

## ERE CPM AIRBNB NO AGREEMENT

*The company's offer largely included the proposals promoted by CCOO*

This Friday, June 5th, the negotiations of the Airbnb ERE have been completed. At the negotiation table were the unions **CCOO**; UGT and CGT (the latter has the absolute majority).

We remind you of CPM's final offer:

- 1) Compensation of 33 days per year worked. For employees with less than one year of seniority, they will receive the proportional part of the 33 days plus a supplement of 200 euros (with the maximum limit of 33 days to be paid). **Today the company has raised this to 250 euros.**
- 2) An employment bank until the 31st of May 2021, with the possibility for dismissed workers to 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. **Today, the company has extended the employment bank until June the 30th, 2021.**
- 3) When returning to work at CPM, the compensation payment can be returned in 6 monthly installments.
- 4) The May bonus will be paid, and the June portion, making an average of the bonus of the last 12 months of each employee. If you have less than 12 months of seniority, the average will be calculated.

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

Today we started the meeting with the news that CGT was surprisingly changing one of its members at the negotiation table. The reason is that this person wanted to vote in favour of the agreement and CGT has decided to remove him suddenly.

**CCOO** and UGT agreed to CPM's offer. In addition, many employees have expressed and contacted us to say that they do not agree with CGT's position. So we asked CGT to conduct a poll so that the workers could decide whether to accept the company's offer, but CGT has refused. We are shocked that a union that defines itself as an assemblyist does not want to listen to the employees' opinion.

**CCOO** have asked that even if there is no agreement because of CGT, the company could take into account the requests of **CCOO** and pay the 33 days, the bonuses and also maintain the improvements proposed. We do not know if they will do this because, as there is no agreement, CPM is not obliged to.

CPM must now inform workers of their final decision. CGT stated in a statement, completely wrongly, that in an ERE there was no 15-day notice. From **CCOO** we inform you that this 15 day notice from CPM is mandatory. Even if CGT says that the notice is not compulsory, the company must pay you your salary for those 15 days.

During the negotiations, **CCOO** has maintained a responsible position to ensure that workers who leave CPM do so with the best conditions and to secure a future for the rest. Other parties seem to have been more concerned only with demanding that the company relocate union delegates.

You can give your opinion via the committee's email: [unioncomitecpm@gmail.com](mailto:unioncomitecpm@gmail.com)

To contact the CCOO union write to: [s.tecnics@serveis.ccoo.cat](mailto:s.tecnics@serveis.ccoo.cat)