rights". It provides leverage to get conditions you desire. Actual rights you receive from the government regardless of union status, such as the right to be compensated on a consistent period (end or beginning of month for example), the right to occupational health and safety measures, the right to receive overtime (as an hourly employee), the right to receive at least minimum wage, the right to sue for wrongful termination, the list goes on.

-Austin from Oregon

Feel free to check out [my blog](#).

Re: Should Game Developers Have A Union?

Submitted by Erik on Wed, 07/27/2011 - 13:01.

"You're not at the mercy of the company, you are welcome to leave at any time and get a job with better pay/benefits/etc somewhere else."

If I can find a unionized job, yes. Until then I'm stuck.

"Whoever wants the best employees will pay for them."

Why have the best employees when you can pay less for a warm body and use the extra money to buy your seventh yacht?

"However, if you aren't a marketable enough employee that you need a union to make you worth more pay"

No one is marketable enough.

"you have a sense of entitlement that ultimately corrupts unionization and doesn't belong in the free market"

That sounds like capitalist BS to me.

"And unionizing doesn't give you "rights".

Really now? Because at my unionized job the employer had to give justification on why they fired you. At my current job they outright stated that they can fire you for any or no reason whatsoever. Where are the "government" rights there?

"such as the right to be compensated on a consistent period (end or beginning of month for example), the right to occupational health and safety measures, the right to receive overtime (as an hourly employee), the right to receive at least minimum wage, the right to sue for wrongful termination, the list goes on."

Jokes. You might as well have tossed in "The right to not be hit with a switch more than ten times". So we aren't allowed to be beaten. Grand. Luckily unions are there to put some actual pressure on companies beyond just the government reminding them of basic human rights.

Let me ask you this. If a company could get away with putting 12 year olds on a factory line with dangerous machinery for a dime a week, don't you think they would? But they don't, because the

government tells them they can't. That is the only reason why. And that is scary.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 13:22.

Because at my unionized job the employer had to give justification on why they fired you. At my current job they outright stated that they can fire you for any or no reason whatsoever. Where are the "government" rights there?

You do realize that there are wrongful termination laws right? That means you have a legal right to challenge your termination if your employer cannot justify it. That is not something that a union has provided.

When it comes to termination, unions have a track record of protecting the incompetent from being fired. That is incredibly stupid. No where it is more evident than in education. New York has some of the worst regulations that prevent teachers from being fired. A teacher could be charged with child molestation and could not be fired. They are simply paid to sit around in a room while they wait 6 months to a year or more for their termination hearing.

Other places simply transfer their bad teachers to other schools in the hopes they don't come back.

Let me ask you this. If a company could get away with putting 12 year olds on a factory line with dangerous machinery for a dime a week, don't you think they would? But they don't, because the government tells them they can't. That is the only reason why. And that is scary.

And guess what. That has absolutely nothing to do with unions. That was good legislation from government who realized that the exploitation of minors is not conducive to human rights.

No one is marketable enough.

You are selling yourself short.

Jokes. You might as well have tossed in "The right to not be hit with a switch more than ten times". So we aren't allowed to be beaten. Grand. Luckily unions are there to put some actual pressure on companies beyond just the government reminding them of basic human rights.

Strawman much?

Why have the best employees when you can pay less for a warm body and use the extra money to buy your seventh yacht?

Because good employees produce good products and the best employees provide the best product? I work in a non union job. I get great compensation for what I do. I have looked and have found no company in the area that can beat my compensation package. And this is all without a union.

That sounds like capitalist BS to me.

Hey, if you can't argue, start flinging insults.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 13:38.

"You do realize that there are wrongful termination laws right? That means you have a legal right to challenge your termination if your employer cannot justify it. That is not something that a union has provided."

It sounds like you haven't read the slave's gui...er employee handbook for an at will employer. As far as legal rights go, your legal rights only go as far as your ability to obtain a lawyer. I couldn't buy a lawyer a sandwich.

"When it comes to termination, unions have a track record of protecting the incompetent from being fired."

Good. At least someone is protecting people from being fired. As opposed to non union jobs where you get fired and you have no protection.

"And guess what. That has absolutely nothing to do with unions. That was good legislation from government who realized that the exploitation of minors is not conducive to human rights."

It goes to show that when it comes down to it, don't trust companies. We need all the defense from them we can get.

"You are selling yourself short."

I'm not "selling myself short" enough.

