

Works Council 70 HP INC



Special Legal Salary Increase 2021

Read your payslip



(text overprinted in worker data and legal concepts)

Salary Concepts Agreement



Salary Tables Agreement



The **Works Council 70** has had several meetings with the Company's Management to discuss about the 2021 Legal Increase. Below we explain the situation why thought it was necessary to have these meeting:

- The current Trade-Metal Sector Agreement that applies to our entity is in effect until March 31st, 2021.
- The years of validity of current Agreement are 2018 / 2019 / 2020 ([Trade-Metal Agreement that applies in entity 70](#)).
- As of April 1st, 2021, the majority unions and the Employers of the sector, will negotiate all the aspects included in a Sector Agreement, including the salary increase tables for 2021 ([salary tables on the website](#)).

The consequences of the points mentioned above are:

- We will not have the values of the Salaries Agreement, Legal Increase and 4-year seniority bonus among others, until we do not have a new Sector Agreement.
- The Labour Act indicates that companies are not obliged to make any legal increase until the Sector Agreements are signed and published in the BOE.

To avoid that during 2021 we do not have any Legal Increase in our entity, the Works Council has proposed:

- Create a table to monitor the negotiations of the Agreement with the Company's Management.
- When we have the approximate percentage of Legal Increase for the new Sector Agreement, **agree on a solution for our entity so that all the people of the Entity have a Legal Increase during the year 2021, without having to wait for the conclusion of the negotiations of the Agreement.**

We have to communicate that **our proposals have been heard by the Company's Management**, a fact that we are grateful for. As Works Council we have the objective that no one is left without the 2021 Legal Increase.

The importance of the **Works Council** and Company Management always having the common objective of finding similar solutions before the Sector Agreement is renewed is reflected in two examples:

- In the current Agreement we also had the same situation and in summer'19, we reached an agreement to have the 2018/2019 legal increase that same summer.
- In the vast majority of companies or other HP entities with other Sector Agreements, the legal increases are only made effective when the new Sector Agreements are renewed (even if it takes several years).

Sector Agreement 2018-2020



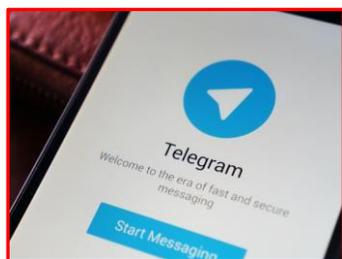
CCOO: Collective Agreement



Works Council's Website



Works Council's Telegram



COVID Consultation Channels (CCOO)

933 100 000
<https://consulta.ccoo.cat>

Other legal payroll items to consider these months:

- **Salary Plus Four Years:** Our agreement contemplates a monthly amount for people who are 4 years old or multiples of seniority. **This amount must be paid to people who complete 4 years or multiples until March 31st.**
- **Productivity Complement:** 1.5% monthly, which is still in force.

Sector Agreement Context:

- Sector Agreements are very important as they contemplate the vast majority of situations covered by our labor relationship in the Company, for this reason it is difficult to renew them and the support of all workers is very important.
 - *In our entity 70 we have Company Agreements that improve the conditions of the Sector Agreement (ex: Holidays, 24 to 30 days).*
- In our Company we have Company Agreements that improve the conditions of the Sectorial Agreement (i.e. Vacations). The current Agreement was closed on May'19 (see the details of the agreement in the [May'19 Newsletter](#)).

In our web you also have a section that informs about the legal items of your payroll:

- [Read your Payroll.](#) (overprinted text on every legal concept and payroll data)
- [Legal Concepts of Sector Agreement presentation.](#)
- [Salary Tables Sector Agreement 2020 & 2021.](#)

As we always do, we will be at your disposal for any issue or question you may have. You also have at your disposal the [Works Council's website](#) and the [Telegram Channel](#).

Works Council HP INC Sant Cugat - Entity 70

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