

Works Council

70 HP INC



Special Sector Agreement & Legal Increase

The **Works Council** would like to update you on some topics related to the Trade-Metal Sector Agreement and the Legal Increase.

Legal Increase in our Sector Agreement:

The Sector Agreement of the last 3 years expired on March 2021 and since then, the labor unions are negotiating with the patronal to obtain improvements and defend the rights gained in previous Sectorial Agreements. This situation entails per Law, that there will be no legal increase until a new Sector Agreement has been signed.

Given this situation, we have been talking for months with the Company's Management an alternative of an economic nature with the intention of making it a reality as soon as possible despite not having the new Sector Agreement. This situation has already happened twice in the past, and both times was successfully thanks to the dialogue between the **Works Council** and the Company's Management. We hope to be able to confirm a new successful agreement very soon.

We would like to remind you that once the Agreement has been signed, the legal Salary Increase has retroactive effects and takes effect in the next payroll.

Legal concepts of the Agreement:

The Sector Agreement of Entity 70 has two very important salary concepts which do not exist in the sector agreements of other entities:

- **Seniority Bonus:** employees belonging to entity 70 have the right to this seniority bonus every 4 years or multiple of four (the amount in the last agreement was of 89€).
- **Productivity bonus:** everyone in entity 70 is entitled to the monthly productivity bonus. The last agreement was from a 1% to a 1.5% increase salary agreement (32.5€ monthly).

- In our web you can find a special area on [payroll](#) and its [agreement salary concepts](#).

Paid leaves of Sectorial Agreement:

[Paid leaves](#), which many people have been able to enjoy these years, are also included in the Sector Agreement. Negotiations for the new Sector Agreement have started and we are defending our current rights and trying to obtain better leaves. We will keep you posted!

Entity 70 Legal Increase:

For the last months the **Works Council** is talking with the Company's Management on exploring measures to be able to improve the current legal increase we have in entity 70.

Legal increase historical context:

- No legal increase in HP 7 until 2006.
- The **Workers Council** of 2006 informed the Board of Directors of their proposals for an agreement but received a negative answer.
- The case was brought to judicial instances and the following was ruled:
 - HP must apply the agreement legal increase.
 - The legal increase is calculated on the agreement salary (28K).
 - The legal increase is absorbable and compensable.

Current context:

We are all aware of the increase of the IPC on the last months, and as the Works Council has always considered the labor and social situation and everyone's concerns, we are now talking about this with the Board of Directors.

The difference with 2006 is that we now have a very good dialogue with the Board of Directors and that they are open to new agreements that benefit everyone. As an example, we have the excellent agreement on Smart working and all the benefits of the work-like balance.

In a company like HP, with a much better economic, social, and union environment than most companies, we think it is the best way to continue with the stability that has made us reference in HP at worldwide level, attract business from other countries, avoid reorganizations, create jobs and a future security for more than 1,200 people (470 in 2015).

The **Works Council** knows what the legal increase means for the company and therefore, we will continue working with honesty, common sense and thinking in the 1,200 people of our entity. We also work to prevent the loss of stability, competitiveness, security, and collective cohesion we have achieved these last years in our entity.

On the [Works Council website](#) you have the following information:

- An example of payroll with the [information of all the concepts.](#)
- Presentation with the [salary concepts of the agreement.](#)
- [Barcelona Sector Agreement.](#)
- [Madrid Sector Agreement](#) (our reference for legal increase).
- [Status of workers.](#)

Works Council HP INC Sant Cugat - Entity 70

