

# Works Council 70 HP INC Sant Cugat



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2n Number 2018

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## Restaurant Tickets

On 18 October we were very glad to inform you on **the agreement to increase the Restaurant Tickets from 9 to 11 Euro**, the maximum amount tax free.

After 10 months of negotiation and dialogue with Company Management, during this time your support was vital to get these kinds of agreements and there's no better way to celebrate this success and to feel that you're a key player for the success of the company.

## Collective Agreement

The negotiations to renew the Collective Agreement are still pending agreement. As the renewal takes a long time **in August we arrived at an agreement with the Company Management to have a Legal Salary Increase of 2% "pending Collective Agreement**. Once this Collective Agreement has been signed the final legal % will be applied, complementing the remaining quantity retroactively since 1 January 2018.

This agreement, made possible due to the good relationship between the Works' Council and Company Management, served not only to obtain a "Legal Increase of 2% on account" before signing of the Collective Agreement but also to inform on the different concepts of the pay slip (Salary Agreement, quadrennium, etc.), knowing what "compensation and absorption" means and why it is applied.

Once the Collective Agreement has been signed we will review the content and the terms of the Increase & Quadrennium. We're available for any questions you might have on your pay slips and the implementation of the agreed terms.

The negotiations to renew the Collective Agreement have always been painful and have a big impact on the labor conditions of the employees. Therefor from CCOO and the Works' Council we're working to renew the Collective Agreement with better labor conditions:

- **Legal Salary Increase of 4% from 2018 to 2020.**
- **Improvements in Paid Leaves, Labor Calendar, Unpaid leaves, Pensions, Reduction in Working hours, Training, Telework, etc.**
- **Disappearance of the compensation and absorption clauses**
- **Avoid partial contracting and labor precariousness.**
- **Others**

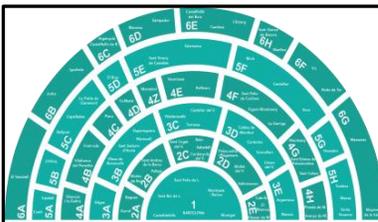
## FGC- Vallès line Time table



## FAQs



## Transport Fees



## BUS Sant Cugat City lines



## New paternity leave of 5 weeks

This measure of promoting reconciliation of personal, family and work life is **now 5 weeks**:

- Can be used by parents with children born after 5 July.
- You get 100% of the previous month base rate.
- Can be used when working full time or part time at 50% previous agreement from the employer.
- Compatible with breastfeeding leave of the mother and/or the voluntary reduction of the working day and/or leave for child care
- [To obtain more information click here](#)

## Evaluation Occupational Risks for pregnant women

From now on pregnant women can contact the Medical Service to ask for an Evaluation of Occupational Risks. Contact: ([BCN-MedicalService@hp.com](mailto:BCN-MedicalService@hp.com))

## Tax claim for maternity leave



The supreme court sentenced that the **maternity allowance of the Social Security**, received by women during the 16 weeks after the birth of the child, is **exempt from Personal Income Tax**.

**Consequences:** Those that are being paid the maternity allowance by the INSS there's no Personal Income Tax being charged. People that received the maternity allowance during the last 4 years have the right to claim the Personal Income Tax back, same applies for those who are receiving the maternity allowance now. **CCOO** recommends for those people affected to claim the payment, [click here for more information](#).

## Training Center

In the previous Newsletter we informed you that we requested an Ergonomics **Study for the employees of the Training Center so they could have a work place for their administrative tasks**.

This Evaluation Study confirms our demand, *employees of the Technical Service must have an area to perform their administrative tasks with a PC*. Company Management confirmed that they are working on **having this area available as soon as possible**.

We also communicated to the Company Management that mobile first aid kits need to be provided to the Technicians going on customer visits. We are very pleased that this has been taken into account and that those employees can dispose of the first aid kits.

The Works Council will keep an eye on these two improvements and we'll inform on the progress in the next Newsletter.

