

FINAL OFFER ERE CPM AIRBNB

The proposal for an agreement largely includes the proposals promoted by CCOO

This Friday, June 5th, the month of negotiations comes to an end after CPM announced an ERE of one thousand dismissals due to the closure of Airbnb's service. Not only Airbnb is synonymous of urban speculation with the rental apartments, but also because of them a thousand workers who served their Customer Service contact center will be dismissed.

At the negotiating table are the **CCOO**; UGT and CGT unions (the latter has the absolute majority). CGT has proposed that instead of an ERE an ERTE (suspension of the contract) of 9 months should be made in case Airbnb re-contracts CPM in the future.

However, when you are in ERTE, for the first 6 months, you receive 70% of your contribution basis from unemployment, with a maximum of 1098 euros if you do not have children. After 6 months, the charge is reduced to 50%. Apart from being paid less, the main difficulty with being in an ERTE is that if the worker does not have the right to receive unemployment benefits, or if they run out before 9 months have passed, then they will not receive any benefits at all.

The company has replied to CGT's proposal that it would not be feasible because Airbnb has definitively broken its contract and that keeping the employees in a 9-month ERTE, in addition to renting the building, would cost CPM several million euros and would put the firm at high risk.

The compensation for being dismissed in an ERE is 20 days per year worked by law, which is why we always negotiate with the companies to agree on a higher compensation and other improvements, such as a job exchange, etc. If there is no agreement, it can be denounced and if the court decides that the ERE had no cause, then the dismissal is declared unjustified with an indemnification of 33 days per year worked.

The final offer submitted by CPM largely reflects **CCOO's** requests, as follows:

- 1) Compensation of 33 days per year worked. For workers with less than one year's seniority, they will be paid the proportional part of the 33 days plus a supplement of 200 euros (with a maximum of 33).
- 2) An employment bank until May 31, 2021, so that laid-off workers can return to work at CPM if there are vacancies. Priority will always be given to protected groups such as: people with serious illnesses; handicaps, etc.
- 3) When re-employed at CPM the compensation money can be returned in 6 monthly instalments.
- 4) The April bonus has now been paid and the May bonus will be paid, and also the June portion, by averaging the last 12 months' bonus for each employee. If the employee has less than 12 months of seniority, the average will be made.

Moreover, it is already guaranteed that those who have cancelled their holidays 15 days in advance will get paid. Although the company has said that this is their final offer, from **CCOO** we shall try to make improvements. We are aware that the CGT union has the majority and the decision will depend only on them, but not accepting the company's offer will mean no agreement at all and the employees will be dismissed with only 20 days per year worked and we would have to go to court, which will take months. In the case that the trial is successful the compensation would be 33 days per year, the same as the company already offers now.

We at **CCOO** think that it is time to be responsible and realistic with the situation, but the decision is of CGT, which has as a norm not to sign EREs. Do Airbnb employees prefer to sign this agreement of 33 days or do they prefer to sign it with only 20 days? You can give your opinion in the Works Council's email: unioncomitecpm@gmail.com