

Game Workers Branch of the Independent Workers' Union of Great Britain Constitution

1. Branch Name

The branch shall be called the *Game Workers* branch of the IWGB and will henceforth be referred to as “the branch”.

2. Objectives

- To improve and protect the employment terms and conditions of the members;
- To promote the primacy of members' own decision making in all matters covered by the branch constitution, and in the development of all of the branch's policies;
- To preserve, promote, and protect the independence of the branch;
- To train and empower members to organise and take action within their workplaces to improve working conditions;
- To settle disputes between the members and employers;
- To initiate movements for increased rates of pay, and/or improved working conditions and regulations;
- To initiate movements for improved representation of the members at the workplace, with employers or otherwise, on both an individual and collective basis;
- Cooperate, directly or indirectly, with the work of any organisation, local, national, or international, which holds objectives or policies which are similar to those of the branch.

3. Membership

The branch is open to direct employees, contract, freelance, agency, or casual workers who either:

- Currently work for an organisation actively involved in the creation of games and interactive media.
- Have worked for an organisation in the past that was actively involved in the creation of games and interactive media, and intend to work for one in the future.
- Are a student studying towards a degree related to games and interactive media, and intend to work in one of those industries.

Managers who have final, direct sign off on the decision to hire or fire workers are not eligible to join. This does not include senior-level employees or managers who would make this type of decision as part of a wider group or committee.

For further clarification on how the membership policy is applied to senior-level employees and managers, please refer to

[IWGB Game Workers Membership Eligibility Clarification](#)

4. Membership Fees

Membership Fees shall be allocated thus:

Annual Gross Salary	Monthly Dues
Up to £15,999	£5.00
£16,000 - £19,999	£5.50
£20,000 - £24,999	£7.50
£25,000 - £29,999	£10.50
£30,000 - £34,999	£13.00
£35,000 - £39,999	£15.00
£40,000 - £44,999	£17.00
£45,000 - £49,999	£20.00
£50,000 - £64,999	£25.00
£65,000 - £79,999	£33.00
£80,000 onwards	£35.00

5. Branch Structure

- I. There shall be an annual general meeting (AGM), held once per year, and it will be open to all members nationwide, to elect officers and representatives for the branch.
 - A. The order of items on the agenda at each AGM shall always place any proposed motions and amendments before the election of officers and representatives for the branch.

- B. The deadline for members to propose motions and amendments at the AGM will be announced via email by the currently elected branch officers at least one month in advance of the date of the AGM.
- II. The AGM shall need at least 40 members of the branch present to be considered quorate.
- III. In addition to the AGM, officers will arrange, publicise and facilitate monthly branch meetings.
- IV. Monthly branch meetings will be open to all branch members, with every member given equal rights to speak and vote.
 - A. The date, time and location of branch monthly meetings shall be communicated to all members at least one week in advance by the elected branch officers. This information will be communicated by email, in addition to any other appropriate and practical communication method.
- V. Branch monthly meetings shall be considered quorate when 10 members of the branch, including at least one elected branch officer, are present.
- VI. The Chair shall chair the meeting and the Secretary shall record minutes for a monthly or emergency branch meeting. Wherever possible, these two tasks should be split between two branch officers (i.e. one chairing the meeting and one taking minutes).
- VII. An emergency branch meeting can be convened at any time by either:
 - A. The Chair, Vice-Chair or Secretary, with a minimum of 48 hours' notice given to members by email. This meeting will need to have 10 members of the branch, including at least one branch officer, present in order to be considered quorate.
 - B. Any member, after giving the Chair, Vice-Chair or Secretary a minimum of 48 hours' notice. This meeting will need to have 20 members of the branch, including at least one branch officer, present in order to be considered quorate.
- VIII. Members from the same region can form a Regional Group and elect a Regional Coordinator. Any member elected into a Regional Coordinator position will automatically become a branch representative, albeit with no additional requirements or responsibilities to the branch as a whole other than the rules and policies that apply to all branch members. See Appendix 1 for requirements of Regional Groups and Regional Coordinators.
- IX. The branch may choose to recruit one or more paid employees, subject to approval from both the IWGB and branch membership, in order to carry out work that can be demonstrably shown to benefit the branch and its members. Any member of staff actively employed by the branch, regardless of union membership status, shall not be permitted at a branch level to:

- A. Stand for election or be elected into any position or role, or nominate or second other members to be elected into any position or role.
- B. Participate in or be counted towards any official vote.
- C. Be counted when determining quorum.
- D. Propose or second motions for the branch.