"Because good employees produce good products and the best employees provide the best product? I work in a non union job. "

Why sell good products when you can sell okay products and buy yet another yacht?

"Hey, if you can't argue, start flinging insults."

If it quacks I'm going to point and say "duck".

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 13:48.

It sounds like you haven't read the slave's gui...er employee handbook for an at will employer. As far as legal rights go, your legal rights only go as far as your ability to obtain a lawyer. I couldn't buy a lawyer a sandwich.

I am an at will employee. I read my contract. I understand my legal rights. You can represent yourself, but judging by your ability to debate here, I wouldn't recommend it.

Good. At least someone is protecting people from being fired. As opposed to non union jobs where you get fired and you have no protection.

I don't think bad employees have any right to be protected from termination. If some is not doing their job or doing it poorly, they should be fired. Please give me one good reason why bad employees should not be fired.

It goes to show that when it comes down to it, don't trust companies. We need all the defense from them we can get.

Yikes. If that's the case, why work at all. If you can't

trust your employer, who can you trust? The best defense from a bad employer is strong competition in that industry.

Why sell good products when you can sell okay products and buy yet another yacht?

Because customers want the best product available? If people won't buy those "okay" products, the company will go out of business.

If it quacks I'm going to point and say "duck".

Ok....

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 13:56.

"I am an at will employee. I read my contract. I understand my legal rights. You can represent yourself, but judging by your ability to debate here, I wouldn't recommend it."

Then you don't mind getting fired on a whim. Okay.

"I don't think bad employees have any right to be protected from termination. If some is not doing their job or doing it poorly, they should be fired. Please give me one good reason why bad employees should not be fired."

Apparently you don't think any employee should be protected from termination. Which unless you are a company owner CEO douchebag is sort of a confusing train of thought. Unless you somehow get a hardon at the thought of Mr. Douchebag sailing around on his yacht purchased with your work.

As for your one reason, they should at least have some right to defend themselves or prove they are not a bad employee. I would rather have nine bad employees keep their job if it means that one good employee can defend his case and keep his job.

"Yikes. If that's the case, why work at all. If you can't trust your employer, who can you trust? The best defense from a bad employer is strong competition in that industry."

Homelessness sucks.

And did you honestly just say "If you can't trust your employer who can you trust"? Really? Okay. If you can't trust the deranged axe murderer in your house who is peeling the skin off of your loved ones on meat hooks in your living room and frying them up like bacon then who can you trust? Quite a silly comment isn't it?

"Because customers want the best product available? If people won't buy those "okay" products, the company will go out of business."

Everyone is okay with "okay" products. Otherwise places like Aldis would go out of business. Sell a crappy product to an idiot, pay your employees nothing, and sail the Bahamas on your Yacht is the Wealthy American dream.

[Re: Should Game Developers Have A Union?](#)

Submitted by E. Zachary Knight on Wed, 07/27/2011 - 14:20.

You have completely ignored all my comments. I have never said that a good employee should not have any protection. I said bad employees deserve no protection. If they want to prove they are not bad employees they should do their job and do it right.

Personally I think a 9:1 ratio of bad to good employees is horrible. I would rather have a single good employee than 9 anchors dragging him/her and my company down.

I recommend that you get an education and some training in a different career. A world of opportunities await you if you will simply apply yourself.

E. Zachary Knight
[Divine Knight Gaming](#)
[OK Game Devs](#)
[Random Tower](#)

[Re: Should Game Developers Have A Union?](#)

Submitted by Erik on Wed, 07/27/2011 - 14:22.

"I have never said that a good employee should not have any protection."

And that protection is what? Benevolence from the company?

"I recommend that you get an education and some training in a different career. A world of opportunities await you if you will simply apply yourself."

Really Santa Claus?

[Re: Should Game Developers Have A Union?](#)

Submitted by Anonymous on Tue, 07/26/2011 - 23:48.

It's only a few companies that make the news, but long-term crunch is an epidemic throughout the mainstream industry. But the first step in addressing crunch shouldn't be unions, it should be better management, and better training for management. Books, very popular books, have been written about the fact that working people more hours does not equal more productivity in the long term. We've known this for decades. Summary of some of that study: <http://www.igda.org/why-crunch-modes-doesnt-work-six-lessons> (from 2005)

[Re: Should Game Developers Have A Union?](#)

Submitted by Anonymous on Tue, 07/26/2011 - 18:38.

You are either trolling or absolutely clueless about the industry...