

Works Council

70 HP Sant Cugat



Correo interno: hp_inc_70_bcn_workers_council@hp.com

Setember 2019

In this number:

- **Transformation Process.**
- **Psychosocial Risk Survey.**
- **Calendar 2020-2022.**
- **Nursery room.**
- **Medical Service of Main Site.**
- **News B7.**
- **Mobility.**

Globalometro

- **Womens**
- **Climate Change**
- **Works and Future**



Transformation Process

The 70 BCN Works Council has requested information from the company's representatives about the impact of the "transformation process" announced by the Company, their response has been that they currently do not have more information beyond that transmitted to all employees.

All the people who form the Works Council will treat this situation with the same commitment that we have always worked. We are your companions and we know that this situation implies in all of you.

We are in permanent contact with the Company Management and as always at your disposal for any questions you have, both individually and collectively.

Psychosocial Risk Survey

We inform you that **the Survey of Psychosocial Risks will be carried out between October 10 and 25.**

This survey was a Commitment of this Works Council with you from the 1st day, 10 years ago it was NOT done in our entity 70, 80% of people were not then, the work environment has changed a lot, now you will have the opportunity to give your opinion to many situations that you send us.

The ERP is very important because:

- **Health, well-being, satisfaction, work organization, workload, personal relationships, personal life compatibility, etc. etc. are analyzed.**
- **Risk factors that may arise are detected**
- Being an **Official Survey, preventive measures must be taken** by the Company in case situations arise in organizations that affect the factors mentioned.
- **The survey is completely anonymous.**

During the next few days we will inform you in more detail about the process to carry out the survey, both from the joint working group Committees-Company and from this Company Committee. The most important features are:

- You will have **2 weeks to do the Survey.**
- **Participation will be very important** to visualize the situations in each organization and take the necessary preventive measures.
- Being a **Legal Survey, once done we will publish a report with the results of the Survey.**

We want to value the joint work of the Working Group Works Councils-Company and the person responsible for EHS Iberia, without the commitment of all the people we have worked these months, it would not have been possible to give voice to your personal and professional concerns.

We will be in touch these weeks both personally and by mail to inform you in more detail and be at your disposal for any questions.

FGC- Vallès Line

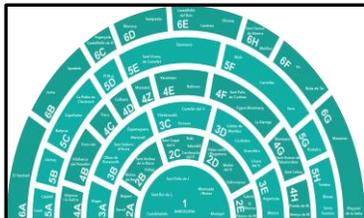
Time Table



FAQ's



FGC Tickets



BUS Sant Cugat



International calendar agreement 2020-2022

We inform you that we have reached an agreement for the calendar from the years 2020 to 2022, this agreement has two main points:

- **30 working days every year.**
- **An additional holiday day during the Christmas Period** (to choose between December 24 to 31), as long as you enjoy at least 3 consecutive days of the calendar year during the period from December 24 to January 7.

These two points are very important because:

- **Consolidate 30 days for the next 3 years**
- They clarify that **all the people of the 70 International can have an additional Bank Holidays day during the Christmas Period**, since last year we received many questions about it. If the same information is not given from your organization, get in touch with the Committee.

NOTE: The holiday days according to our Sector Agreement are only 24, thanks to several agreements that we have signed we can have these 30 working days every year.

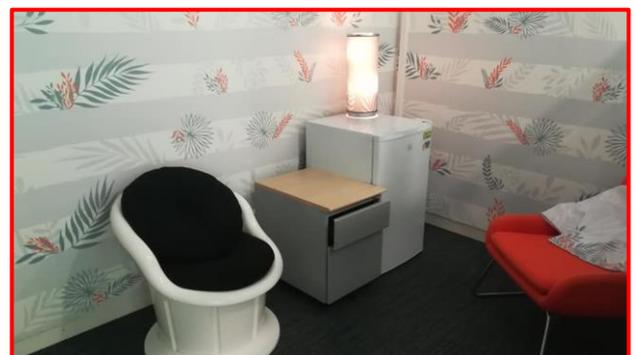
This new agreement also visualizes the policy of this Committee, always arriving through dialogue to agreements that improve your working conditions, it is positive for both you and the Company.

Nursery room

We are especially pleased to be able to inform that we already have a fully renovated Breastfeeding Room in according to the needs of the people and a company like HP.

In the previous Newsletter we informed you that several partners had addressed this Committee due to the state of the room, from there we contacted the Committee's partners and the Company's Management, to which we thank the commitment for such a quick improvement.

This improvement visualizes the great importance of the work in common between you and the Committee, we are a channel of confidence to listen to your situations, channel them dialoguing and get them solved.



Mobility

Sant Cugat bike lanes guide



Proximity Manager in the Industrial Areas



Other news

Get your work life



Retirement (Info. Seguridad Social)



Medical Service Main Site

A few days ago we were informed that the Works Council's request to increase the space of the Medical Service located in S1 of B3 have been considered.

Once the extension of the Cafeteria is finished, **the Medical Service will have 20% more space than in the previous design**, a fact that makes us happy since our arguments have been considered, more space of the Medical Service to be adapted to the needs of people and the services that are performed.

We thank those responsible for attending our demand and understanding that it was correct..

News B7

Medical Service.

We have been informed that we are waiting for the approval of the new space for medical service by the Generalitat, we hope it can be operational in the shortest possible time.

As in previous Newsletter this Works Council is reaffirmed in our position, **the Medical Service must have 100% of the working day**. Almost 900 people deserve maximum security during their work schedule, we disagree that if necessary you go to the Main Site Medical Service.

We hope that our partners take us into account when creating the new SM schedule. This Works Council will continue to defend our logical demand, both from the EC and with the collaboration of the people working in the B7.

TechCafe.

We have again requested that **the TechCafe service have a person in the B7 a couple of mornings every week**, it will avoid many people having to move to the Tech Café of the Main Site.

We hope that the company will advance in the study of this improvement more than it has done in the previous months, the Works Council and the people who work in the B7 will thank you.

Parking.

We have returned the problem of available parking space as we continue to receive feedbacks from many B7 colleagues.

We have been informed that several places have been obtained from other companies, we also have parking space in the hotel, it has been advised that no one who is not an HP employee of the B7 uses the spaces of this building.

We understand the difficulties to achieve more places and the commitment on the part of our interlocutors, but from these pages as well as our meetings, **we give them concern about the situation, we hope that a quick solution will be achieved to avoid it.**

Parking for electric cars

All people who have an electric car get in touch with us, it is necessary to know how many places are necessary to ask the Property of building B7 for the installation of electric recharging points.

Parking Bikes.

We have asked again that the parking of bikes move to an area where the sun does not shine so that it does not affect the rubber of the wheels. We understand that it also depends on the Property of the B7 building, but it is not an obstacle to transfer a demand that you have sent us and look for a solution.

El Rincón del CCOO

Servicio de Asesoramiento Laboral



What do you have to know about employment contracts?



Understand a payroll



Reasons to join CCOO!!



Info discounts for affiliates



Globalómetro



The report examines the improvements achieved in the past decade and assesses the perspectives of the female labor market by analyzing the inequalities between men and women according to a selection of ILO statistical indicators, specifically participation in the labor market, unemployment, informal employment. and



Green Economies: Green economies that work for everyone.



This important report of the OIT World Commission on the Future of Work examines how to achieve a better future of work for all, at a time when we experience unprecedented changes and major challenges in the world of work.

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

*Works Council HP INC
Sant Cugat - Entidad 70*

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