6. Branch Officers

- I. All Branch Officers shall be elected at the AGM and serve in that position for a period of one year or until the date of the next AGM, whichever occurs first.
 - A. Any Branch Officer may choose to resign from their elected position at any point during this period by informing the currently elected Chair and Secretary in writing. The branch membership shall be notified via email of the resignation within 7 days, either by the individual resigning from the position or any Branch Officer.
 - B. A quorate branch meeting in which at least two thirds (66%) of attendees vote to recall an elected Branch Officer shall remove the individual from this position with immediate effect.
- II. Any member who wants to stand for election as a Branch Officer needs to be nominated and seconded by branch members either verbally at the AGM or in writing to the currently elected Chair and Secretary before a vote can take place.
 - A. If a Branch Officer position becomes vacant between AGMs, a candidate who has been nominated and seconded by branch members can be voted into position by a quorate branch meeting, to serve until the time of the next AGM.
 - B. Candidates will be invited to make a brief speech to the members at the AGM on their candidacy.
 - C. Voting in all cases will be conducted as a show of hands vote. A candidate for a Branch Officer position must receive a majority of votes in favour in order to be elected into the position.
- III. As the positions of Branch Chair, Branch Secretary and Branch Women & Marginalised Genders Officer are ex-officio members of the IWGB National Executive Committee, if these are contested, there will need to be a postal ballot in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992. If the positions are uncontested then the elections will be run in the same way as those for other Branch Officers.
- IV. The following Branch Officer positions and their respective duties are listed below:

- A. Chair - The Chair is the branch spokesperson and represents the branch within the wider union and with the public at large. They are expected to carry out branch business on a day-to-day basis. This role will represent the branch in the IWGB Executive Committee.
- B. Vice-Chair - This person will assist the Chair in their duties and will act as Chair during their absence.
- C. Secretary - The Secretary is in charge of membership records, producing minutes from branch meetings and the AGM, and other administrative duties as required. This person will also be responsible for informing the IWGB Central Union of newly elected individuals or any updates to the Branch Constitution and applicable policies. This role will represent the branch in the IWGB Executive Committee.
- D. Treasurer - This person will monitor and keep records of the branch's income and expenditure, producing statements to the central union Treasurer on a monthly basis and providing details and records of expenditure at the end of the tax year, or on request. They will have access to the branch bank account, produce reports for branch meetings to show current branch funds and recent expenditure, process occasional expense claims from members and facilitate the execution of financial decisions taken in branch meetings.
- E. Social Media Officer - This role will be responsible for and handle all branch social media accounts, including scheduling and organising social media posts. They will also notify the community about upcoming events, ongoing issues, actions, etc.
- F. Community Officer - This role will be responsible for managing the community spaces for the branch. This will involve ensuring moderation of online community spaces, co-ordinating the creation of community spaces for individual workplaces, and vetting the people who attempt to access these spaces.
- G. PR Officer - This role will be responsible for handling the branch's interactions with the press. This will involve the creation of press releases, finding branch members to speak to press on behalf of the branch, and

building relationships with the press. The intent of this role is not to replace the central union's PR team, but to supplement it by building relationships with games industry press.

- H. Women and Marginalised Genders Officer - The Women and Marginalised Gender Officer position exists within each branch and at the union-wide level to ensure the concerns and struggles of women and minority genders are represented throughout the union and addressed in the work the union does. They should also actively engage with and support the central union Women and Marginalised Genders Officer on union-wide issues, projects, and campaigns. Only non-male members may stand for election into this position. This role will represent the branch in the IWGB Executive Committee.
- I. BAME Officer - The BAME Officer will be the first point of contact for BAME members and to lead on issues at branch level relating specifically to these groups. They should also actively engage with and support the central union BAME Officer on union-wide issues, projects, and campaigns relating to these areas. Only BAME members may stand for election into this position.
- J. Workplace Organising Officer - This role will promote, encourage and help facilitate workplace organising efforts, as well as providing support structures for members to organise within workplaces. They will work closely with Branch Organisers.
- K. Casework Officer - The Casework Officer will act as the main point of contact between IWGB Central/Legal Teams and the wider Game Workers Branch. They will keep track of branch casework and assign representatives to cases as they come in, as well as set up and maintain processes for updating and reporting on the status of cases and providing training within the casework group.
- L. Events Officer - This role will be responsible for leading the branch's event planning efforts. This will cover both the creation of new events by the branch and/or the branch's members, and the attendance of the branch at events created outside of the branch.

