

OPEN LETTER
FROM SPIDERS' WORKERS
TO THEIR EMPLOYER





INTRODUCTION

This letter to our management follows an earlier open letter published internally at the beginning of the year. Alongside this letter, a major strike regarding work from home negotiations took place on January 19. Since then, our management has chosen not to react to the labor movement. Quite the contrary, in fact.

Since then, new negotiations have begun on wages, and conditions in the studio have continued to deteriorate. Today, it is with regret that we speak out publicly, in the hope that this will finally push management to act in the best interests of employees and the company.

This document covers several years of known problems, which have been greatly amplified and multiplied over the past year with the arrival of the current head of the company.

For any questions, messages of encouragement or inquiries, we invite you to contact in priority the Spiders workers' action committee: comite.action.spiders@framagroupes.org. As a second resort, you can contact the STJV union section, which will pass on messages: spiders@stjv.fr.

SUMMARY

Workers at Spiders face many difficulties:

- ▶ **GROWING INSTABILITY**, because it is impossible for us to: know where we will be able to live in the future, know whether we will be able to have a fulfilling personal life, anticipate our long-term evolution at Spiders. But also because of low wages and a lack of certainty about increases over the next few years.
- ▶ **A COMPLETE OPPOSITION TO ANTICIPATING PROBLEMS AND SECURING WORKING CONDITIONS** due to : an ideological stance held by the company's management and its refusal to acknowledge issues, the rolling back, for no good reason, of arrangements that had been in place for years, as well as rising pressure on the workers' shoulders.
- ▶ **GLOBAL MISMANAGEMENT**: the studio tripling in size in 3 years and the launch of two lines of production side-by-side were, in all likelihood, not anticipated or planned for by the company. Its structure has evolved very little, if at all.
- ▶ **GROWING TURNOVER AND RECRUITMENT PROBLEMS**: many veteran workers are leaving the company. In response, the company is making little efforts to try and retain them, to find suitable in-house successors, or to make the company attractive to hiring prospects.
- ▶ **UNACCEPTABLE DELAYS IN ACHIEVING GENDER EQUALITY AND PARITY**: the gender balance at Spiders remains well below the already low industry average, and women employee's average wage is considerably lower than men's.
- ▶ **A BLATANT LACK OF TRANSPARENCY ON ALL ASPECTS OF THE COMPANY**: its management, budgets, plannings, financial health, working conditions... The company's strategy remains unknown, no explanation is given for decisions imposed, and their source is often hidden from us.
- ▶ **PROBLEMS ARE NOT TAKEN INTO ACCOUNT, AND THEIR VERY EXISTENCE DENIED**: despite having been brought up with management for years through every possible channel, problems are either ignored or worse, their very existence is outright denied and questioned.
- ▶ **A DIFFICULT PRODUCTION CYCLE FOR GREEDFALL 2**: as a direct consequence of these problems, there is widespread anxiety and a loss of interest among employees. For many, it translates into a fear of releasing a disappointing game at the end and/or a feeling of shame over their own work. For some, it's the last straw that pushes them to look for work elsewhere.
- ▶ **MANAGEMENT'S ADAMANT REFUSAL TO ACKNOWLEDGE COLLECTIVE ACTION**: at the slightest opportunity, management is reducing everything to confidential individual negotiation, accentuating inequalities between workers and paving the way for discrimination and abuse.
- ▶ **MANAGEMENT'S SENSELESS REFUSAL TO ACCEPT WORKER REPRESENTATION**: they challenge and belittle the legitimacy of staff representatives and collective expression in any shape or form, while also refusing to consult workers themselves.
- ▶ **NEGOTIATIONS WITH NO POSSIBLE COMPROMISES**: the mission of workers' representatives, as well as negotiations on wages and work from home, are impeded by the management's infantilizing contempt for workers and its refusal to enforce its obligations, particularly when it comes to sharing information.

IN DETAILS

GROWING INSTABILITY

It is difficult for workers to anticipate the concrete future of their situation at Spiders, both short and long-term. The resulting insecurity causes a lot of distress among workers.

Because the top management is blocking various decisions, and takes a very long time to answer to requests from workers, we are neither able to know where we will be able to live in the future, nor how we will be able to face life events, even those planned in advance.

