



SINDICATUL U.P.A. ROMANIA





SINDICATUL U.P.A. - ROMANIA -

Collective agreement





AGENDA



- Time
- Financial
- Professional
- Social
- WLB





TIME



Flex time

- All the employees have the schedule between 7:30 and 11:00 based on the priority, criticality and daily activity needs

Flex lunch brake

- All the employees can choose the lunch brake between 30 min and 60 min.

Short time day

- All the employees can work only 5 hour in the 24 and 31 December but are being paid for 8 hours

Hollidays

- Minimum 21 days of holiday instead of 20 hours which is mandatory on the Labor Code.
- Based on the seniority in work it will be received 1,2,3 or 4 days per year.
- For the special event in life (children born, marriage, death) are agreed between 3 and 10 days off.
- Free days paid in case of holidays in weekend.





FINANCIAL



- Every 2 year are held negotiations regarding increase of salary
- "Welfare" platform – we negotiate with the management the amount on this platform. The advantage of this platform is that you can decide in witch way you want to spend the budget with some specific tax deductions.
- 100% of paying the overtime
- Promotion: we agreed a minimum increase of salary for the promotions.
- One medium wage per company for special event (child born / the death of an family member)
- Contribution private pension
- Daily allowance
- Meal ticket





PROFESSIONAL



Evaluating tool

- The employers have the opportunity to contest the evaluation received if they think he was wrong

Smart working

- Starting from 2019 the employees have the opportunity to work from home too days per week

Training – professional reconversion

- The employees have the opportunity to convert





SOCIAL



Insurance

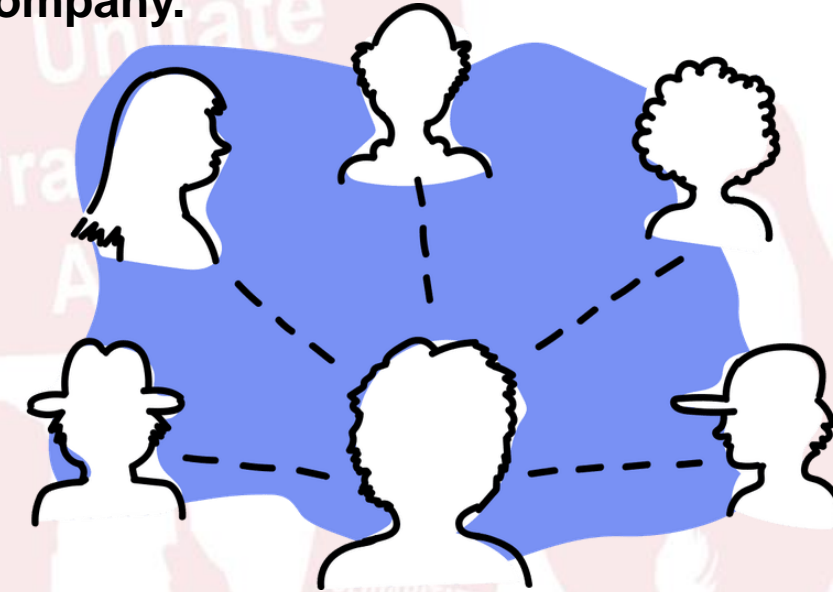
- All the employees are protected by a life insurance supported by the company.

Health free hours

- It was agreed to receive 8 hour per year dedicated to medical test for the children.

Compensatory wages

- It was negotiated express numbers of compensatory wages in case of dismissal, compensatory wages based on the seniority in work.





WLB



Work life balace

- It was agreed on Group level of the company an agreement to sustain the balance between the work life private life.

In this agreement are topics like:

- Dress code
- Disconnecting right
- Feedback bottom-up
- Free day for volunteer activity



SOLIDARITATE



THANK YOU!

EGALITATE
DE ȘANSE

CU OAMENI
DESPRE OAMENI
PENTRU OAMENI

Unitate
Prin Acțiune

SOLIDARITATE