## CCOO CONSULTANCY

Online consultancy on:

- [Social Security](#)
- [Labor Relations](#)
- [Mutual Funds for accidents at work and occupational illness associated with the Social Security](#)
- [Labor Inspection](#)



Legal advice



Do you have problems with your home? **CCOO** helps you.

TENS DUBTES O PROBLEMES AMB L'HABITATGE?  
(DESIGNAMENTS, PRESTES HIPOTECARIS AMB CLÀVULES I/O DESPRES  
ARJUNES, PRESTES PERSONALS D'HEMITATS FINANCERES AMB INTERESSOS ARJUNES.)

**CCOO T'AJUDA**

ASSESSORAMENT JURIDIC  
1a VISITA GRATUÏTA  
934 812 864  
(GABINET TECHIC-JURIDIC)

**CCOO**

## Transport ticket

It is with great pleasure to see that this new benefit has been used by many people this year as **this was an initiative from the CCOO Trade Union that had been passed to the Company Management last year.**

After this year's launch and the positive reception, the Works Council and HHRR received feedback from some users on areas for improvement and questions about the process. This Works Council has spoken to HHRR and Total Rewards and the opportunity arose to organize some Q&A sessions to inform on the improvements of the process and to answer all doubts.

We want to thank Total Rewards the work they've realized this year and the possibility to organize these sessions.

## Main Site

In the previous Newsletter we mentioned about the increase of people on the main site which is positive news at one site but we also can't lose the good comfort environment that we have always had on the Site.

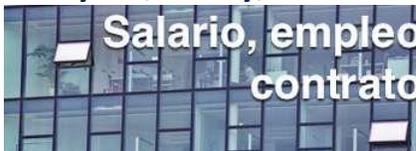
We understand that the current situation should be a temporary solution for the new building (B10), that's why we are working with Company Management to solve some topics during the next months (**Picasso Meeting Room, space between corridors in B1, cues at Central Coffee area B1**).

We know the difficulties in increasing the number of employees and the work that is done by the involved departments in the layout, that's why from the Works Council we're available to work together to reach the comfortability in line with HP Inc.

## B8 (@ Sant Cugat)

We have been working with the Company Management for a long time to improve the conditions of comfort, we have improved a lot and we are happy about it, although we believe that moving to the B7 building would be the best solution, given the best comfort and mobility environment there is. at this building.

- **Water fountain at 7<sup>th</sup> floor:** In summer a water fountain was installed and we want to let Company Management know we're very glad about this improvement.
- **Networking:** The network performance in B8 is very poor, affecting particularly teams that require a powerful and reliable network. Once again, we want to reiterate the need to improve this service that are affecting not only to the employees but also to the service of these organizations.
- **Power Off:** On Monday 1 October this building did not have electricity until 16:00, the problems caused were important (parking entrance closed, no elevator service, stairs and floors without light, network off and without air-conditioning). To this serious problem we could add the owners building management.

**CCOO SPOT****10 reasons to join  
CCOO****Advice on Pensions****Payroll, Salary, others ...****Compare your salary ...****B7**

- **New bike parking:** The Works Council is pleased to announce that Company Management, as requested by the Works Council, has arrived to an agreement to pay for parking space for 14 hours per day, the rest to be paid by the employee.
- **Gym:** After informing you on this topic in our previous Newsletter, a lot of people have showed their interest in using these gym facilities. We think it would be interesting in having a monthly discount.
- **DELI:** If all employees of B8 would move to B7 it would be necessary to adapt the Deli area of the 2<sup>nd</sup> floor to the amount of people that will be moved from B8 to B7, maintaining the excellence of the service that we have in B8.

***Information restaurants:***

One of the priorities of the Works Council has been always the cost of the menu of the restaurants in the area of B7 and B8, as more than 300 people are working outside the Main Site. The increase of the restaurant tickets from 9 to 11 euros has been a very important improvement. We've also contacted with several restaurants in the area to have the best price conditions:

**METROPOLITAN:** The price per menu has decreased from €9.5 to €7.5 (8.5 with coffee), with an option to obtain a rechargeable card.

