

 **Badge Market** 

**Solidaires Back Market regrets the top management's decision on remote working and its monitoring, taken against the CSE's advice. That decision goes against the stated values of BM and puts colleagues in a difficult position. We are calling for a moratorium and real negotiations.**

**We see this decision as a worrying break in Back Market's culture :**

- Remote work is part of our DNA. The vast majority of us joined after the covid outbreak and have always worked with this flexibility. For those who joined before, it is an inexplicable step backwards. The first full remote contracts date back to before the pandemic, and it wasn't a problem back then.
- Relying on badge usage to monitor office attendance makes us feel like children. We consider it both as an insult and a source of stress. Is such control really necessary? Aren't we trustworthy, responsible professionals?
- The authoritarian way this decision was made is concerning. The CSE was consulted, as required by law, but their opinion was ignored, as allowed by law. Can we still talk about being "One Team" when such a change is imposed on us like this?

**Sure, the current rules are outdated.** They are the result of an old collective agreement signed by the CSE before covid and successive unilateral decisions made by the management since then. These rules need to be revised.

**We call for negotiations with employee representatives from all countries, resulting in a fair and respectful collective agreement.**

**Only collective intelligence can take into account the diversity of our situations:**

- Without company-provided daycare, parents of young children have organized their lives around the flexibility allowed until now. The new rules change everything.
- Some colleagues have taken advantage of the previously instated flexibility to seek a more comfortable life, with more affordable housing further from the office. Adding an extra weekly commute has financial, ecological, and health costs, especially in cars.
- There are Back Makers who are the only ones from their team at their site. For them, a day at the office means working in an uncomfortable, non-ergonomic Zoom cubicle.
- We should consider colleagues who are mildly ill or have been in contact with sick people and should isolate. Do we really want to force them to come into the office?
- We also need to consider the situation of neurodivergent people who may not be able to express their discomfort with the current situation.

Many other situations need to be taken into account. **We invite the Back Makers who are affected by these new rules to share their consequences with us**, so that we can relay their difficulties anonymously (contact at the end).

If the new policy is problematic in itself, its content also contradicts the stated goal. Management wants to see smiles in the office? **The joy of being together only exists if it is a choice; coercion makes it impossible. Forcing it on colleagues who are struggling is toxic management.**

**We demand a moratorium on the implementation of the new rules until management can implement them in a way that is not harmful. We are considering bringing the matter to the labor inspector.**

It is no surprise that Monday's announcement and Tuesday's meeting have caused such a stir. At a time when we should be focusing on Black Friday, many of us are instead wondering how we'll be able to adapt to the new rules. It is supposed to be the other way around: the rules should empower us to work the best we can.

Worse, by changing the working conditions like, this management is creating stress. By deciding to strictly monitor compliance with the new rules, it is increasing that stress. By repeating every Monday the company's poor results, it intensifies it even more. How can we not be worried? **Management is failing in its duty to prevent suffering at work.**

We are also thinking about the colleagues who are asked to deal with the inappropriate reactions this announcement created, without proper training. These reactions are themselves a sign of distress, which management refused to take into account and prevent.

**Unfortunately, given the lack of consideration from management for the Back Makers' opinions and social dialogue, we must make our voices heard loud and clear.**

**It's up to us to organize collectively to find ways to express our rejection of the new remote work rules and the badge monitoring system.**

**Counter-Town-Hall this Friday, Oct. 11 at 12pm**  
online on <https://backmarket.solidairesinformatique.org/meeting/>



**with Marc, Solidaires union representative at ubisoft, who will talk about the fight at his company against their new office policy.**

During this meeting, we can all share the impacts of the new rules on our lives. Elected CSE members will also testify about the scandalous way management solicited and then ignored their advice. We will also discuss together the next steps to take.

**in the meantime, let's change our slack status to the derelict house emoji 🏠 with the title of the Patagonia CEO's book, *Let My People Go Surfing*.**