

# Works Council 70 HP INC



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## Works Council WEB!!



## Process OD&S

On February 4, the **Works Council** sent a message informing of the impact of OD&S (Organizational Design and Selection) in our entity, this impact was less than 1.7%. Since then we are available to affected people to accompany and saw during this process.

With the **Employment Management Agreement (AGE)** is signed with the Company Management, the situation is as follows:

- The people who wish to continue in HP have a period of three months to be able to relocate to other organizations (**the relocation period in the [agreement](#) is 2 months but we get an additional month for this situation**).
- If is not possible the redeployment or you want to leave the company, the economic conditions are better than what is stipulated by the Law in Spain. We inform you of the "Preaviso Económico", a complement that we have updated in the [Presentation](#):
  - <30 years: 30 days monthly salary.
  - Between 30 and 50 years: 45 days monthly salary.
  - 50 years: 60 days monthly salary.

This **Works Council** will continue defending a union project that has built spaces for dialogue with the Company Management for years, allowing [agreements and benefits](#) to be signed, while at the same time it has attracted businesses from other Sites to ours, very important so that many colleagues have had opportunities to move to new positions to continue in HP, **reasons that have led to the restructuring process has affected our entity to a minimum.**

## Coronavirus

This **Works Council** has contacted the Medical Service to know the position of HP regarding this issue, we share the information that they have transmitted us:

HP always follows the guidelines set by the CDC (Centers of Diseases Control and Prevention), the WHO (World Health Organization) and what is established by the country's health authorities. To have all the updated information of the HP Policy regarding 2019-nCoV (Novel-Coronavirus), you must consult the following link:

[https://content.int.hp.com/sites/Portal/news/2020/20200124\\_News\\_Coronavirus.page?yid=6589707&fid=38194454528](https://content.int.hp.com/sites/Portal/news/2020/20200124_News_Coronavirus.page?yid=6589707&fid=38194454528)

In case you have questions or need more information, both from the HP Medical Service and from the **Works Council** we will be at your disposal.

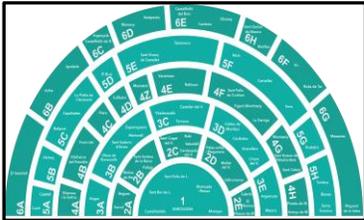
## FGC- Vallès Line Time Table



## FAQ'S



## FGC Tickets



## BUS Sant Cugat



## Sant Cugat bikes Lines guide



## Training & Data Center

The safety of people in the workplace is essential, which is why we have transmitted to the Company Management & CREWS several situations in the Training & Data Center areas:

- Paper & Ink Store.
- Hallway leading to the Training Center.
- Ink Room for Demo Center area.
- Ink & Oil Recycling Zone in Training Center.
- Indigo Team Demo Room.

Our objective is for these situations to be solved, also to review the processes of escalation of tickets to CREWS, despite opening tickets in some situations the problems were not solved.

We thank the Management of the Company and owner CREWS for their willingness to take into account and solve these situations, **which are very important for the people who work in these areas with total security.**

We will continue in personal contact with colleagues in these areas to inform the evolution of these situations.

## Risk Assessment for exposure to inks

A few days a meeting was held where the person responsible for EHS informed HR, RRL, mgr labs and the **Works Council** of the risk assessments for exposure to inks in the Training & Demo Center areas, also working conditions in the same. **The objective is to avoid and minimize any future risks that people working in these areas might have.**

For this purpose, an evaluation will be carried out by EGARSAT supervised by EHS to identify and evaluate the risks and areas, indicating the prevention measures.

The **Works Council** will be informed of the results of the evaluation, also will work in collaboration with EHS so that all the people who work in these areas have the total security that their working environment is completely safe.

The risk assessment will help to:

- Have recommendations and processes for all jobs.
- Information of the inks, risks and protocols.
- Have posters with information in visible places of the work areas.
- Processes for the use of gloves, glasses and appropriate clothing to avoid risks, ensuring HP that people have them.
- All partners must receive information by mail about the processes and preventive measures.
- Contracts must also be informed.

**The Health and Safety Commission (HP & Works Council) will ensure that all the above points are met.**

The **Works Council** will be available to anyone to report this situation, and in the future to verify that the work environment complies with all prevention measures so that colleagues are sure they work without any risk to their Health.

