

Works Council HP INC 70 Sant Cugat



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WORKS COUNCIL & WEBSITE



Employment Management Agreement (AGE) renewal

The Employment Management Agreement (AGE) expires in October, The **Works Council** and the Company's Management are working towards its renewal. Given the great importance of this agreement we would like to comment on the main advantages of the AGE:

- **It improves the severance pay over and above what is stipulated in the Labor Reform.**
- **It provides a redeployment process with a period of 2 months** (During the COVID situation this period has been extended by 1 and 2 months, allowing the redeployment of several people affected by the reorganization).

The **main commitment of The Works Council is to preserve and defend the employment of all people in our entity.** Our trade union action, since the construction of spaces for dialogue, has achieved since 2015, among many other achievements:

- To renew this agreement twice (2016 and 2018)
- Let the HP Management trust our work center and now we are almost twice as many people as in 2015.
- To significantly minimize the impact of the restructuring that the company is carrying out.

The renewal of this agreement represents not only the assurance of a redeployment process and the improvement of compensation, but also **provides stability to** our HP INC site in Sant Cugat, which is vital in the current economic situation. We therefore appreciate the mutual commitment of the management of the company and our committee to renew an agreement that will be well received by all people of our Entity.

Works Council's website (Calendars & Newsletters)

We have given full access to the Calendar ([International](#) & [Sales](#)) and [Newsletters](#) areas to be accessible from your homes.

You have at your disposal the 2020 calendars, their rules; also all the Newsletters, including the one we sent in [July](#), informing among other things about the COVID19 Return Plan and the commitment to have a Teleworking Agreement.

Equality Plan and Sexual Harassment Protocol

The parity committee of the **Works Council** is working to renew the Equality Plan, **very beneficial to have better social benefits and a good family reconciliation environment**, being valued positively by all colleagues. We want to emphasize the commitment of the Company's Management to have this framework of family reconciliation, thanking their willingness in certain situations that have made it possible that colleagues have also been able to take advantage of the benefits of the Equality Plan.

We are also working to have a Sexual Harassment Protocol before the end of the year, and we will keep you informed of any new developments in this regard.

Newsletters 70 CCOO



Correo interno: hp_inc_70_bcn_workers_council@hp.com Julio 2020

Plan Preventivo COVID19
 En cumplimiento de la Ley de Seguridad y Salud del COMITÉ de EMPRESA comprometidos con vosotros. (es página 2 del Newsletter) los principales puntos del Plan Preventivo COVID19.

Este documento se está elaborando en el marco del "Health and Safety Committee", con la colaboración del Servicio de Prevención de Riesgos Laborales de esta filial, Miembros del Comité de Seguridad y Salud de COMITÉ de EMPRESA entidad 70 (Barcelona y Madrid).

Este Plan Preventivo COVID19 contempla todas las personas y situaciones de la entidad 70, tanto las personas que ya están trabajando en el Área Clínica Biomédica, Salud y bienestar de los empleados que trabajan en cliente, edificio B7 y el grupo de MediMarket en Barcelona.

Los documentos oficiales de referencia son:

- Resolución de adaptación para los Servicios de prevención de riesgos (remitir a la Asesoría al SMS COVID (Ministerio de Sanidad).
- Recomendaciones para empresas (recomendaciones) sobre actuaciones inmediatas a las situaciones que se hayan producido por COVID-19 (recomendaciones SMS COVID (Consejo Relación Laboral de Catalunya/ Ministerio de Sanidad)

Calendar & Rules International



Calendar & Rules Sales



WEB Zone COVID19

Identificación en China a finales del 2019 y es una nueva cepa que no se había visto previamente en humanos.

Síntomas

- FEBRILIDAD
- TOS
- SENSACIÓN DE FALTA DE AIRE

Al tener a alguien, cuidar la boca y evitar que el color rojo de la boca sea un punto de contacto.

Evitar tocar los ojos, la nariz y la boca.

Lavar las manos frecuentemente.

Evitar el contacto de las manos, especialmente con personas enfermas o con superficies.

Transmisión: VIA GOTAS RESPIRATORIAS.

Período de incubación estimado: 2-14 días.

Si presentas alguno de estos síntomas a los 14 días de una nueva cepa, contacta telefónicamente con tu servicio de salud.

La identificación de los casos de COVID-19 en humanos genera una preocupación. Respuesta rápida: informar a los Servicios oficiales.

Channels for labor inquiries about CORONAVIRUS (CCOO)

933 100 000
<https://consulta.ccoo.cat>

Teleworking Agreement

From the **Works Council** we are in permanent contact with **CCOO** following the negotiations to have a labor framework in Spain that regulates the conditions of remote work.

As reported in the [July's Newsletter](#), we are working together with the Company's Management to have a Teleworking Agreement for HP, according to our company and people's needs. Given the current situation, we believe that **a legal framework is needed to take advantage of the benefits of working from home, while maintaining current conditions and without affecting the sustainability of the company.**

Having a Framework Agreement in HP that regulates working conditions will be beneficial and necessary for all, as have been these years all agreements that regulate the labor framework in our entity, created from constructive areas of dialogue between both parties.

Preventive plan COVID19 Return to the Site

From the **Works Council** and our Health and Safety Committee, member of the "Health and Safety Committee", we continue the joint work and regular monitoring of all processes and situations related to COVID19 in our company.

On [Page 2 of the July Newsletter](#) you have the main points of the COVID19 Preventive Plan that we have developed within the framework of the "Health and Safety Committee", monitoring its implementation for the maximum safety of people who, as Critical Business, work at the Main Site, and when there is a date for a return to the site at a general level.

We want to express our gratitude to all the people who work in the Medical Service and Prevention departments. Their commitment, dedication and professionalism with all the people we work at HP and family goes beyond the professional sphere. In hard times like the ones we live in, the people who are giving everything for our health and safety will remain in our memories forever.

CCOO 70 BCN Telegram Channel

In a short time, **you will have at your disposal a new Telegram Channel**, thanks to which you will be able to follow all the news on your mobile phone. With this channel we strengthen our communication policy ([Newsletters](#), Messages, Web, Virtual Calls, mail, telephone, personal contact ...)



Access will be open to all persons of the entity 70. In this channel you will find information about Company Agreements, Calendars, Sectorial Agreement, Labor News in our field and link to consultations.

Works Council HP INC Sant Cugat - Entity 70

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