Unjustified refusals to allow work from home or to adapt workers' work rhythm, even temporarily, have pushed some workers to ruin themselves in transportation and hotel fees, or to outright leave the company. Others saw their requests receive only last-minute answers, despite formulating them well in advance, causing tension between them and management. Furthermore, **proposals made by the company during the current work from home negotiations aren't even trying to solve these problems; quite the opposite.**

Wages at Spiders are lower on average than the rest of the french video game industry, as illustrated, among other things, by the company offering hiring prospects lower wages than they previously earned. Raises in the last few years weren't able to fully match inflation. The management's manifest lack of desire to correct this state of things begs the question: **how will we be able to keep on living in the Paris area while still working at Spiders?** Many workers already face difficulties affording spare time activities, taking days off or going away on vacation, because they need to carefully watch their spending.

Finally, there doesn't seem to exist any career plans or training policies at Spiders. For all but a few positions, it is impossible to plan for a career beyond a few years. **No professional evolution seems to exist outside of going from junior to manager**, which is not always possible for everyone, or even what they want.



A COMPLETE OPPOSITION TO ANTICIPATING PROBLEMS AND SECURING WORKING CONDITIONS

Because the ideological stance held by the top management is to treat problems as they happen, rather than planning in advance and taking any collective measures, and as working conditions seem exceedingly unstable, it is impossible to anticipate anything.

The company's management appears to actively refuse to anticipate problematic situations that exist in our industry, ignoring well-known precedents both at Spiders and other companies. They would rather wait until they're faced with the nefarious consequences of their own decisions to start thinking about solutions. Risk prevention policies do not exist whatsoever.

The most recent example is the **preparation for the 2024 Paris Olympic Games**. Instead of quickly setting up special arrangements, as many companies in and around Paris did, the company chose to not plan anything at all, instead claiming they wanted to witness the effect of said Games before taking any measures. **It was only in June, after months of raising concerns and worries, that they finally considered some form of arrangement.** Even then, instead of collective, simple, clear policies, they stubbornly tasked the already busy administration with asking every on-site worker in private to demonstrate the Olympic Games' impact on their commute before agreeing to let them work remotely for the duration of the Games. In the meantime, we could all witness the French government heavily circulating ads to encourage remote work during those very Games' duration...



While management does not anticipate oncoming situations, they do not foresee the impact of their own decisions on workers either. Recently, arrangements that had been in place for years have been cancelled with no explanation.

The end of the paid leave postponing or buyback system, is a brutal example. The direction unilaterally repealed it in March after a worker enquired about it. It leads us to assume that otherwise we would not have been informed of this decision or, worse, that the new management didn't even know about this system beforehand. This decision forced workers to take all their days off before the end of May, under threat of losing them forever, and therefore forced them to cancel future vacation plans or to lose added income.



This decision is incomprehensibly violent. **No worker representatives were consulted prior to this decision, despite it being mandatory,** and no explanation followed. A few months before the release of Greedfall 2, this decision was very badly received by workers.

Another suppression, also without consulting anyone: the possibility to change working hours during heatwaves, both to avoid rush hours in public transports and to arrive in the office before the hot hours. Management claims that the presence of air conditioning justifies this decision, even though anyone in the office can clearly notice they don't properly cool the office, when they work at all. **In summer, we are forced to endure temperatures quickly exceeding 28°C or 30°C,** which hinders our ability to work and causes health issues, going as far as making workers faint from the heat. The company is not offering any solutions outside of buying fans every year for people working on-site. Nothing is provided at all for remote workers.

This lack of foresight and these sudden changes call into question whether we'll be able to keep our current working conditions at Spiders, and how they might evolve in the coming years.

GLOBAL MISMANAGEMENT

In 2020, Spiders employed only 40 salaried workers and produced one game at a time. Today the number of workers has more than doubled. Doubts surrounding the painful introduction of a second production line and the studio's first early access for Greedfall 2, both decisions forced through without consultation or even discussion, further accentuate the general sense of anxiety.

The company's organization has changed little, if at all, over the last few years, apart from a slight increase in managerial posts and a densification of hierarchy.

Communication channels have not been revised, information sharing and access have hardly been clarified or simplified, communication between departments has not been reworked. It is often left to employees at the bottom of the ladder to take charge of creating discussion channels, getting the relevant people involved, so that a decision can be made and acted upon.

