

February 18, 2014

- **NO to lower salaries.**

Those who are contracted under the current “*convenio*” (agreement) will remain assured of their base salary and plus “*convenio*”, but the new contracts would be lower as they already proposed eliminating the plus “*convenio*” for the new contracts.

The current forced rotation (EREs, layoffs) could be enhanced by the wage gap: substitute the workers with seniority for new ones, and workers with plus “*convenio*” for workers without.

The labor drain that we are suffering, and the one that will come, devalues professional salaries, which will impact quality and ultimately lead to the loss of business.

- **NO to absolute availability.**

This lets the employer arrange our personal time (personal and family balance) on a whim, without warning. The workday can be extended from the current 9 hour maximum up to 12 hours during 14 consecutive days, without permission to a day off.

- **NO to the change of job title.**

Companies could change the functions of their workers constantly, without justification, without warning, and using their criteria and they intend to do it with the subsequent wage change (one day an analyst, the next a junior programmer,...).

- **NO to professional groups WITHOUT salary promotions.**

One could be given a promotion without an increase in pay. The decision to give this promotion is arbitrary based on the interests of the company and is not fixed. Individual companies create their own criteria.

They are proposing some salary levels to be below the current “*convenio*”.

- **NO to increasing the maximum working day to 10 hours daily.**

The current maximum working day is 9 hours. WE ARE NOT MACHINES!

- **NO to increasing the irregular working day to 15%.**

The irregular working day permits the employer to decide how to manage 10% of the annual hours based on their criteria (Law imposed by the Labor Reform of February 2012), thus the employer doesn't have to ask the workers who do the overtime. They can solve any unforeseen need without notice.

Nonetheless, said distribution must respect the minimum period of daily rest (2 free days every 14 worked) and provided weekly by the law and not go above the number of yearly hours.

Before the Labor Reform it was 5%.

The 2012 Labor Reform put 10% in place (current).

Now the aim for it is to be 15%, which is 270 hours per year.

- **NO to the flexible working time from 7am to 10pm.**

For example, there could be cases where the workday begins at 7am, followed by a break of various hours and later to continue working until 10pm. This proposal makes it impossible for family and personal time.

The workday could begin at 7am and finish 15 hours later.

- **NO to the elimination of the intensive summer hours.**

Eliminate the 36 hour week that, until now, we have had in August in order to balance our personal, family, and working life.

- **NO to salary freezes.**

They propose a salary freeze for 2010, 2011, 2012, 2013, 2014 (5 years). We have already had this since 2009 without a single raise.

- **NO to the loss of seniority.**

The intend to change the system of “*trienios*” (3-year periods) (from a maximum of 9, during 27 years in the same company) for another that is barely 6 years. It is to say, maintain two “*trienios*” for the new contracts and in the cases of the workers that are already earning seniority, only one “*trienio*” more and later nothing.

- **NO to the change of criteria for stuff with “*Fijo-Discontinuo*”.**

They want to change the seniority criteria when the collective is incorporated, the “*patronal*” is not satisfied with using a such an unstable work contract, it aims to decide which workers to ask to work and which no, applying subjective criteria: asking for another too to decide who has the right to work and who no.

**SUMMARY:** What the AEC and ANEIMO asks of us, is that we, the workers, take on the crisis, a loss of economic capability that can reach up to 15% directly from the salary and a loss of quality of personal life that is not compensated. We see this as NOT ACCEPTABLE.

The companies that ask for this “*convenio*” have had benefits, but they want more!

Therefore, we ask for you to unite and join the demonstrations that are taking place now in the sector and those to come.

**YOUR FUTURE IS AT STAKE!**

**A FAIR “CONVENIO” ISN'T GIVEN...IT'S DEFENDED!**

**TOGETHER, WE CAN!**

**FOR DIGNIFIED “CONVENIO”!**