

# Paid leave in HP Inc 70

*These permissions are based on:*

**A- Status of Workers.**

**B- Collective Agreement of the Commerce-Metal Sector (70).**

**C- Agreements between the 70 Union and HP Inc Barcelona Management. (CAI 2015).**

In case of.....	Paid days ...
Marriage and domestic partners	<b>15 calendar days</b> (seniority less than 5 years). <b>20 calendar days</b> (seniority more than 5 years).
Marriage of parents / children/ siblings	<b>1 calendar day</b>
House moving	<b>1 calendar day</b>
Prenatal Tests and birth preparation techniques	<b>The required time</b>
Birth of children (father)	<b>2 complete calendar days</b> - One additional day or 12 working hours in case of cesarean, in a period of 10 days at the employee's choice. - <i>If it involves a trip equal to or greater than 200 Kms, extend up to 3 more days.</i>
Premature birth or neonate hospitalization	Consult the <b>CCOO Trade Union 70</b> . Varies on each situation.
Accident, illness or serious surgical intervention, hospitalization without requiring hospitalization or surgical intervention that needs rest at home of family members up to second grade	<b>3 calendar days</b> Serious illness or intervention of first grade family. <b>2 calendar days</b> in the rest of cases - <i>If it involves a trip equal to or greater than 200 Kms, extend up to a maximum of 5 more days.</i>
Adoption and fostering	<b>2 calendar days</b>
Attending vocational training courses	Adaptation of workday. <b>Consult with the CCOO Trade Union 70.</b>
Attending official exams	The required time. <b>Consult with the CCOO Trade Union 70.</b>
Death of spouse, children, son or daughter in law, parents or parents in law	<b>3 calendar days</b> - <i>If it involves a trip equal to or greater than 200 Kms, extend up to a maximum of 5 more days.</i>
Death of grandchildren, grandparents or siblings of either partner.	<b>2 calendar days</b> - <i>If it involves a trip equal to or greater than 200 Kms, extend up to a maximum of 5 more days.</i>
Compliance with a mandatory duty of public and personal nature (eg. Voting, trials)	<b>The required time.</b>
Breastfeeding	If the child is under 9 months, - <b>1 hour of absence from work (divided in 2 fractions) or reduced working hours.</b> - <b>Possibility of cumulative breastfeeding (see next point).</b>
Cumulative breastfeeding	<b>Accumulate the hours mentioned in the previous section in 22 working days.</b> <b>(This option will be compatible and cumulative with holidays)</b>
Paternity leave	<b>Grants 6 uninterrupted weeks of leave</b> for child birth, adoption or fostering. <b>Requirements:</b> you need a contribution period of 180 days during the 7 years prior to the date or 360 days during your work lie prior to the date. <b>Benefit</b> for full-time employment or at least 50% part-time employment.
Medical visits	<b>The required time</b> (In the case of assistance to the medical consulting specialists of the Catalan Health Service during working hours, the MD will issue a voucher for that prescription).  <b>Up to 16 hours per year</b> , of which up to 8 hours per year may be used to accompany children under 12 years. (In case of assistance to a generalist MD, of public or private practice).

**All the Agreements between the last 70 Works Council and HP Inc Barcelona Management, as the rest of permissions are valids while we do not have a Works Council.**

**CCOO Trade Union 70 takes care of the information, renewal and fulfillment for all employees.**