

Works Council

70 HP INC Sant Cugat



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May 2019

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Metal-Trade Agreement

After 15 months of negotiations an agreement has been reached for the Sectoral Agreement. In the chart below you have information on the main points of the Agreement, especially in the Legal Salarial issue, we also remember the Trade Union and Employer Proposals, help visualize the context of the negotiation and the difficulty in reaching an Agreement.

Employer's Association

proposals:

- ✓ **Annual rise of Salary of 0,8% (2018), 0,9% (2019) and 1,2% (2020).**
- ✓ **Compensation and absorption at 100% of the increase**
 - ✓ **Consequence:** the legal increments of the Agreement would not be effective
- ✓ **The companies can take off the Agreement if there are losses or reduction of benefits**
 - ✓ **Consequence:** there would be no improvement of the agreement
- ✓ **Eliminate the Salary Plus "Four Years".**
 - ✓ **Consequence:** we would not have the right to this plus in our entity
- ✓ **Increase the 8-hour workday**
 - ✓ **Consequence:** Less holidays
- ✓ **Decrease Paid Leaves**
- ✓ **More decrease Right Workers ...**



Trade Unions proposals:

- ✓ **Legal Salary Increase: Annual 4% for each year (2018, 2019 and 2020), with review annual IPC is higher than 4%.**
- ✓ **Removal of compensation and absorption clauses**
- ✓ **Keep Salary Plus "Four Years", Transport Plus and another Plus**
- ✓ **Keep all Paid Leaves**
- ✓ **Others ...**

Agreement (2018, 2019 and 2020):

- ✓ **Legal Salary Increase: 2,1% (2018), 2% (2019 and 2020).**
- ✓ **Legal Salary revision IPC until 2,6% (2018), 2,5% (2019 and 2020).**
- ✓ **We keep Transport Plus and Plus "Four Years".**
- ✓ **Keep Productivity Complement**
 - ✓ **Is not compensable or absorbable**
- ✓ **The Paid Leaves of the previous agreement are maintained.**
- ✓ **The Working Annual hours are not increased ,**

The sectorial labor agreements are very important to improve the people working environment. The people in the workers union fight on the negotiation tables and in the individual companies in order to keep all workers updated and monitoring the company do not deviate from the agreements. Our work in the company at nationwide allow all of us to advance in improving your work environment

FGC- Vallès line

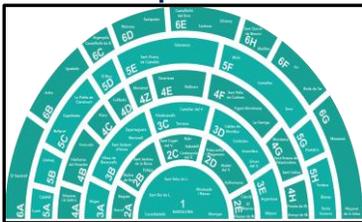
Time table



FAQs



Transport Fees



BUS Sant Cugat



The Legal Salary Increase on the HP labor agreement

Since last year we have been providing information by newsletter, Email or personally about how to apply the "Tablas Salariales del Convenio" in HP, then we inform you of the main points of it, its regularization and the most frequent Q & A:

A. Legal salary increase

- It must be included in the "Salario Calificación".
- It is **UNIVERSAL** for all the workers of our entity 70
- It is **COMPENSABLE and ABSORBABLE** in case of having had an increase in merit by the manager during the last 12 months

B. The "Transport plus" is a quantity included inside "Salario Calificación".

C. The "Salary Plus Four Years", it is a monthly amount for people who turn 4 or multiples of seniority.

- It is **COMPENSABLE and ABSORBABLE**
- It has to be as different line in your pay slip.

D. The "productivity complement"

- It has to be as different line in your pay slip.
- We negotiated an increase of 1% to 1,5%, **not compensable or absorbable**

E. When will the legal increase be effective?

- When the Labor Agreement will be published on the Official Bulletin, with the salary tables, these have the exact amounts of the Salary Agreement Plus Four Years and Plus Transportation.
- It has retroactive effect from January 1, 2018.

F. Application to the past pay slips

- All legal increases must be applied backwards. This means it will update all pending payment in each case :
 - Legal increase 2018: 0,1% as agreed by the HP Works Council with the company to give all workers a 2% increased from August 2018 pending to close the Labor Agreement.
 - Legal increase 2019 of 2% from January 2019 onwards.
 - Keep in mind that this increase can be consider inside the merit increase by the company.
 - Productivity complement since April 2018.

G. How to apply it and other information

- Once the nationwide labor agreement is published we, the Works Council will meet with the RRLL to ensure all different concepts are applied correctly and with the backward impact expected.
- We will send a message with the detail tables, legal increases and adjustment to be done.
- We will be available for any question any worker might have. Do not hesitate to ask us.

H. The most commons questions we have had have been:

We were informed of a legal increase but I see nothing in my payslip?