But due to a lack of robust production processes, decisions can be overturned at any time, invalidating the work that has been done and causing inopportune rollbacks and delays. The inability to know whether a piece of information is valid, and whether it will still be valid tomorrow, generates confusion and frustration. Some workers are even afraid to go on vacation, and are unable to fully disconnect from work for fear that schedules will be completely changed in their absence. **We suffer harmful pressure, a loss of connection to an unstable job and a loss of belief in projects that can't seem to figure out where they're going.**

While a small team could function with little organization and maintain flexibility and responsiveness, the current size of the company no longer makes it possible. **We're getting bogged down in complicated productions, which are struggling to find and implement solutions to the problems encountered, and are finding their deadlines increasingly impossible to meet without crunch or sloppy work,** which is unsatisfying for everyone involved.

It seems more than necessary to rethink our way of working, communicating and transmitting information, and to set up production processes that seek to anticipate situations and limit the constant changes to which teams are subjected. **What's at stake is the smooth running of the company and the health of its employees, whose creative and technical potential is limited by unsuitable and disorganized processes.**



GROWING TURNOVER AND RECRUITMENT PROBLEMS

Even though the number of employees has risen sharply, Spiders is struggling to retain workers and is facing recruitment difficulties.

The main reasons for leaving, common to everyone, are the prospect of better wages elsewhere and a feeling of alienation towards the games produced. The latter is rooted in the problems mentioned above, which drive us to distance ourselves from the projects and the outcomes of our work.

For those who have been with Spiders for a while, the lack of job adaptation, skills development and career opportunities has led to fatigue and a feeling of stagnation, or even decline. When the changes in our family lives are not being considered, and access to work from home is not an option, one of the only ways out is to look for work elsewhere. Even if it means putting ourselves in a more insecure position. With no actual job descriptions behind our titles, **we all find ourselves doing more work than we should, without compensation**. All this while huge budgets are spent on outsourcing rather than recruiting in-house skills.

The company doesn't offer time to develop new skills and update existing ones, and is not looking to anticipate technical and operational advancements. And when workers nevertheless advance in their field, **the company is incapable of rewarding expertise other than through increased workload and pressure**. They are rarely consulted on decisions relating to their field, despite their expertise.

Turnover puts a strain on teams and production. Each time an experienced employee leaves, a large part of the knowledge, specific features of our tools and methods are lost.

The barriers to the integration and advancement of new employees, very often abandoned to themselves, impact the general level of knowledge and eventually the productions.



If the company doesn't seem to be doing anything to retain skilled employees, it's not doing much to recruit either. Below-average wages and working conditions, limited access to work from home and organizational rigidity make the company unattractive to experienced profiles, and have earned it a negative reputation in the industry for many years.

As a result of recruitment difficulties, managerial positions have been vacant for years, but production continues regardless. When the company does manage to attract a senior employee, it makes little effort to retain him or her. A good example of this is the case of a highly experienced employee, who had accepted a pay cut and quickly gained the appreciation of the teams, only to be fired by upper management during his probationary period after asking for the ability to work from home.

Through its recruitment and retention policy, **the top management is fostering the idea that Spiders is just a transitory step in the professional life of its employees**, a mere line on their resume, rather than a company in which they can build a career, evolve and contribute to the evolution of the company itself.



UNACCEPTABLE DELAYS IN ACHIEVING GENDER EQUALITY AND PARITY

On gender parity, the studio stands out as a poor performer in an industry of underachievers.

Generally speaking, and despite questions and alerts having been raised for several years by workers and their representatives, **almost no effort is made to encourage the recruitment, retention and inclusion of marginalized people.** This applies equally to recruiting, coaching and adapting the work organization...

In July 2024, and since 2022, **the studio is stagnating at around 17% women in the company**, and this share falls down to 12% for production teams. A figure to compare with the 24% average share of women in studios announced by the SNJV in 2023. Serious efforts must be made not only to close this gap, but also to exceed it. But the company also needs to make women want to stay: **since the same date, 41% of people leaving the company have been women** (due to the end of fixed-term contracts, resignations, layoffs, etc.).



The overall average salaries of men and women workers in the company are almost identical if we include managers in the data. But within those with employee status (i.e. the majority of workers), we find that on 2023 figures **women are paid an average of 14% less than men.** A purely unacceptable gap, which has doubled since 2021!

This reality challenges Spiders' image as an inclusive studio run by women. In fact, it's quite the opposite. The studio doesn't even respect the gender diversity charter drawn up by Women in Games, an association co-founded by the current president of Spiders, *who regularly promotes it as president of the SNJV.*

This sexist, hypocritical Spiders is not who we work for, and we're ashamed of it.

