

# Works Council HP Inc. 70 Sant Cugat



## Salary Increase Special Newsletter

Dear colleagues,

We would like to share with you a **special Newsletter** in regard to the legal increase and how it will be applied in Entity 70.



### Salary Increase

There has been an agreement on the new collective agreement for the metal trade sector in Madrid. We inform you of the annual increases and salary review clauses to guarantee purchasing power. ([more info](#))

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

- Paco Quesada
- Eulalia del Campo
- Rafa Boada
- Eva Navarro
- Xavi Ibáñez
- Nuri Miralles
- Jimmy Bontinck
- Àngels Jofré
- Raúl Fernández
- Alba Oliveres
- Mariano Urso
- Serena Faudella
- David Ramos
- Laura Tena
- Martín González
- Emanuela Bisconti
- Miquel Rubio
- Irene Campos
- Oriol Farré
- Óscar Fernández
- Cristina Sabater
- Edfran Sánchez
- Cristina Murtra

Do you need help or more information? Contact us.



Works Council's Website



Telegram Channel



hp\_inc\_70\_bcn\_workers\_council@hp.com



### Sector Agreement

After 15 months of negotiations, assemblies, and demonstrations there has been an agreement for the **metal trade sector in Madrid**. We inform you of the annual increases and salary review clauses to guarantee purchasing power.

- 3.5% from April 1<sup>st</sup> 2021 to March 31<sup>st</sup> 2022
- 2.5% from April 1<sup>st</sup> 2022 to March 31<sup>st</sup> 2023
  - CPI review clause: 50% in April 2023 and 50% at the end of the agreement (\*)
- 2% from April 1<sup>st</sup> 2023 to March 31<sup>st</sup> 2024
  - CPI review clause: 50% in April 2024 and 50% at the end of the agreement (\*)

*(\*) 4% cap*

**The increases and review clauses will be applied to the concepts of qualification salary and seniority bonus.** The productivity supplement has been maintained (1.5% of the salary agreement, NOT compensable NOR absorbable).

How it will be applied to our **October payroll**:

- **Increase:** 3.5% of the first year + 2.5% of the second year: total 6% in the concepts of salary agreement/qualification and seniority bonus.
- **Retroactive payment** (on salary agreement and seniority bonus).
  - 12 months with a 3.5% increase
  - 7 months with a 2.5% increase over the previous 3.5% increase
- **If I do NOT have retroactive payment:** As the Company's Management absorbs and compensates the legal increase, all managers must give the correct information on the merit increase. This increase contains the legal increase and, therefore, the % management informs is not correct if the legal increase is not explicitly explained,

It is important to bear in mind that the Company did not apply the legal increase before 2006. It was a judicial conciliation that ensures that all people have a guaranteed legal increase. Without the WC's action in 2006, we would continue with merit increases subject to personal decisions and based on the Company's interest.

It is no longer possible that an employee has the same salary all his/her working life as could have happened until 2006.

### Legal increase improvement in HP

**The Company's Management continues with its position of NOT negotiating any agreement that improves the application of the agreement increase** although we have proposed a negotiating table several times.

We believe that this position is not fair, nor does it respond to the principles of a company that shows off its policies towards workers, and even less in times with high CPI increases. Not having an improvement in the salary increase in HP that ensures the CPI over the total salary entails a **loss of purchasing power** for many people.

Entity 70 Management is taking this situation to limits that we have never had. This WC has always reached agreements that are beneficial for both employees and the Company. In the current situation, the next step would be conflict (demonstrations, strikes), scenario that we do not want, knowing that we would put everyone in our entity in a difficult situation and it

could be challenging to renew agreements (AGE, calendar, Flex Work, UTPs, others) or even put at risk the future of business and employment in our entity.

As colleagues and representatives to negotiate and defend your rights we will never put at risk what has been achieved over the years, and even less your jobs, but the Management must understand the legitimacy of our claim supported by the employee workforce. Its current position diminishes their authority and is not understandable by most of the people who work at HP, so we hope they will reconsider their position.

## Poll

Your opinion helps us to continue defending your rights. We encourage you to answer an anonymous survey.

The link is: [POLL](#), questions and answers follow.

1. How many times have you had a merit increase in the last 3 years?  
a. 1 year b. 2 years c. 3 years d. none
2. Has your manager informed you that the legal increase is included in the merit increase?  
a. YES B. NO
3. Do you agree that the legal increase is applied above the salary agreement? (29,485 euros in Group I)  
a. YES B: NO
4. Do you agree that the legal increase is absorbed and compensated when you have a merit increase?  
a. YES B. NO
5. Do you think the merit increase accurately reflects your performance? (score from 1 to 5, where 1 is "most disagreement" and 5 "most agreement")  
a. 1 b. 2 c. 3 d. 4 e. 5
6. Do you agree with this statement? "The increase would have to ensure, at a minimum, the increase of the CPI in the total salary."  
a. YES b. NO

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

- Paco Quesada
- Eulalia del Campo
- Rafa Boada
- Eva Navarro
- Xavi Ibáñez
- Nuri Miralles
- Jimmy Bontinck
- Àngels Jofré
- Raúl Fernández
- Alba Oliveres
- Mariano Urso
- Serena Faudella
- David Ramos
- Laura Tena
- Martín González
- Emanuela Bisconti
- Miquel Rubio
- Irene Campos
- Oriol Farré
- Óscar Fernández
- Cristina Sabater
- Edfran Sánchez
- Cristina Murtra



Works Council's Website



Telegram Channel



hp\_inc\_70\_bcn\_workers\_council@hp.com

Do you need help or more information? Contact us.