The Legal Salary Increase is Compensable and Absorbable, relative to the Salary Agreement and not on the Total Salary according to a Judicial Conciliation of 2006, it is always included in the Increase in merit

My remote management does not have information about the Legal Salary Increase process

Contact was made with RRLL to inform remote management in some departments about the process of the Legal Salary Increase and the difference in the increase between entity F9 and 70. We thank RRLL for the communication done.

The legal Salary Increase and other concepts of the Agreement will be made effective when the Commerce-Metal Agreement of Madrid is published in the Official Bulletin. (We will inform you).

Reales Decretos 6 y 8/2019 con medidas para garantizar la Igualdad de Trato y de Oportunidades entre Mujeres y Hombres en el trabajo



Adaptation of day by Conciliation



Motherhood and Paternity



Social protection and fight against precariousness.



Nursery Room

A few weeks ago several workers contacted the Committee about **the state of conservation of the space used as Breastfeeding Room in the Main Site** and we verified that the state of the room is clearly to be improved due to:

- Damaged fridge (cause of use of a Medical Service room or toilets),
- Uncomfortable space: poor floor carpet, walls and furniture.
- The room is in a corridor with no privacy.

During the quarterly meeting of the Health and Safety Committee, the Company Committee reported this situation so that it could be fixed in the shortest possible time. Our proposals:

- A refrigerator that works (it was fixed immediately)
- Put the room in a place with more privacy and a lock.
- Have a comfortable interior (walls with images)
- Furniture adequate to the needs of the people who use the room.
- Plugs (solved)

Since the Committee reported this situation we have seen a **sincere will** of the Company Management to solve this situation, which congratulates us **and ensures that in a prudential time we will have a magnificent Breastfeeding Room, as a company like HP deserves. and the compañeras that make use of the room.**

Equality

From the Equality Commission we ensure that the Measures of the Equality Plan are met and we answer all the queries, the most frequent are:

- o Reduced-time and unpaid leave
- o Reduction of the wage coefficient in reductions of days
- o Paid Leave.

We are also developing with the Company a **Protocol against Sexual Harassment and for Reason of Sex in the Workplace.**

From the Company Workers Council we are committed to the eradication of the Gender Violence and for this reason we proposed to the Management of the Company to have a **Protocol against Gender Violence**, with a series of support measures and help to any person of the Company that might be in such situation.

We are sure of the favorable will from the Management to support this Protocol in our Company.

Expansion of Paternity Permit



The paternity leave passes from 5 to 8 weeks from April 1, 2019, when the decree law on labor equality comes into force that increases it with respect to the current five weeks.

New B7

In March we sent an email informing about the work of this Committee with the Management of the Company on several situations, then we inform you of the current status. Several people of the Committee are part of a working group that meets with the Management of the Company, responsible for EHS and JLL, a fact that is appreciated to be positive to have a better working environment. In parallel we receive your comments, fundamental to transfer situations and see the status of them.

Health Personnel in Medical Service. This Works Council **reaffirms its defense that the Medical Service has health personnel during all office hours.** A work center with almost 1,000 people must have health personnel at all office hours, we will defend now and in the future our position, we hope that the Management of the Company will reconsider its current position.

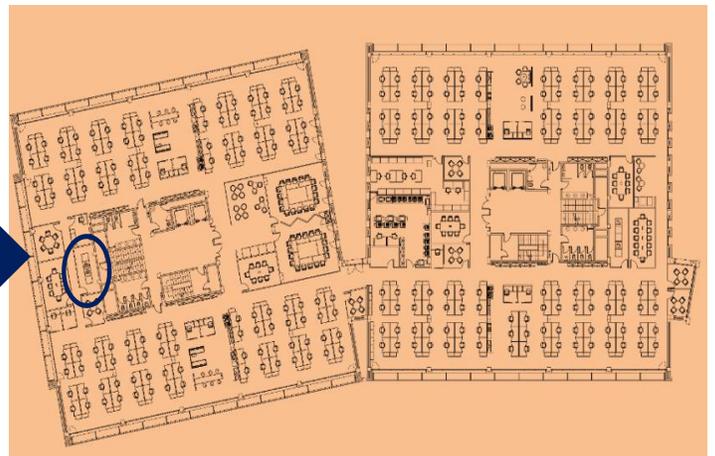
Parking: From the Works Council we have been aware of this issue for months when we transferred to the Company Management our concern about this situation. We are in contact with colleagues of the B7 and with the Company Management when problems arise, **we hope that this situation is solved as soon as possible given the inconveniences caused to the affected people.**

Motorcycle parking: We have rented more seats of motorcycles in the S1 !!, we thank CREWS for the work.

First Aid Room and First Aid Kit

We have requested that all the plants have visible information with the location of the **First Aid Room (Floor 3a).**

We have also ordered a first-aid kit in the rest of the plants until the Medical Service on the ground floor is approved and in service.