**NORDIC:** A complete menu costs €8.5 with rechargeable card

**Team in Barcelona**

From the 1 October the Mid-Market team is working in an office in Barcelona. The commitment of this Works Council for the whole Entity 70 goes way beyond the workplace itself, that's why this Works Council was present during the visit two weeks ago that was organized to the team to visit the offices.

As it is standard for this Works Council, we're working with Company Management and people responsible for the Prevention of Occupational Risks and Medical Service to get a solution to all the needs of the employees of this team and to the standards that regulate them.

**We want to thank Management and all the people of the Mid-Market team for the warm welcome during this visit. Like when this was located in B8, we are available for them to help out in all of the possible ways, visiting regularly the new workplace even whenever needed, both for individual and group issues.**

We hope to inform you soon  
of the 2019 Calendar

### HP INC stocks



### Collective Agreement



### Statute of Workers Rights.



### Obtain your labor history



### Information on retirement.



## Mobility

### HP INC site:

**Bike Parking:** See section **B7**

**Electric scooters:** We've passed the need of having a parking and recharging area to the Company Management.

**Bicycle lanes on the Main Site:** Due to the extension of the Main Site and the distance between buildings, it would be big improvement having bicycle lanes to improve the mobility for people using bicycles and electric scooters.

### Access to the Work Centers of Sant Cugat:

Since 2016 CCOO Trade Unions of different companies have been working to claim for mobility improvements in the industrial zones of Sant Cugat as those zones are in poor conditions.

During these two years we've made proposals for improvement, a mobility study and an industrial day back in January. We've also had two meetings with the Sant Cugat City Council where we passed our concerns about the industrial zone accesses and the lack of security.

There have been some demands accepted, like putting a halt to the "Orange Zone" (municipal plan so cars parked in the street should pay €1.3/day). But there are other proposals that did not get solved:

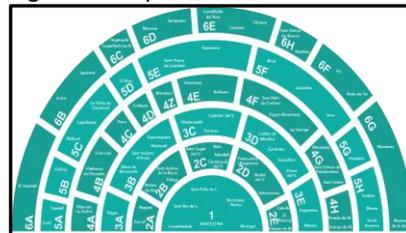
- Improvement in the bus network, specially at peak hours, with better coordination with FGC, RENFE and BUS-VAO lanes.
- Infrastructures in line with the use of bicycles/electric scooters and for walking.
- Implementing a BUS that connects all companies in the industrial zone.
- Creation of a Mobility Commission where the legal representatives of the employees and companies are present.

[You can read the full release here](#)

[Also in the press](#)

### Public transport fares:

Please be informed that from the 1 January 2019 there could be some changes in the fare model in different metropolitan municipalities that might result in a decrease in the price for travelcards. The [full release can be read here](#), the Works Council will keep a finger on the pulse on the news to share it with you.



Fares.

## Works Council members 70 HP INC Sant Cugat

Presidente:	Francisco Quesada	Vocal:	Enric Murt
Secretario:	Xavier Ibañez	Vocal:	Iván Borrero
Vocal Primero:	Bartu Mompean	Seguridad y Salud:	Rafael Boada
Vocal:	Oscar Fernández	Seguridad y Salud:	Mariano Urso
Vocal:	Eulalia del Campo	Vocal:	Oriol Farré
Vocal:	Ferrán Páramo	Internacional:	Giacomo Gasparini
Igualdad:	Eva Navarro	Seguridad y Salud:	Jimmy Bontinck
Comunicación:	Raúl Fernández	Vocal:	Edfran Sánchez
Formación	Laura Tena		

*Thank you for your support and trust, we continue working for all of you.*

*Works Council HP INC  
Sant Cugat - Entity 70*