*El Rincón del CCOO*

## Labor Advisory Service



## Reasons to join CCOO



You win, we all  
win !!

Greater affiliation gives  
more strength to your  
teammates to defend  
yourself  
JOIN US !!



Deduction for the  
affiliate CCOO quota  
RENTA



Info discounts for  
affiliates



## Change ISS provider to Eurest Mobility.

As we have been reporting in previous messages, for months we have had meetings with the Company Management and CREWS for the change of supplier.

After the comments you have sent us, the **Works Council** has had meetings with HP, CREWS and EUREST managers these months. **The teamwork and the predisposition of all the parts has allowed to improve many situations and to continue working in others**, facilitating the objective of having the best possible service. Here are some of them:

- Prices, options, portions ...
- Options with different side dishes without affecting the cost.
- Box locations, water fountains, covered shelves & bread to avoid queues.
- Information of the Menus and prices in Screens and boards (DELIS).
- Variety of Salads Menus in DELIS.
- **Intolerance information, especially for people with celiac profile.**
  - Information allergenic elements in menus, dishes, accompaniments, etc.
  - Information on buffet salads if they have gluten free.
- **Eurest will provide:**
  - Information on Screens (Cafeteria), posters in DELIS
  - **Personal attention point in cafeteria** for all the people who require it on any necessary intolerance or information.
- **Sustainability**
  - **Plastic bottles have been removed.**
  - **It has been requested that the paper receipt be optional, especially in DELIS.**
- Display in all boxes to see the cost of consumption.
- Larger grill and options.
- **DELIS & Hey Points (Main Site & B7)**
  - Size & options of sandwiches and salads.
  - Macedonian and fresh fruit
  - Smoothies
- **Negative balance card**
  - **Possibility of having a negative balance with a reasonable limit.**
- **Situations of B7 (some of the previous ones were also of B7)**
  - Napkins & milk available at Cafeteria & Coffee Corners
  - ECO Coffee option.
  - Variety of hot snacks, vegetables, etc ...
  - Retake the special days as happened in B8 (nougat, panelllets, etc ...)
  - **Cafeteria 1st floor:**
    - Macedonian, Picnic Menus all year round, vegan option
  - **HEY 4th floor**
    - Fixed temperature situation.
    - Same variety as in Cafeteria 1st floor.

We want to value the **good work and service that people who work in Cafeteria & DELIS always have**, most valuable during the transition months.

We also want to thank those responsible for EUREST at HP for their willingness to comment on the situation, very positive to have the best service. They have informed us that once the works of the Cafeteria are finished, **they will have more space to elaborate in our center more variety and confectionery for the DELIS.**

We will continue to be in contact with you to inform you of the progress and receive your comments as we have done these months to continue working on this issue.



## Company Cars

In November Newsletter we reported that we had shared situations that affected people with a company car to the Company Management. Since then we have had several meetings with HP, we have also had meetings together with HP and LEASEPLAN.

The different situations to improve have been shared in our meetings, especially by the LEASEPLAN company, we believe that the information given to people and other situations by this company must improve, avoiding situations that have affected the people.

We are informing people affected, in case someone has any problem, don't hesitate to contact us

## News B7

**Breastfeeding Room:** It is a pleasure to inform that **we will have a news Breastfeeding Room in B7**. The former First Aid Room, located on the 3rd floor, will be renovated to accommodate the people who need this space. Many people of the B7 sent us this need, as we did months ago in the Main Site, **our conversations with the Company Management and CREWS we have achieved that you have a Breastfeeding Room in the B7.**

**DELI 4th Floor:** The temperature problems in this area were shared to CREWS owners, we can inform that they have worked together with CREWS so that they are already solved.

**Parking:** Some people have informed us of possible moves between Main Site and B7. We know the situation of the parking spaces and we have commented to the Company Management that for any move of people between the two buildings the parking situation is very important to prevent the problems of parking.

**Move B7 to Main Site:** We have transmitted the need for a technical department to be moved to the Main Site as soon as possible, we know the difficulty of the calendar but we believe it is necessary to take into account the situation of this team, their work requires them to always be in the Main Site. We understand the logical situation that your workplace is where your presence is required.

# Works Council HP INC Sant Cugat - Entity 70

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