

Works Council

HP inc 70 Sant Cugat



Sectorial Agreement

From our **CCOO Union** we defend:

- Salary increase according to the CPI with annual review clauses.
- Repeal the compensation and absorption clause.
- Maintain the plus of seniority and the Productivity Complement.

Since April '21 the “Patronal”, representative of the Companies, has a position of total blockade for the renewal of the Agreement. this has as a consequence not having a new Sectorial Agreement and that the Companies, among other things, are not obliged by Law to make effective the legal increases.

Since 2015 this same situation has happened twice, 2016 and 2018, in both situations the **Works Council** and the Management of the Company agreed on an "adjustment of increase on account" so as not to wait for the signing of the Sectorial Agreement.

Since summer '21 the **Works Council** has required the Company's Management to make effective the "adjustment of increase on account", the answer that has always been given to us is that it would also be done, but last week in a meeting they communicated the decision to delay it for April without any concrete proposal.

From the **Works Council** we believe that the Company's Management has room to make the "adjustment of increase on account", we hope that it reconsiders its position, we will continue working so that it becomes effective as soon as possible given that the position of the Employer will bring as a consequence a long time to have a new Sectorial Agreement

Legal Increase in HP:

The **Works Council** has had several meetings with the Company's Management in which we have transmitted a proposal to improve the legal increase in HP, this proposal would benefit colleagues and would not increase the salary bill in our entity.

Despite repeated efforts to achieve an improvement, the response that has been not to negotiate any aspect related to the legal increase.

From the **Works Council** we believe that there is room to negotiate an improvement of the legal increase in our entity, which is given by a court ruling of 2006.

As always for our part, in a dialogue manner and without generating conflicts that impact the stability created during these years, **we will try to make the Company's Management reconsider its position and negotiate this critical issue.** From the **Works Council** we will continue working and we hope that the Management will also do so.

Both the Sectoral Agreement and the legal increase in HP we will inform you periodically by mail as we are doing in Virtual Meetings and at an individual level

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