

## INCENTIVE PAYMENTS IN MARCH SALARY

Dear colleagues, as we already informed you before, it is required by article 50 our labor agreement that on the salary of January we were paid the average of what we have received for the complements of holidays, special holidays, Sundays, nocturnal plus and of languages as well as commissions for sales and / or incentives.

**CCOO** found that in the January salary, many workers are still waiting to receive that money. While others have not done anything, CCOO has pressured SITEL with taking them once again to the courts and we have managed to get the company to pay us in the next March salary the money that is missing.

Hopefully this time the company will pay correctly but if you have any questions or complaints do not hesitate to contact the delegates of CCOO because while others promise, CCOO get it!

## TWO HOURS SHIFTS

Between us, the workers are the ones affected.

Yesterday we had the equality area meeting, where among other issues we had pending the answer of the company with respect to the two-hour shifts, which CCOO has been asking for some time to be shortened for a better conciliation of workers.

The company informed us that due to a demand from CGT Sevilla this is paralyzed until the judgment.

What is clear is that the company has taken advantage of this to avoid once again to improve work conditions that, with or without demand at the end it are their workers, and CGT once again with their lack of responsibility they have give a chance to the company for it. Before putting certain demands should think about the consequences, because it is one after another.

This same CGT already made us lose workers an agreement on holidays in leaves of absence that we had achieved.

From CCOO we ask the ones and the others think about the workers and not about their own interests. From CCOO we will be watching to take the measures that are necessary in defense of all our rights.

**You cannot work without optimal conditions!!!**



## PAID LEAVES STARTS ON A WORKDAY

The Supreme Court has confirmed the appeal filed by several major worker unions, including CCOO, in relation to the beginning of the paid leaves in sections a, b, d and e of article 28.1 of our labour agreement. These paid leaves are:

- 15 days in case of marriage.
- 3 days in case of birth of son or daughter.
- 4 days in case of death of husband/wife, father, mother, political parents, political mothers, sons, daughters, brothers and sisters.
- 2 days in case of death, relative to second degree of consanguinity or affinity.

Until now, these paid leaves began on the day the event occurred regardless of whether it was working or not. The Supreme Court has upheld our request and has confirmed that when they are paid they must always start on the first day after the fact that it is workable for the worker, that is to say the first day in your schedule indicates that you work.



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