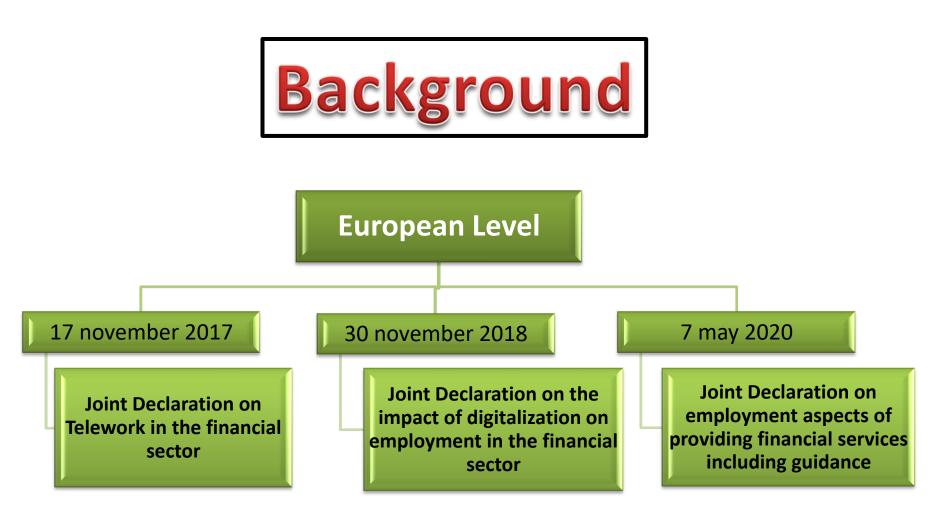
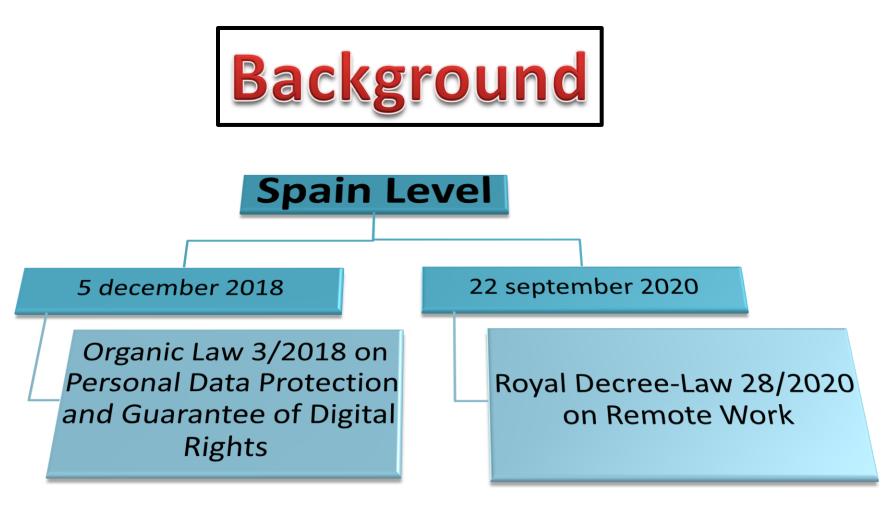


Nuria Lobo CCOO – Federación de Servicios Joint UNI Europa/FES Webinar: "Remote Work: Who will be the real winners?" 17 June 2021











## Two pioneering Collective Agreements

### Collective Agreement for Savings Banks and Financial Institutions (30 september 2020):

Regulation on Remote Work Regulation on Digital and Labour Disconnection

#### Collective Agreement for Banks (29 january 2021): Regulation on Remote Work Regulation on Digital Transformation and Digital Rights





The regulation in these collective agreements improve the laws:

It details the equipments that companies have to provide for the employees

Monthly amounts are set to compensate employees for teleworking It's agreed upon the possibility of teleworking as a mechanism to solve structural or temporary employment problems

Teleworking is regulated for less than 30% of the daily work load The unions are allowed to use the companies telematics means to communicate with employees working remotely

Remote work will be implemented to cover any unforeseeable or exceptional circumstances





**Rights to go off line and disconnect from work** 

**Rights to privacy in the use of digital devices** 

Rights to privacy with respect to the use of video surveillance, sound recording and geolocation devices in the workplace

**Rights to digital training** 

**Rights concerning the use of artificial intelligence** 



# The collective agreements in practice

#### Bargaining at company level





sectorfinanciero@servicios.ccoo.es nlobo@servicios.ccoo.es