



New Collective Agreements at CP, 20 years later

The new text of the Collective Agreement maintains all rights of the employees, improving working conditions and contributing to the dignification of work in the company.

CONTACTS

Guilherme Dray

gdray@macedovitorino.com

Joana Fuzeta da Ponte

jfuzetadaponte@macedovitorino.com

Yesterday two new collective agreements were signed for CP employees, one for train drivers and the other for general professional categories, about two decades after the first publication of the previous agreement.

The new agreements were concluded by CP and the trade unions representing all the professional categories - SMAQ, SFRCI, FECTRANS/SNTSF, ASSIFECO, SNAQ, ASCEF, SINFB, SINFA, SINAPE, SINDEFER, and SNEET.

The agreements include, among other benefits, increases of the base salaries, meal allowance, seniority benefits, failure allowance, shift allowance, prevention allowance and driving bonus.

Allowances were also created for certain professional categories, namely for railway workers and train employees.

With regard to the organization of working time, the parties have reached agreement on a number of important issues for improving the balance of workers' private and professional lives, in particular:

- Definition of a minimum rest time at headquarters between services of 14 hours for mobile employees;
- The posting of a map of stopovers and shifts 15 days in advance;
- Duty to inform employees of any changes to schedule and shift maps at least three days in advance, except in unforeseen situations; and
- Prohibition of the imposition of holidays by the company outside the period between May 15 and October 15.

The new collective agreement also establishes the right of employees to health insurance and pre-school allowance.

The signing of the new collective agreements is part of the principle of collective autonomy and the right to collective bargaining, enshrined among the rights, freedoms and guarantees of workers, specifically in no. 3 of article 56 of the Portuguese Constitution.

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