A BLATANT LACK OF TRANSPARENCY ON ALL ASPECTS OF THE COMPANY

The company's management makes no effort to be transparent. On the contrary, it stubbornly refuses to involve workers - even passively - in the running of the company, and appears to never want to answer their questions.

The changes that have taken place at Spiders over the last few years have only been presented to employees at the last minute and only very summarily. Neither the company's nor Nacon's ambitions for the studio have ever been made clear. **We don't know what our studio's general strategy is, or even if there is one.**

Every single piece of information demands a bitter fight from workers' representatives. When asked questions, either directly or through worker representatives, the company's management responds with vague or irrelevant statements that (very poorly) appear to conceal a refusal to answer or an inability to do so, reinforcing the impression that there is no clear plan for the company's future.

The Nacon takeover has added an extra layer of opacity to the company. **Despite repeated requests, no one has any reliable information on the relationship between the studio and the group that owns it, and even less on the contracts signed with Nacon.** We don't know what they contain, what they entail, what they require or what they guarantee in terms of

results and compensation. At the slightest expression of concern about Spiders' economic viability or creative freedom, we are told that "everything is covered by the contracts", without giving even worker representatives the opportunity to verify it. It's therefore difficult to give any credit to these claims, especially as it seems, for example, that the second line of production

has begun without any contract being signed, and with no indication as to who is funding the team working on it.



Whatever the production, the time and budget allocated to it are always inadequate, right from the start. Production schedules are shoehorned in, shortening certain essential stages (pre-production, debugging and optimization phases), without taking sufficient account of vacations, sick leaves or problems systematically encountered during production.

Greedfall's release was postponed several times, Steelrising's was released late after an insufficient debugging and optimization phase, Greedfall 2's budget was reworked multiple times and its early access release postponed several times.

We are constantly sidelined on every issue, even those that concern us directly. We see the future of the company and our own being tossed around at the whim of decisions taken without consultation or even explanations. Management gives the impression of treating us like galley slaves in the hold of a ship, rowing on and on without ever knowing either the route or the destination of their journey. **Spiders feels like a ship sailing with no one at the helm.**

PROBLEMS ARE NOT TAKEN INTO ACCOUNT, AND THEIR VERY EXISTENCE DENIED

If in the past some of them were of lesser magnitude, all these problems have existed for a long time at Spiders. They have been the subject of numerous reports, to successive bosses, for years, even before workers elected representatives and were legally represented by the STJV. Despite repeated questions from workers and workers' representatives, **these problems continue to be denied by management.**

When solutions are raised to be able to report problems internally, they are immediately muzzled. For example, when workers ask for the annual evaluation process (which, by the way, is in no way a legal obligation) to go both ways and allow teams to evaluate their managers, they are bluntly told that this is not the role of subordinates. Or when workers' representatives ask for the introduction of an in-house grievance reporting system, they are told that employees should simply contact the company's management directly.

The words of workers' representatives are systematically questioned by management and the problems they report are almost systematically considered lies. **Everything is done to nip in the bud any reports of problems, in order to be able to deny them and thus prevent solutions from being put in place.**

A DIFFICULT PRODUCTION CYCLE FOR GREEDFALL 2

Greedfall 2 is unfortunately a glaring example of all these problems. The production is underwater, accumulating burnouts and other psycho-social risk factors, and the workers fear they won't be able to be proud of their work when the game is released. Many people have left Spiders during the production, and others have no intention of staying after the game's release.

The production is marked by:

- ▶ known and recurring production pipeline problems, notably inherited from previous productions without ever having been called into question since they were first reported
- ▶ a work overload, aggravated by the early access release, which was not originally planned
- ▶ communication and coordination problems regarding the game's creative direction, which led to many unplanned and unbudgeted changes
- ▶ turnover, knowledge sharing and loss of skills problems, with a number of senior staff having left the company recently
- ▶ a lack of consideration for the work accomplished
- ▶ a widespread feeling of losing motivation, disengaging from the project, working for nothing...

Not all departments are equally affected by these issues, however, **this very real general sense of malaise, and the risk it places on the final product, is not taken into account by management.** It even went as far as to assert several times to workers' representatives that, in its opinion, production processes have nothing to do with working conditions. Representatives even launched an investigation into the production. The only news we have about it is that **Anne Devouassoux forcibly demanded that workers' representatives hand her the unprocessed, non-anonymized data and workers' answers from this investigation** (which representatives thankfully refused). This worrying reaction raises doubts about the company's willingness to repress workers' voices.

