

## NEW COMPANY AGREEMENT FOR CP'S TRAIN DRIVERS

*Following the merger between the former EMEF and CP, the General Company Agreement, already published in the BTE, was revised, as well as the Company Agreement applicable to workers in the driving career who are members of the Portuguese Railway Train Drivers' Union.*

CP, the Portuguese State-Owned Company responsible for the management of trains, concluded a new Company Agreement and respective Career Regulation with the Union, *Sindicato Nacional dos Maquinistas dos Caminhos de Ferro Portugueses (SMAQ)*.

The Agreement is applicable to train drivers, represented by the Union **SMAQ**, and has already been published in the [\*Bulletin of Labor and Employment\*](#).

In short, the new Company Agreement and respective Career Regulation introduce the following changes:

- (i) Salary increase, retroactive to 1 January 2022;
- (ii) Removal of an index at the base for all driving career categories;
- (iii) Addition of an index at the top for all driving career categories;
- (iv) Creation of minimum tenure for index change, with a maximum of four years;
- (v) Elimination of overlapping indices between professional categories and their managers;
- (vi) Integration of the Single Agent's Allowance in the retribution;
- (vii) Increase of the meal allowance to €7.74;
- (viii) Creation of an autonomous indicator scale for workers in the driving career;
- (ix) Establishment of a telework regime, under the terms foreseen in the Labor Code, when functions allow it;
- (x) Automatic access to the Traction Assistant category;

The new Company Agreement contains a globally more favorable regime for the workers, and also covers workers who are members of **SMAQ**, as well as workers who are not members of a union that has signed it, within a period of three months, under the terms of the rules set out in the Company Agreement.

This new Company Agreement falls under the principle of collective autonomy and the right to collective bargaining, which are among workers' rights, freedoms and guarantees in Article 56, paragraph 3 of the Constitution of the Portuguese Republic.

© MACEDO VITORINO

### CONTACTS

#### **GUILHERME DRAY**

[GDRAY@MACEDOVITORINO.COM](mailto:GDRAY@MACEDOVITORINO.COM)

#### **JOANA FUZETA DA PONTE**

[JFUZETADAPONTE@MACEDOVITORINO.COM](mailto:JFUZETADAPONTE@MACEDOVITORINO.COM)

*This information is of a general nature and should not be considered as professional advice.*