

Works Council HP Inc. 70 Sant Cugat



As we have been doing all these years, the Works Council (WC) will keep you informed of all issues that affect our rights and working conditions through periodic newsletters.

Newsletter May 2022

Dear colleagues,

The WC resumes the newsletters after the Trade Union Elections.

In accordance with the evolution of the company and to offer a better service, the WC is organized by the following work commissions: Safety and Health, Equality, Mobility, Training, Union Action, International Delegate and Communications.

INCREMENTO SALARIAL



Sector Agreement and Salary Increase

From the WC and the CCOO Union we continue to work for the right to a legal salary increase according to the CPI and for the review of salary supplements. ([more info](#))



Equality Plan

The equality plan at HP Inc. expires in June'22. We have been negotiating for months with the Company's Management in a new plan, with new proposals for improvement. ([more info](#))



Mobility: Shared Bus

The Company's Management has rejected the WC's request to implement a Shared Bus service to go to the office/home. ([more info](#))



Mobility: Electric Cars Recharge

We continue working to increase the recharging points for electric cars, as well as to reduce the cost per kWh. ([more info](#))



Desks Equipment

We continue working to guarantee that the equipment in the desks is in accordance with the needs of each person. ([more info](#))



Main Site and B7 Services

With the progressive return to normal activity, we have transferred the need to expand certain services in the Main Site and in B7. ([more info](#))

WC HP Inc. 70 Sant Cugat – Since 2015 by your side to defend your employment, rights and working conditions ...

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- Xavi Ibáñez
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Do you need help or more information? Contact us.



Web Comité



Canal Telegram



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Sector Agreement and Legal Increase

From the WC and the CCOO Union we defend the right to a legal salary increase in line with the increase in the cost of living, for which we propose:

- Salary increase according to the CPI.
- Salary revision clauses.
- Review of the salary supplements of the agreement (seniority bonus and productivity complement).

The Employers have blocked the negotiations for a year, their proposals are inadmissible for the unions and the workers:

- Increases (1%-2%) well below the CPI (8.4% year-on-year).
- No salary review clauses.
- Eliminate the salary supplements of the agreement.

What consequences does this have in HP?

- According to the Statute of Workers without Sectoral Agreement, Companies are NOT obliged to make any salary increase.
- The Company's Management applies the Employer's guidelines, although it argues that since it is not attached to the Employer's Association, it is not responsible for the Employer's position.

Points to share

- The Company's Management must assume its responsibility by following the guidelines of the Employer's Association. Not being attached to the Employer's Association is not an excuse as it applies the regulations of the Sector Agreement defended by its Employer's Association.
- The Company's Management has summoned Entity 70 in a Sector Agreement that is at a disadvantage with respect to the Barcelona Metal Agreement:
 - Although in our Sector Agreement we have the seniority bonus every 4 years (90 euros per month approx.) and the productivity complement (32 euros/month), when there is a lot of inflation it is at a disadvantage compared to the other Sector Agreement.
 - The companies belonging to the same agreement as HP are very small, so they have very little union strength, making it easier for the companies to impose their positions.
- The Company's Management states that it has given bonuses these two years to justify its lack of willingness to negotiate any issue related to the salary increase. The response from the WC has been:
 - Bonuses are always well received, but they are given by the Global Company Corporation, not by HR in Spain.
 - They are not consolidated in the payroll.
 - A bonus can be given now but there is no guarantee that it will be repeated in the future as it is not included in any agreement.
 - The legal salary increase is for all the people in the Entity, the bonuses are at the discretion of the managers.
- HP Inc. is having excellent results these years thanks to the efforts of our colleagues, so a legal salary increase in HP 70 should not jeopardize present or future investments in Sant Cugat, as the Company's Management states to justify their refusal of a salary increase.
- The WC has been defending a change of how the salary increase is applied in our entity. Our proposals are:

- Eliminate the compensation and absorption clause.
- Raise the limit of the legal increase from the salary agreement to a higher amount according to the profiles of our entity.
- The response of the Company's Management has been similar to that of the Employer: **to negotiate NOTHING that has to do with the legal increase in HP.**
- The WC will continue working for the rights of people to have an increase according to the CPI. We will inform you and ask for your collaboration given the blocking position of the Employers' Association and the Company's Management.
- As we have always done in other situations, some of them very difficult like the Transformation in 2019, we will defend all the issues in a correct way; above all, there is the commitment to the employment of more than 1,100 people.
- We have been having individual and group meetings on this topic for a long time. Any person or group that wants to have a meeting can contact us; we will be available to inform you and answer your questions.

We would like to value the concepts that we have in Entity 70:

- Complements in Company Agreements that the WC has negotiated with the Company's Management:
 - Ticket restaurant: 2,440 euros per year approx. (11 euros/day, including the days that we work from home).
 - Smart Working: 45 euros per month (11 months per year).
- Complements in our Sector Agreement:
 - Seniority Plus: 90 euros/month approx. every 4 years.
 - Productivity Complement: 32 euros/month.