The early access release is painful, as attested by the several delays it suffered, and the complete release of the game less than a year later seems difficult to achieve, as there is so much left to do.

MANAGEMENT'S ADAMANT REFUSAL TO ACKNOWLEDGE COLLECTIVE ACTION

Faced with all these problems and our grievances, and despite the fact we went so far as to strike this year, management is showing no signs of reaction, changes or rethinking its methods. It stubbornly ignores our requests.

At every opportunity, the employer insists on treating each situation as a confidential individual negotiation, rather than establishing collective rules. **This attitude adds to the uncertainty surrounding the rights and duties of employees and the company:**

- ▶ It prevents the continuation and extension of benefits acquired by some workers to others.
- ▶ **It obstructs the work of workers' representatives**, who are unable to monitor the actual working conditions prevailing in the company.
- ▶ **It deepens inequalities between workers**, who are offered different working conditions time after time, and paves the way for abuse and repression.
- ▶ **It is ableist and discriminatory**, as management refuses to recognize and review inequalities in the way people are treated, and to take into account the diversity of each person's social skills. Neurodivergent, vulnerable and/or marginalized people, of whom there are many in the video game industry and at Spiders, are hit particularly hard.

All these effects have a negative impact on general working conditions and the company's atmosphere.

On several occasions, Spiders' top management has tried to undermine the legitimacy of the STJV section and the workers' representatives, despite the fact that they were elected by the workers, who chose these representatives by a large majority. **The company is reluctant to cooperate with elected representatives, going so far as blocking negotiations and refusing to provide information.**

It denies the reality of the demands reported by elected representatives, going so far, for example, as to call into question their investigation into the production of Greedfall 2, and **accuses elected representatives of seeking to destabilize the creative direction.** By refusing at the same time to consult workers on its own, despite being repeatedly asked to do so, **management shows great difficulty in reassessing itself and denies workers' ability to make their voices heard.**



It also reflects a profound lack of consideration for us workers, for our working conditions and for our well-being, which contributes to their deterioration.

NEGOTIATIONS WITH NO POSSIBLE COMPROMISES

The negotiations that have been going on since November 2023 are a good example of the contrast between the company's opacity and the expectations of workers.

On one side, the STJV section is ensuring a high degree of transparency by reporting on negotiation meetings, explaining its demands, presenting the evolution of draft agreements, gathering the opinion of workers... All of this outside working hours, as **management refused to grant the section any means whatsoever to carry out the negotiations.**

On the other side, **management categorically refuses to communicate, and publicly criticizes the union section for keeping us informed.** We've only been treated to a couple of bizarre general meetings, announced less than an hour before they were due to take place, where management claimed to be proposing an agreement in favor of workers and, at the same time, refused to present their proposal to us, under thick layers of doublespeak.

Denial of reality on work from home

Work from home is not regulated at Spiders, and there have been repeated requests to extend the freedom granted during the Covid-19 lockdowns, which went beyond the recommendations and was an example of the trust placed in employees by the previous leadership.

To lay the groundwork for the formal introduction of a remote work policy, and to help management choose, workers' representatives carried out an internal survey on the subject in early 2023. **Its findings are unambiguous: the vast majority of workers want the possibility of doing more work from home** than they already do, and they like and would like to keep the freedom to change their working rhythm that was previously granted to them.

The STJV section drew up a proposal for an agreement based on this survey, in order to meet everyone's wishes as closely as possible, and presented this proposal to workers before starting negotiations to confirm it.

Management has chosen to ignore workers' demands and the representatives' survey, and has made a proposal which would in practice be worse than having no agreement at all: it proposes that everything be settled through individual negotiation, but in addition that the few legal guarantees of being able to keep work arrangements already in place be removed, and that maximum work from home caps be introduced, none of which exist in the law. By seeking to introduce limitations that will make the company very unattractive to hiring prospects (impossibility of hiring remote workers and compulsory 100% on-site contract commencement), it is choosing to penalize itself as well as workers.

These negotiations are still ongoing.



CONCLUSION

The build-up of all these problems and the lack of any real response from the company's management, despite the efforts made by workers at all levels, is bringing the company to a dead end. **Is there still going to be any reason or even the material possibility for workers to stay at Spiders in the near future?**

Until recently, the implicit principle for the majority of workers was that, in exchange for a lower-than-average salary, Spiders offered good working conditions, exciting projects and a fairly free and caring atmosphere. Right now, this principle is being challenged by the choices and attitude of the top management: we're losing the good working conditions, and the problems we're encountering are preventing us from continuing to get excited about the projects.