Tech Café: We are pleased with the TechExpress service, it is a step forward with respect to the previous situation in the B7 & B8, although **we believe that it would improve the service if there were one person a few hours during several days a week,** we know the difficulty for there to be a person all week 100%, but an intermediate option would facilitate in many cases not having to travel to the Main Site.

Network and mobile coverage: The low performance of the Network and the lack of mobile coverage in several places of the building have been transferred, we hope that it will be solved given the inconveniences that create people in their work.

CLOUD and DELI

We are pleased that the Management of the Company has taken into account the proposal of this Committee, since April 1 the new Cloud schedule on the 1st floor is open until 17:00 from Monday to Thursday.

We hope that the cafeteria on the 4th floor will be operational as soon as possible.



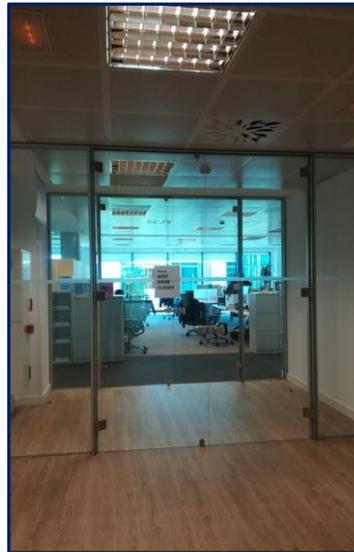
The energy transition, an opportunity in the change of productive model.



A decisive step towards Gender Equality ", Report of the Int. Labor Organization.



European Labor Authority: closer to being a reality



We have asked to improve access between the M6 work zone on the 1st floor and the cafeteria area that avoids noise, reducing loudness will greatly improve the working environment of the people working in that area.



GYM: This Works Council has requested several times to the Management of the Company an agreement to have a discount on the cost of the gym, the Works Council tried to negotiate with the Gym management of the rates but it was not possible.

Many people have contacted us to make use of the gym, we hope that the Management of the Company understands the improvement it represents for many people and the little significant amount of money, details like this one also sees the commitment with people.

Restaurant:

METROPOLITAN: El Comité ha contactado con los responsables por si se puede adelantar el inicio de servicio de ¼ a ½ hora antes del actual horario.

LA CANTONADA (centro comercial Ctra Rubí): Nos han informado que de 12:00 a 13:00 habrá un precio especial para emplead@s de HP, 10,8 euros.

Another topics: Some are already solved and others are in progress, *if you see any other contact us).*

- Containers for recycling in some areas (*in progress*).
- Refrigerators in Coffee Corner 3rd floor building 6. (*in progress*).
- Coffee machine with free options in a coffee corner 3rd floor (*done*)
- Put table dividers in several zones (*in progress*).
- Unify readers at Exit & Emergencies doors in each plant (*in progress*).
- Meeting rooms:
 - make connections for pc's; put projectors and screens ...
- Changing rooms: Lockers will be put in the changing rooms (*in progress*).
- Closet for stock of printer paper and envelopes in 3rd floor. (*in progress*).
- Space dedicated to Shipping & Receiving with ISS personnel, dimensioned for all the tasks they perform.
- We have requested charging points for electric cars as there is in the Main Site (with ownership)

HPQ Stock Price



Legal advice



Statute of Workers (Spain)



Get your work life



Retirement Information



Training Center



Another initiative of the Works Council!!

The people of the Training Center already have an exclusive Work Room, with tables and a safe and comfortable work environment.

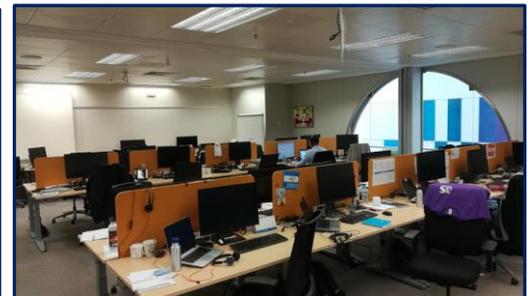
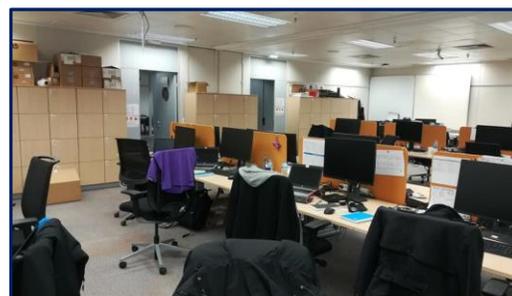


Main Site

Since the first Newsletter of July'18 we have been reporting several situations to be taken into account in the B1 due to the increase in personnel, we know of the willingness of the Management of the Company to work on it, various situations such as parking and queues in the Cloud Central have been solved, but this Committee believes with the new B10 building in operation has to facilitate solving the current situation in:

Space between corridors: The needs and tasks of the people who work in these corridors require the space they had before the changes.

