



Bulletin Nº 18 October 2009

WORKING DAYS AND WORK SCHEDULE

At the beginning of the year, and without paying any attention to our proposals, the Company decided, **unilaterally, to change the work schedule and to reduce the length of the schedule 5 minutes every day.**

We think this decision is based on an interpretation of former National Agreement because there is a maximum of 1800 hours/year, but it says nothing on how to fit the work schedule. The result is that we do not realize that we are working according to this year/maximum. We, as Delegates, do not agree with this decision and so every Union has worked in the direction they think it was the best for the workers.

On the other side, the **UGT has not given up this issue** and we have moved it to the Legal contrast, looking for sentences that support our demands and so to be able to distribute the hours in excess we make in 2009, and those in 2010, in a more favourable way for the workers.

As a beginning, last July we required a Conciliation/mediation hearing to the Labour Court in Catalonia where the Company was asked to distribute the hours in excess, in complete working days and/or half days, **not** in hours or minutes fractions

The **alternatives we set out** were:

- 2 days-off of free choice.
- 1 day-off of free choice and December 24th and 31st evenings free.
- 8 to 15 Summer hours extension until September the 15th.
- Any possible combination above the mentioned.

The result of the Conciliation was: **NO AGREEMENT.**

For us it is not the end, just one more step forward.

COOMUNICATION CAMPAIGN

During these days, we have been involved in a widespread Communication Campaign about the @ESOP plan. Of course we are not going to evaluate it. It's not our mission. Our mission is to recognize the important effort made by the Company in making these efforts available to each and every worker in order not to exclude anyone. From this page we encourage the company to follow this effort in **all** social and labour communications affairs.

IWC- INTERNATIONAL WORKS COUNCIL

Former IWC Employees Meeting was held in Cracow, (Poland) in August. Its minutes will be published shortly.

Next IWC General Meeting (the last of this year) will be held in Les Fontaines, late October. Previous minutes in: [http://talent.capgemini.com/Infocenter/people/International Works Council/](http://talent.capgemini.com/Infocenter/people/International_Works_Council/).

RISK SITUATIONS AND "A" INFLUENZA

Pregnant women and other risk groups may voluntarily get in touch with our Prevention Department, to get located if it happens to be A Influenza problem around your labour environment

WE FACE LAST QUARTER

During mid September and after summertime, we have continued with the planned meetings with the company, as we communicated in our May-June Bulletins.

The beginning of October is the end of the quarter and it is also the end of the Agreement made last May.

The information we get from the Company shows that we are still in a very difficult market situation, with low demand and hard competition, price reduction and a very important number of unassigned people; the measures taken have given us a break to face the last quarter 2009 a little better.

ELECTIONS IN MURCIA

From September the 4th, our offices in Murcia have their own Union Delegates. The participation was around 90% and 3 colleagues were elected.

Of these 3 Delegates, two of them, **Pablo Pellicer Franco y Cristina Vicente Torres** were elected for **UGT Union**. We would like to thank all the colleagues for their high participation and their trust. We will not disappoint them.

ELECTIONS IN ZARAGOZA

Next October the 7th our colleagues in Zaragoza will designate 5 Delegates that will make their Works Council. We congratulate for this important decision and we hope to have a high participation.



When playing lottery you have to be like in a negotiation: very obstinate and try it over and over again. This year we will try this number **50616**, Participations will be available shortly. Come on!, don't think twice, this year could be our lucky one!

iii JOIN US !!!

To decide about what affects you, because of legal advice, to get services discounts, because it is tax-deductible and for many other reasons, but above all, because you are a worker.

As a foreign worker, you may find in our Web useful information in both English and Spanish.