

Trade Union Elections 2017



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UNIDOS
HACIENDO FUTURO

The list of **UGT** is composed of colleagues from different groups that exist in the company, either contracted directly by Huawei, subrogated from other companies such as Jazztel, Ono, Vodafone, Vodafone-Ono and from different departments and accounts. Therefore we form a plural candidacy, so that all workers can be assured to be well represented, identified, defended and contribute in this way to the development and improvement of the labour rights **OF ALL**.

Dialogue, work and willingness to advance together in work improvements is our way of reaching agreements. Respect for labor rights of all workers is a priority and if we believe that these rights are being violated, then these must be reclaimed, as we have demonstrated when it was necessary. We have defended workers affected in the different collective conflicts that have been raised in Huawei, reaching agreements in all cases, such as the payment of the variable or STIP for the employees subrogated from Vodafone or the outsourcing of technicians FLMs to Eulen.

We are a great family



Some of us have been part of the previous committee and we want to continue to bring all the accumulated experience to our candidacy, but we also know how to renew and change things that do not work. More than half of those who are part of the list of the **UGT** are new workers who we have welcomed into our great family, bringing new energy and new ideas.



Equality



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Our list has a percentage of women higher than the overall percentage in the company. In **UGT** we seek that in Huawei the rights of all are respected equally, and, bearing in mind that when different cultures coexist in one place, we refer to multiculturalism. Therefore we encourage a healthy interaction between different cultural groups, integrative and recognizing one another as different.

Gender equality, equal opportunities, equal pay and the absence of any kind of discrimination in the workplace is a priority in our goal to make Huawei a great company for each to develop professionally.

Our commitment to equality is a personal commitment and we demonstrate this beyond the work environment, in a commitment to society, because we believe and fight for what we think is right.

We are going to continue working

From **UGT** we promise you work, commitment and dedication, whatever is in our hands. Without neglecting day-to-day affairs, this is aimed at achieving objectives in three main areas:

Work

With the increase in workforce in recent years and the move to a new workplace, the integration of workers and the conservation of created and existing employment, is a priority for us.

For all of us to feel committed and excited about Huawei and to continue to grow, from **UGT** we keep track of each hiring, change of contract, dismissal and we are always on the watch for the defense and the rights of all.



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Conciliation

We still have a lot of work to do. A company like Huawei has to lead this part ahead of other companies in the sector.

The current equality plan has to be adapted properly without losing the improvements contained in it. Strengthen the recruitment of women in case of equal professional profiles in all areas, the implementation of positive actions, permissions paid, flexible working hours, absence, support in reduction of days per child, special conditions for female workers in cases of gender violence and ensuring remuneration without discrimination by gender.

UGT also believes that it is time to recognize teleworking as an option and to extend this to all departments. Not just isolated and sporadically, but to allow its use in a regulated way as some of our voters already have and that also contributes to the company in cost savings, improves corporate image and reduces displacements.

It is therefore necessary to apply measurements adjusted to the current needs, which leads to a real reconciliation between the professional, personal and family life.

Collective Agreement

A company like Huawei, with workers who have been incorporated from different companies and with different conditions, needs its own collective agreement, joining the best of all conditions inherited from each company. Although to date we have not found yet the formula to achieve the support of the company to face this complicated and long process, from **UGT** we will continue to insist. To improve, among other things, flexible working hours, the implementation of the remuneration policy, the on call payments, travel expenses and the extension of overtime regulation to all departments.

Candidacy UGT



1. Rubén Errasti
Assurance & Managed
Services Dept.



2. Oscar Redondo
Programs Mgmt
Office Dept.



3. Ayhan Bilsel
Network Product
Technical Service Dept.



4. Maria Jose Hurtado
Customer
Support Dept.



5. Jose Maria Maestre
Network Product
Technical Service Dept.



6. Alberto Paniagua
Project Mgmt
Resource Dept.



7. Andrea Sierra
Programs Mgmt
Office Dept.



8. Paul Visser
Carrier Software
Service Dept.



9. Santiago Salvado
Programs Mgmt
Office Dept.



Candidacy UGT



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10. Rubén Martín
Customer
Support Dept.



**11. Manuel Vicente
Sanjusto**
Programs Mgmt Office Dept.



12. Jose Expósito
Programs Mgmt
Office Dept.



13. Angel Luis Caballero
Procurement Qualification
Dept.



14. Jesús Sánchez
Network Planning
Design & Technology Dept.



15. Lydia Cuesta
Assurance & Managed
Services Dept.



16. Pedro Luis Lopez
Customer
Support Dept.



17. David Jose Soto
Assurance & Managed
Services Dept.



18. Lorena Barcenilla
Quality
Operations Dept.



Candidacy UGT



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19. Jonathan Gonzalez
Assurance & Managed
Services Dept.



20. David Sarro
Programs Mgmt
Office Dept.



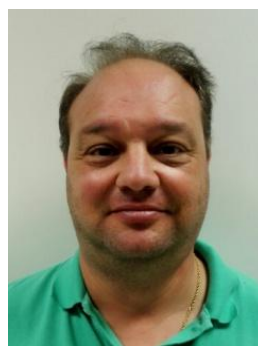
21. Emma Garcia
Finance
Mgmt Dept.



22. Roberto Hernando
Assurance & Managed
Services Dept.



23. Cayetano Atienza
Assurance & Managed
Services Dept.



24. Ricardo Atienza
Assurance & Managed
Services Dept.



25. Rubén Martinez
Assurance & Managed
Services Dept.



26. Carlos Rivas
Assurance & Managed
Services Dept.



27. Maria Martin
Assurance & Managed
Services Dept.



Candidacy UGT



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28. Marcos Sánchez
Assurance & Managed
Services Dept.



29. Luis Miguel Barrera
Assurance & Managed
Services Dept.



30. Enrique Sanchez
Assurance & Managed
Services Dept.



Together building a future



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- **Together** we have managed to implement the intensive Friday working schedule.
- With you we have managed to consolidate the intensive and flexible summer schedule.
- Together we have managed to have a clear working calendar at the beginning of the year.
- **With you** we have achieved different social benefits for all workers, discounts for employees, restaurant and childcare checks, medical insurance...
- Together we have managed to defend, support, mediate and be next to the workers in all the collective and individual conflicts that have been presented during this time.
- With you we established a weekly employee service day.
- Together we will share a new work center that will have more workspace, best facilities and an office doctor

VOTE