Equality plan

The Equality Plan at HP Inc. expired in December 2021, and we have been negotiating a new Equality Plan with the Company's Management for months. An extension was signed until the end of June to avoid being left without the Equality Plan until another Equality Plan with new proposals was negotiated. We would like to share with you the following points:

- The Equality Plan is a compendium of measures to have an environment of equal treatment and opportunities between women and men, eliminating any situation of discrimination based on sex.
- During these years, the WC has been fully committed to Equality in our company, ensuring that there is no discrimination based on sex and providing proposals that have improved family reconciliation.
- The Equality Plan also includes by law a remuneration audit in companies to guarantee compliance with equal remuneration.
 - This WC, as it has always done, will ensure that there are no differences in remuneration by gender.
 - If a gender pay gap is seen in any group, even if it is less than the 25% that the law stipulates as a wage gap, we will defend an analysis of the causes, the creation of a monitoring commission and measures for the gap to disappear.
- For the renewal of the Equality Plan we will propose new measures to improve family conciliation. We hope that the Company's Management takes them into account given its commitment to equality and the internal and external communication on this subject.
- The WC will continue to inform you of any news regarding the new Equality Plan.

Mobility: Shared Bus

The WC has asked the Company's Management when the Shared Bus service would be launched. **The Company's Management response has been to NOT start such a service.**

From the CE we have reminded the need of this service for many people. Below we share the following points:

- The Shared Bus service proposal was one of the initiatives of this WC, CCOO of entity F9 and the CCOO union.
- Thanks to our proposals, of which the Company's Management was unaware, the transportation ticket was launched for all of HP Inc. Spain.
- The study of the Shared BUS service was stopped due to the pandemic. Last summer the Company's Management sent a survey to all the Site employees.
 - From the WC we express our discomfort for not informing us about the survey or doing a shared survey when it was a union proposal to work together.
 - We have repeatedly asked for the results of this survey, and they have been denied.
- **We will continue working to have a Shared Bus service.** Our reasons for this are:
 - The commitment of the WC and the CCOO union for people, mobility, and the environment.
 - The need for this service for many people. We estimate that +700 people answered yes for having this service.
 - The lack of solid arguments of the Company's Management for NOT starting this service or accepting our collaboration, the CCOO Company Committees and the CCOO Union have transmitted to them:
 - The option of sharing the Shared Bus service with other companies close to HP (Roche, Boehringer, Grifols). This way, the cost for both the company and the employees/users would be lower.
 - We do not understand that HP Inc., who always highlights its commitment to mobility and sustainability, does not have this service, when other companies have made a real effort to have it.
- We remind the Company's Management of some of the advantages of the Shared Bus:
 - Much safer than transport by car or train.
 - Cheaper for people.
 - Allows to reduce the carbon footprint, one of HP's corporate priorities.

What are we going to do from the WC and the CCOO Union?

We are going to continue working to implement the Shared Bus service. As part of this process, we will send you a survey to collect your opinions and needs, but you must bear in mind that the final authority to implement this service rests with the Company.

Mobility: Electric Cars Recharge

From the WC we have transferred the following points to the Company's Management:

- The need to increase the electrical recharging stations in various buildings of the Main Site. We appreciate that it has been received positively and is considered for the end of the year.

- **The cost per kWh in our site is of 15 cents.** The CCOO Union has informed us that in large companies the cost is of 0.04 euros (0.22 euros in SMEs). We will continue working to improve the current economic conditions.
- In B7, the electrical recharging stations depend on the property, not on HP. The property has already been informed of the need by law to have recharging points.

Important Note: The Company's Management has informed us that three floors of module 6 in building B7 will no longer be used. **We have requested that the savings be reversed in the improvement, among other points, of mobility issues.**

Equipment Worktables

For months now, we have escalated people's concerns to the Company's Management so that the equipment on the tables is in accordance with their needs.

It has improved in recent months, but there is still a lot of work to be done on some workstations (screens, different connectors depending on the type of computer, chairs, etc.). We have also been told by many people that there is a lack of information regarding standard equipment and who is responsible for providing it (CREWS, the department, etc.).

We once again see the discontent of the WC and the colleagues regarding this situation. We hope that the Company's Management understands that it is a very important topic and sets the guidelines to CREWS on what a good service is to solve all the problems definitively.

We also want to remind CREWS that tickets employees open cannot be closed until the problem has been completely fixed.

Main Site and B7 Services

In recent months, the Site has been returning to normal activity, which is why we have transferred the following points to the Company's Management:

- Extend the hours of the DELIS on the Main Site until 17:00 hours.
- The Tech Café service must have the same number of people on duty as before the pandemic.
- The need for a Tech Café service in building B7, to prevent people from this building from having to go to the Main Site.
- We are pleased to announce the reopening of the sports facilities and changing rooms.