



*Our strength
feeds the country*

STRIKE

MEAT SECTOR

9, 10, 11, 12 AND 13 NOVEMBER

CCOO
industria

WHAT DO WE WANT TO ACHIEVE WITH THE STRIKE?



SALARIES

- **Minimum annual salary increase of 4%**, with a salary review clause linked to annual CPI, with retroactive effect and back-payments.
- No absorption or compensation of increases agreed in other improvements.



WORKING HOURS

- Reduce maximum annual working hours. We have **1,748 annual hours**, far from the objective of **1,712 annual hours**.
- **15-minute coffee break considered effective working time**.
- Establish maximum ordinary working day of **9 hours**.



FLEXIBILITY

- Reduction of flexibility having to choose between irregular calendar distribution or hours pool.



VACATION

- Adaptation of vacation pool compensation to case law.



ALLOWANCES

- Increase night shift allowance.
- Create allowances for shift work and for multiple functions.



SUBROGATION

- Mandatory subrogation of Veterinary Technicians.



PAID LEAVE

- Increase the pool to care for and accompany family members to medical appointments up to 30 hours a year.
- Extend the leave days due to the death of a first-degree relative.
- Add the new paid leaves to the text of the Agreement.



RETIREMENT

- Subjective right to partial retirement with a relief contract.



HEALTH AND WORKING PATTERNS

- Control of working patterns, obliging companies to measure their lines whenever they demand a given output from their workforce.
- Include tumor markers in medical checkups.



LABOR-MANAGEMENT COMMITTEE

- Modernize and make the Labor Management Committee more efficient.



PROTOCOLS

- LGBTI.
- Inclement Weather.
- Mobility.

WHAT DOES THE EMPLOYERS' ASSOCIATION PROPOSE?



A THREE-YEAR AGREEMENT



SALARY INCREASE

- 2026: **3,8%**
- 2027: **2,5%**
- 2028: **2%**
- **CPI adjustment clause capped without arrears.**



INCREASE FLEXIBILITY

Increasing the hours pool to 165 and enabling the company to compensate them up to 30 June of the following year.



TO KEEP ANNUAL WORKING HOURS WITH NO REDUCTION



INCREASE THE TRIAL PERIOD

up to **3 months.**



DEDUCT FROM THE FINAL SETTLEMENT

the time without advance notice, in the case of voluntary resignation, which they currently cannot do.



As you can see, Employers' Associations remain uncompromising in spite of continuing with exorbitant profits thanks, to a great extent, to the efforts of the workers in the meat industry.

We are not going to allow our salaries to lose purchasing power and have no reduction in annual working hours, while companies continue making so much money putting our health at risk.



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