

Legal concepts of the pay slip (according to the sectoral agreement)

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Legal salary increase

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✓ **UNIVERSAL for all employees of entity 70**

2.1% (2018), 2.0% (2019 and 2020)

✓ **As per Collective agreement**

✓ **Compensable and absorbable**

- If you received a merit increase from your Manager, this legal increase is included in there.

✓ **Retroactive from Jan '18**

- **2018** As in August 2018 we reached an agreement to pay 2% on account of the legal salary increase, the remaining 0.1% from January to December 2018 will need to be complemented
- **2019** 2% retroactive since January 2019



Productivity complement

- ✓ In the 2018-2020 Agreement **an increase from 1 to 1.5%** has been achieved
- ✓ **NOT compensable nor absorbible**

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Seniority bonus

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- ✓ **Monthly quantity for all employees that have 4 years or multiple of seniority**
- ✓ **Is compensable and absorbable**
 - If you received a merit increase from your Manager, this legal increase is included in there
 - Will be regularized when this Extra is generated in the pay slip according to the quantity of the new **SECTORIAL AGREEMENT**

Common rules for 2018 and 2019

- ✓ **The implementation of these increases are applied on the minimum salary and the rest of the concepts as per the agreement excluding in any case the voluntary increase.**
- ✓ **These legal increases are absorbable and compensable with any merit or promotional increase received between April 2017 and March 2018 (for the increase of 2018) and between April 2018 and March 2019 (for the increase of 2019)**

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MANY THANKS FOR YOUR ATTENTION



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