Room Picasso: For the last year 30 people have been working in the Sala Picasso, an environment with problems of space and temperature (to be taken into account in hot weather).



This Committee understands that the change to its new location is complex, but it is not a situation that has to be extended over time, **the professionalism of these people these months has to be taken into account by the Management of the Company**, thanks to its commitment and that of the rest of colleagues this company has arrived where it is, for that reason we are sure that the Management of the company will facilitate a solution as soon as possible..

El Rincón del CCOO

Labor Advisory Service



What do you need to know about employment contracts?



Understand a payroll



Do you want to be part of an exciting project ?,



Mobility:

HP Site: We continue working to:

- Have more motorcycle seats in Parking B1 & B3.
- Electric recharging points:
 - For scooters and bicycles in Main Site and B7
 - in B7 for cars (now there is not).
 - We have detected that the recharge in the Main Site is more expensive than in the outside, we are working to give a proposal to the company that reduces the recharge cost.
- Adapt B7 bikes in a location that is best for the maintenance of the tire rubber

.Access to the Main Site: Desde el grupo de trabajo con el Ayuntamiento para mejorar la movilidad hemos trasladado mejorar la rotonda de HP con la AP7:



Necessary:

- **A pedestrian crossing, scooters and bikes that improve safety.**
- **Improve the viability of the cars at the entry / exit times.**

The Psychosocial Risk Survey is underway !!

In the 1st Newsletter we inform you of the need to make an **ERP**, we can inform you that a working group composed of the Works Council (advised by a technician of CCOO), EHS and HR are working so that in a short time the ERP is carried out.

Why is the Psychosocial Risk Survey so important?

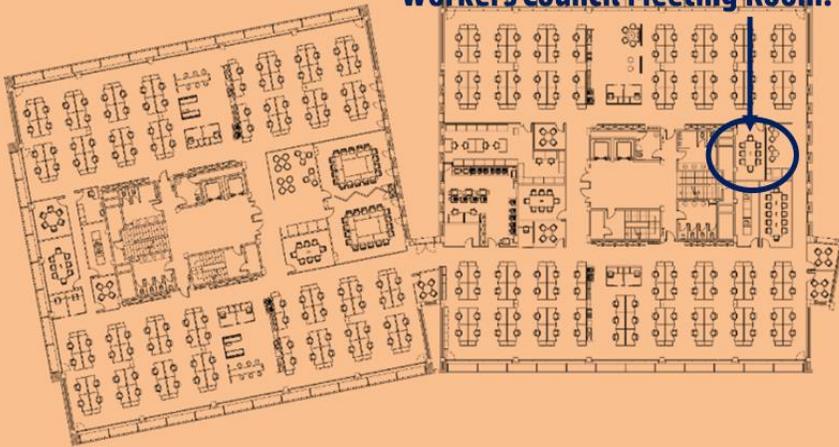
Analyze risk factors for the workers health based on dimensions:

- o **Exhibition:** psychological demands, role conflicts, work development, social relationship, job satisfaction, integration in the company, insecurity in the workplace, esteem, leadership, more ...
 - o **Health:** Stress and Satisfaction: General and mental health, satisfaction with work, stress symptoms, vitality, more ...
- Since 2008 there has not been an ERP on the Site, approximately 70% of entity 70 in Barcelona has never done an ERP having entered later.
 - The results are public and are compared with the national average of other companies.
 - Once the report has been made and a risk has been detected, preventive measures must be taken to eliminate it, mandatory if 60% of the total surveys have been answered.

The ERP is a fundamental tool that detects personal situations that affect personal and professional development, visualizes them and puts preventive measures to eliminate them.

New Works Council room, B7 floor 3^a!!

Workers Council Meeting Room!



We already have on the 3rd floor of B7 (building 6) of the new room of the Works Council.

The room is available to all of you, for personal consultations and group meetings, to explain the newsletter, consultations of company agreements, agreements, others ...

Personal contact is very important to know your needs and respond with a project of proximity.

Francisco Quesada, Enric Murt, Xavier Ibañez, Laura Tena, Eva Navarro, Iván Borrero, Rafael Boada, Eulalia del Campo, Oscar Fernández, Mariano Urso, Oriol Farré, Giacomo Gasparini, Jimmy Bontinck, Ferrán Páramo, Edfran Sánchez, Markus Koponen

*THANK YOU TO ALL FOR YOUR SUPPORT AND TRUST, WE
WORK FOR ALL OF YOU.*

*Works Council HP INC
Sant Cugat - Entity 70*



