

## LEADERSHIP:

Want to force **2 mandatory onsite days a week**

Ask to full remote workers to come 5 days a month at their own expense

Isolate workers by removing the 4 days at home B form

Endangers workers by not taking criterias such as the fatigue built up by transportation into account

And that for criterias that remain vague and arbitrary?

# NO WAY!



### What is this new charter?

- Leadership team published a new WFH charter, ignoring the Work Council & unions' concerns and negative feedback.
- The new announced "benefits" are nothing but an mirage, offering a hint of flexibility after having cut hard on our freedom by setting up the fixed mandatory days on site.
- This key measure as been forced by the leadership team. None of the parties involved, HR nor COO were able to justify the need to update the hybrid and remote working agreement, making it more complexe and threatening to our work and lifestyle. The only reason ever given for this is some vague "feedback" from "few" workers and the said will to "maintain team spirit".
- But why would they chose obligation over encouragement? Does the leadership team not trust our will to work well together? How can they claim aiming at fostering team spirit using constraint?
- Despite the mentioned will to support team work and cohesion, one can only be surprised by the obvious contradictions in this new charter, with decision such as the removal of some employees' workstation, urged to ask for full remote.
- Not to mention the vagueness and arbitrary of the eligibility criterias. Despite the objectif first stated by Aniss and Emilie, workers' material conditions stay ignored, and team leads have the heavy responsibility to make sure access to remote working is fair and just, for their own team and the whole company.

### What about December's petition?

- Unions asked several times for negotiations about Working From Home policies, backed up by a petition signed by more than 86 employees on date of the last request in April.
- On december's NAO (Mandatory Annual Negotiations), Emilie rejected negotiations with unions about it, because "[Leadership team's] project wasn't ready yet".
- Today, Arkane's leadership refuses to listen employees' voices, "to ensure wider coherence of our social dialogue". What coherence is there in forcing a new policy refusing to listen to the Worker's Council nor allow unions to defend workers' rights?
- While HR wants to wait for the end of year's NAO to raise the topic, after this new policy application in September, right now is the time to come together and be heard!

We can create change, WE are ARKANE!  
**WHAT CAN I DO?**

**We won't stand for this!**

- It is time to remind our leadership **WE are Arkane, WE are the ones creating Arkane's value, and WE deserve to be involved in decisions impacting OUR lives.**
- Let's show leadership team our rights aren't optional!
- Join the **strike** or the **walkout** during the Studio Meeting on the **28th of May** to demand:
  - Serious and fair negotiations to get to a company agreement about Working From Home Policies.
  - The drop of the measures threatening workers rights (fixed mandatory on site days, conditionalities to have an on site workstation...)
  - Objective criterias based on workers' material and health conditions to get access to hybrid and remote working



**Sign the petition !**

Signing, that's telling Arkane's leadership that we want to be involve ou in the working from home policies discussion, and that we want a company agreement so that neither Arkane's leadership or Microsoft can decide on their own.



**Join our discord!**

Come join us on our discord section so you get all the updates on the ongoing and upcoming actions, and to help us organize as a collective!



**Unionize!**

The best way to protect ourself and our rights, it's to organize as a collectif. The main objectif of union work is to create solidarity amongs workers. So, if you aim to make Arkane a better place, join us!

**NOW:**

I submit a full remote form!

I set the :arkaneathome: emote as slack emote!

**TOMORROW:**

I take part in a collective writing exercise to write our own charter in S02.04 at 12:00AM and/or 6:00PM!

**SOON:**

I join the strike, or walkout during the studio meeting on the May 28!

**FUTURE:**

I unionize to protect my rights and those of my coworkers!

