

QSMP Let's strike back against abusive working conditions

We made a few days ago a **call for testimonies** about working conditions at Quackity Studios, the company that hosts and manages the QSMP server.

Unfortunately, the first feedbacks we have received confirm several issues:

- Illegal conditions (minimum wage not respected, legal rest time, burnouts, etc.),
- Distressing working conditions (night shifts, work regularly assigned on an emergency basis, complete isolation of workers with no communication allowed, etc.),
- Toxic management (erratic communication, threats and pressure, abusive sanctions, etc.),
- An almost non-existent legal framework (no work contract, no staff representatives, absurd NDA, etc.).

There is confusion between **paid and "volunteer" workers**. This blur is **intentionally kept up by the company**, as shown by the lack of any clear documentation or public communication regarding the status of these "volunteers".

In such a context, it seems hard to **consider all Quackity Studio workers to be anything but regular employees**, with all the rights conferred by the status of salaried worker.

After a full server lockout while an internal investigation about the accusations took place, the company's representatives announced a restart, sidelining the "volunteer" workers (discontinuing the activities involved). According to French law, such job cuts are regarded as **unlawful dismissals**.

Some workers have been left aside for more than 10 days, with no clear insight on their possible future responsibilities. This sidelining can be considered to be **moral harassment**.

Quackity claims to have solved the problem by firing the manager who drafted the initial company statement, that he declares not to approve, but the others responsables of these inexcusable work conditions are still in place.

These are sufficient grounds to consider legal actions. To avoid it, we invite Quackity to be proactive by opening a social dialogue with all their workers. A negotiated outcome remains possible: it will need to address monetary demands concerning work already performed and that to come, as well as claims to improve working conditions.

All victims and witnesses of this situation are still welcome to contact us (preferably in French or English) at:

qsmp@solidairesinformatique.org

We guarantee total confidentiality.

However, note that as a French union, we will not be able to legally support workers outside France. We can help victims to know and contact each others, and help organize testimonials when needed.

CALL FOR TESTIMONIES