* Collective bargaining in commerce sector
* Employment
* Collective Bargaining in commerce sector
* Collective bargaining in Servicios CCOO
* Labour law and collective bargaining
* Campaigns. Department stores
* Employees (Jan-Aug 2016)
  * 2,263,914 (+3.37% increase on 2015)

* Self Employees (Jan-Aug 2016)
  * 813,896 (-0.11% on 2015)

* Global increase
  * 72,856 + 2.42% on 2015
* Employment - contracts

* Full time: 79.70%
* Part time 20.30%
* Permanent contract 79.19%
* Fixed term 20.81%

* A lot of unpaid overtime
  * “fake” Part-time contracts
  * Overtime in full time contracts
  * Non unionized small companies
  * “Puppet” (company fueled) trade unions
* Number of commerce establishments (2013)
  * Traditional commerce: 210,653 (5,666,064 sq mt)
  * Supermarkets 24,011 (13,824,246 sq mt)
  * Textile and footwear: 100,199 (8,043,840 sq mt)
  * Household 114,845 (20,919,782 sq mt)
  * Others non-groceries 235,839 (29,080,045 sq mt)
  * Department stores 154
  * Hipermarket 624
  * Popular stores 2,066
  * Flea market 17,999
  * Others 41,995

* Total 648,025 (93,158,796 sq mt).
Multi-employer collective agreements
- 350 regional and provincial
  - 1,249,913 employees
- 9 Nacional
  - 298,102 employees
- 117 Company level
  - 15 national
  - 112 regional and provincial

Opportunity

Pending of an upcoming debugging of these figures
Collective bargaining commerce

Collective agreements on Servicios CCOO website

* 63 CBA so far
  * 7 national level
  * 54 regional or provincial
  * 2 Companies
CCOO is in the bargaining of

* 346 Multi-employer collective agreements
  * 311 regional and provincial
  * 30 National level
  * 3,592,292 employees
* 2016.62 CBA signed,
* 148 pending
  * 14 National level (paper and arts commerce, convenience stores and Commerce Framework Agreement)
* 134 Regional or provincial
* Since 2013: 53 - 607,515 employees
* Since 2014: 22 - 203,737 employees
* Since 2015: 73 - 957,668 employees
Employees covered regional and provincial CA

* Vto = expiration year
Employees covered by national C.A.

* Vto = expiration year
* About 1300 company level agreements
  * 33 National level
  * 133.671 employees
  * Need to debug the figures
Labour law and collective bargaining

* Big changes (Wibar 3 Report)
  * Company level collective agreements
  * Reduction of after effects of expired CBA
  * Easier and cheaper dismissal
  * Easier collective dismissals
  * Easier dismissal on work absenteeism or sick leave
  * Changes to dispute resolution
  * Minimum wage freeze
  * More power to employers

Flexibility: one, two... one, two
That way. Perfect!
* Negotiation new collective agreement (12-2016)
* CCOO is not the main union in subsector
* Puppet (company fueled) unions are majority
* Anti-union active role from management
* Difficulties to communicate with employees
* We need our proposals reach workers
* So, we started a five months campaign...
*Multichannel*

- Web site
- Leaflets and infographics
- Email
- Social networks
- Video

*It’s time to renew Department stores’ Collective Agreement. Do you think it can be improved? CCOO, does*
Web site: Five main points

- Working conditions
- It's your time, it's your life
- Salary
- Part time
- Collective Agreement Survey

* [http://www.ccoo-servicios.es/ConvenioGrandesAlmacenes.html](http://www.ccoo-servicios.es/ConvenioGrandesAlmacenes.html)
Llega el momento de renovar el Convenio de Grandes Almacenes
¿No crees que se puede mejorar? CCOO Sí

Pablo Repartidor Grandes Almacenes

Lo que propone CCOO
- Aumento horas contratadas
- Más contratos a tiempo completo
-Limitar la contratación a tiempo parcial

Es hora de mejorar tu convenio
Tú decides

CCOO servicios

Lo que propone CCOO
- Especificar un máximo de días laborables al año
- Reducir el porcentaje de jornada irregular anual
- Aumentar el número de fines de semana que pueden disfrutarse al año
- Trabajo en festivos y domingos limitados a un porcentaje y pago diferenciado

Es el momento de mejorar
Tú decides

CCOO servicios

<table>
<thead>
<tr>
<th>Campaigns: Department stores</th>
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*Leaflets and Infographics*
Campaigns: Department stores

* Videos

✓ Short (posted to social networks)
✓ One message
✓ Personal stories
Social Networks (graphic content)

✓ Twitter
✓ Videos (2:20)
✓ Images (tagging companies).
✓ Hashtag #ConvenioGGAA
✓ Posts, Links and multiple DM
✓ Microsurveys

✓ Facebook
✓ Videos, images, links...

✓ Instagram
✓ Not official account yet

✓ Instant messaging
✓ WhatsApp
  ✓ Diffusion Lists for external communication
  ✓ Groups for internal
✓ Telegram.
  ✓ Exploring channels
What you consider more important in your collective agreement?

- Seven questions to rank collective agreement issues
- One open question (suggestions)
- Statistical data (company, province, gender and contract)
* 3449 answers
* 2071 completed surveys
* Almost 500 open suggestions
* Gender:
  * Women: 1137 - 54.90%
  * Men: 763 - 36.8%
  * NA: 171 - 8.3%
* Contract:
  * Full time: 1129 - 54.51%
  * Part time: 813 39.26%
  * NA: 129 6.23%
* 15 companies
GRACIAS por responder

RESULTADOS ENCUESTA GRANDES ALMACENES:

¿Cuál es tu prioridad a la hora de negociar el nuevo Convenio?

- Salario, Mejora del poder adquisitivo: 13,67%
- Limitación del trabajo en domingos y festivos: 12,36%
- Conciliación laboral-familiar: 12,07%
- Jornada, Distribución de horarios: 11,62%

Conceptos retributivos

- Pago diferencial en domingos y festivos: 21,36%
- Subida salarios según IPC: 11,36%

Tiempo de trabajo

- Mejora del poder adquisitivo vigencia del Convenio: 21,36%
- Reducción de número de horas anuales: 12,36%
- Reducción de domingo y festivos a trabajar: 12,07%
- Más fin de semana libres al año: 11,62%

Tiempo parcial

- Promoción objetiva interna para incrementar la jornada: 34,45%
- Incremento progresivo horas hasta tiempo completo: 33,59%
- Regular el empleo de contratos a tiempo parcial: 31,96%

Para CCOO tu opinión Cuenta

CCOO Servicios
WE are “quite” good at Collective Agreement bargaining, so you can ask to, and debate with my union colleagues after this presentation.

And the bit of something *slightly* different.
Today, World Day for Decent Work, we hope we can contribute not only to stop corporate greed.

End Corporate Greed.

But also to stop garbage contracts, low wages and job insecurity.

Thank you.