- M. Regional Organising Officer - This role will help cultivate regional communities across the country. This will involve finding key members in different regions who are interested in creating community led events and supporting them in that pursuit.
- N. Tabletop Gaming Officer - This role will serve to represent the specific interests of the tabletop games development community that exists within our branch.
- O. Security officer - This role will be responsible for the development and enforcement of security best practices for the branch. These best practices will aim to keep our members secure against companies looking to disrupt organising efforts, malicious 3rd parties looking to access union data, or other potential outside threats that may arise. They will also educate branch members on security communications best practices in organizing and discuss security practices with the central union. The person in this role will collaborate with the security working group to achieve these goals

7. Branch Autonomy

- I. The branch recognises that it is part of a larger union and that all actions and policies should be mindful of this. The branch shall not undertake any policies which bring the IWGB into disrepute, nor which contravene the IWGB constitution and rules.
- II. Considering the above, the branch shall have autonomy within the IWGB in the following areas:
 - A. Ability to appoint Branch Officers in between annual elections;
 - B. Receive membership fees in line with existing IWGB constitutional policies;
 - C. Ability to decide its own policy, in accordance with the objectives of the IWGB Constitution;
 - D. The branch shall elect its own negotiating committee for the purposes of collective bargaining;
 - E. Social media - the branch shall have the ability to create its own website, Facebook page, and Twitter account to promote the objectives and aims of the branch. All IWGB social media accounts are required to have someone from the Central Union comms team as an admin.

8. Motions, Policy, and Amending the Branch Constitution

- I. Any member of the branch (subject to article 5, section X), can submit a motion or amendment by following the guide for branch members [here](#), which includes

blank templates for both motions and amendments.

- II. Motions or branch policy must be proposed and seconded by branch members in advance of a quorate branch meeting or AGM. With the exception of alterations to the branch constitution, policy and motions may be passed by a simple majority in a show of hands vote.

- III. The branch constitution may be altered at any time in a quorate branch meeting or AGM, with a two thirds majority vote, subject to review and approval by the IWGB Democracy Subcommittee.
- IV. Motions and amendments shall be emailed to gameworkers@iwgb.co.uk at least 48 hours in advance of a branch meeting or by the deadline communicated to members in advance for the AGM.
 - A. Motions or amendments received later than the deadline will only be included in the agenda for the upcoming meeting at the discretion of an elected branch officer attending the meeting.
 - B. Motions or amendments that have not been read and voted on in a meeting for any reason will be added to the agenda of the next monthly branch meeting or AGM, whichever occurs first.
- V. Motions or amendments that are in clear violation of the branch's or wider union's constitution, policies or code of conduct will be considered invalid and not tabled or voted on in any meeting. In this situation, branch officers will provide feedback as to why this decision was made and, where possible, help and advice on how to make the motion or amendment valid.

9. Workplaces

- I. Workplaces are groups of members who share a common company where they work, with the purpose of organising around concerns impacting the workers in their workplaces and their connected communities. This can include contractors, fully employed workers, and subcontracted workers who are employed by different employers but work in the same workplace.
- II. Workplace Representatives can be elected from a Workplace when the following conditions have been met:
 - A. There are a minimum of 5 members who share a common company where they work with at least one member willing to become a Workplace Representative;
 - B. At least 50% of the members in the group vote in favour of electing a member as their Workplace Representative;
 - C. The result of the vote and election of the Workplace Representative is communicated to an elected Branch Official.
 - D. There are no term limits for Workplace Representatives, however it is strongly suggested to rotate members as Workplace Representatives to spread the responsibilities and opportunities of the role.