The current corporate strategy appears incomprehensible to us, devoid of any rational explanation, and we hope that our efforts can finally push the collective determination of a clear direction.

We hope that our current efforts, which are taking their toll on us, will succeed in **getting us out of this dead end by securing good working conditions for Spiders' current and future workers**, and making it once again an attractive studio to work at.

Fully aware of the widespread labor movement among video game workers in France which has been underway since the beginning of the year, we know that we are not isolated and express our solidarity with all workers in their struggles to find their place within the industry they love, and which their management is destroying before their very eyes.

DEMANDS

To secure our lives, our careers and the company in the short and long term, we demand that management meet at the very least these demands:

Transparency and worker representation

- ▶ Transparency on the contractual obligations and relations with Nacon, the decisions, doubts and discussions around projects, and transmission of all raw data to workers' representatives to enable risk monitoring and analysis.
- ▶ A response from management to workers' concerns about the productions and a serious consideration of the risks to workers' well-being, in particular by setting up an actual internal feedback system, in partnership with workers representative bodies.
- ▶ Respect for social dialogue and the voice of workers, hitherto trampled upon by management.

Company organization

- ▶ Simplification and clarification of administrative processes, and improved responsiveness to exceptional situations like work from home for the Paris Olympic and Paralympic Games
- ▶ End of the dangerous process, by setting up systematic validation requirements, of the authoritarian and ineffective centralization of power in the Operational Management.
- ▶ Definition of clear, precise job descriptions, appropriate to the challenges of production and the abilities of workers, enabling each to know what is expected of him or her.
- ▶ Collective consultation and active participation of workers in the elaboration of the company's organization, in the creation and demand for new tools, to adapt them and take into account the specificities of our jobs and the career desires of each.

Work from home

- ▶ At a minimum, inclusion of the following elements in the work from home agreement currently being negotiated:
 - ▶ Written guarantees that rights practically acquired prior to the agreement cannot be lost
 - ▶ A right to a minimum of 3 days of work from home per working week
 - ▶ Impossibility for management to revoke remote work rights that have been granted
 - ▶ Ability to deny work from home only on the basis of objective, documented criteria negotiated with workers' representatives, in order to avoid discrimination

Inclusion and anti-discrimination

- ▶ Immediate rectification of all wage discrimination against women and non-binary people
- ▶ Clear pay scales and job progression schemes to put an end to discrimination, restore the place of experience and enable genuine long-term career prospects at Spiders for workers
- ▶ Launch of an independent investigation to identify the means of achieving sustainable parity in the near future, at least equal to the industry average

Wages and other working conditions

- ▶ Wage increases, at least at the level of other Nacon studios such as Kylotonn, and in general harmonization of wages at the group level, and in line with Nacon's financial results
- ▶ Opening fair negotiations on working hours and organization, to enable a better work/life balance
- ▶ Adaptation of offices and work schedules to extreme heat, and implementation of a plan to deal with climate change

WHAT NEXT ?

As of **August 27, 2024**, this letter has been signed by **42 workers** at Spiders, out of 95.

We had demanded that the head of the company receive a delegation of Spiders' workers to discuss all these points before August 23, 2024. This one, as usual, asked for additional time. She also tried to force an in person meeting, even though more than a third of workers are working from home.

The delegation came to a meeting on August 27, 2024 at 11am, a time proposed by Anne Devouassoux, and then waited in vain for the management to come, which it never did.

Call for strike action

In light of management's continued refusal to discuss, take the problems raised seriously and act to rectify them, **we are calling on Spiders workers to go on strike during the week of September 2, 2024**, on the basis of the demands set out above.

In particular, we will be organizing **pickets on September 2 and 3 in front of the company's offices and online on a Minecraft server** created for the occasion.

We are inviting our relatives, friends, supporters, workers in the industry in general, journalists and political actors to join us at the pickets. Invitations to the Minecraft server may be distributed on an ad hoc basis.

To help us strike, and if you have the means to do so, you can make a donation to the STJV strike fund, which has been activated for this strike at the request of the STJV section. *Instructions on how to donate can be found on this page.* Don't hesitate to specify "Spiders" in the reference of your transfer. We'll keep track of the sums paid to workers.