

AGREEMENT BETWEEN DIRECTION AND REPRESENTATIVES OF WORKERS OF IREC WITH RESPECT OF SALARY COMPLEMENTS FOR CIRCUMSTANCIAL CAUSES IN WORK:

1. Plus of night and availability.
 - 1.1. Those workers who, due to an emergency or exceptionally and at the request of a superior duly authorized by the management of the center, have to carry out their work outside the official working hours, weekend or public holidays, they will be paid the value of Ordinary hours increased by 50%, unless at the time the contract was carried out, a night duty supplement was stipulated.
 - 1.2. This supplement will not be entitled to workers who have been contracted expressly to work at night or during the weekend. This extra night or work during holidays or outside official hours will not, in any case, affect the time spent on professional trips of any kind.
2. Plus of toxicity, danger and penance.
 - 2.1. Economic supplement associated with the realization of work activities under conditions higher than normal, without this being possible, in any case, not complying with health and safety regulations at work. The risk conditions higher than the normal ones will be related to the continued exposure to noise, toxic and / or dangerous products, heat or cold stress conditions, exceptional physical effort, electrical risk and exposure to extreme weather and atmospheric conditions.
 - 2.2. The Health and Safety Committee will make individual and duly documented and justified reports for those jobs that are considered to be affected by toxicity, hazard and penance work conditions with the advice of the Prevention Service. It will also value and justify whether the risk is classified as high or very high. The Health and Safety Committee will inform the Directorate of the Institute of the affected jobs so that the payment of this supplement will be executed.
 - 2.3. The value of € 300 / year will be paid due to high risk conditions, and € 600 / year for very high risk conditions. The supplement will be remunerated for the time during which these laboratory tasks are carried out.
 - 2.4. On time, the worker who performs tasks with toxicity, danger or penance approved by the Prevention Service outside of the facilities of AIRC will be entitled to receive this supplement during the months in which these tasks are carried out (25 or 50 euros per month).
 - 2.5. These amounts will be reviewed every year with the provisions of the Law of Budgets of the Generalitat or legal norm that substitutes it. This increase will be carried out with effect from January 1 of each year, if the budgetary conditions allow it and this is authorized.

This agreement will enter into force on July 1, 2019.

In Barcelona, on June 20, 2019,

Prof. Joan Ramon Morante
General Director

Oriol Nomen
President of Works Council