- III. Workplace Representatives will have access to membership information for all members in their Workplace. A branch staff organiser or an Elected Committee member will give access to the Workplace Representative once elected and an IWGB activist agreement is signed.
- IV. Any new or existing branch member who works for the employer shall automatically be considered a member of that Workplace.
- V. Workplace meetings will be considered quorate when at least 5 members of the Workplace are in attendance.
- VI. The elected Workplace Representative shall serve for a period of one year, after which the position will become vacant and the Workplace shall elect a new Workplace Representative.
 - A. A Workplace Representative may choose to resign from their position before they have served for their full term.
 - B. A Workplace Representative is relieved of their position if they leave the branch, move to another country, or cease working for the Workplace employer.
 - C. In situations where the Workplace Representative does not serve their full term, the Workplace shall elect a new Workplace Representative using the process outlined in this section.
 - D. Workplace Representatives can be recalled by Workplace members at a quorate Workplace meeting with a minimum of 48 hours' notice given to all Workplace members via email. Members can have branch officials or branch staff send the email. If at least two thirds (66%) of attendees vote to recall a Workplace Representative, they shall be removed from this position with immediate effect.
- VII. Workplace Representatives will, at a minimum, encourage and facilitate regular contact between Workplace members. How this is achieved and in what way shall be defined by the Workplace members.
- VIII. Workplaces are encouraged to hold meetings which are open to all Workplace members of the branch. Unless otherwise agreed, the Workplace Representative shall arrange and advertise meetings to all Workplace members. All Workplace members of the branch will have equal voice and vote in these meetings.

- IX. Workplaces recognise that they are a part of a larger union and that all actions and policies should be mindful of this. Workplaces shall not undertake any policies which bring the branch or the IWGB into disrepute, nor which contravene the branch constitution, the IWGB constitution, or the union rules.
- A. Workplaces have the autonomy to decide policy for themselves within the bounds specified above.
 - B. Workplaces decide for themselves when to strike, what agreements with company management to accept or decline, and whether or not to create and use social media for their Workplace organising efforts.

APPENDIX 1: REGIONAL GROUPS AND COORDINATORS

- I. Regional Groups are organised bodies of members sharing a common geographic region. A geographic region can be any size, including a city or town, provided there are enough members in the region interested in forming a group. The purpose of creating and distinguishing Regional Groups within the branch is to promote information sharing, organising and socialising on a local level, while providing more opportunities for branch members to meet up and interact in-person.
- II. Regional Groups can be set up when the following conditions have been met:
 - A. There is a defined geographical area with a clear boundary for the group;
 - B. There are a minimum of 5 members of the group, with at least one member willing to become the Regional Coordinator;
 - C. At least 50% of the members in the group vote in favour of electing a member as their Regional Coordinator;
 - D. The result of the vote and formation of the Regional Group is communicated to an elected Branch Official.
- III. Any new or existing branch member who works or lives within the boundary defined for an active Regional Group shall automatically be considered a member of that Regional Group.
- IV. Regional Group meetings will be considered quorate when at least 5 members of the Regional Group are in attendance.
- V. The elected Regional Coordinator shall serve for a period of one year, after which the position will become vacant and the Regional Group shall elect a new Regional Coordinator.

- A. Any candidate for a Regional Coordinator position shall only be elected if a show of hands vote is held in a quorate Regional Group meeting and the majority of attendees vote in favour of electing that candidate.
 - B. Any member of a Regional Group may stand for election as Regional Coordinator when the position becomes vacant.
 - C. An elected Regional Coordinator may choose to resign from their position before they have served for their full term. In this situation, the Regional Group shall elect a new Regional Coordinator using the process outlined in this section.
 - D. A quorate Regional Group meeting in which at least two thirds (66%) of attendees vote to recall an elected Regional Coordinator shall remove the individual from this position with immediate effect.
- VI. The elected Regional Coordinator will, at a minimum, encourage and facilitate regular contact between members based in the region. How this is achieved and in what way shall be defined by the Regional Group.
- VII. Regional Groups are encouraged to hold meetings which are open to all members of the branch. Unless otherwise agreed, the Regional Coordinator shall arrange and advertise meetings to all branch members in the Regional Group. All members will have equal voice and vote in these meetings.