

[...]

TEN:
**TRADE UNION
RIGHTS**

1. PARTICIPATION IN MEETINGS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY COMMITTEE

1.1. Trade union participation in the INI and TENEO's respective companies in the metal sector is hereby recognised and shall be ensured by including trade union representatives in the administrative organ of those companies and/or subsidiaries thereof which comprise at least 500 employees and whose legal form is that of a company managed by a board of directors, without prejudice to the Second Additional Provision.

Subject to the obligation of confidentiality with regard to certain designated documents, where such an obligation is specified, the trade union representatives shall have access to the operational plans, audits, strategic plans, etc. of the companies concerned.

1.2. The right of participation shall be limited to those trade union organisations which account for at least twenty-five per cent of employees' representatives and members of the Works Council.

1.3. The appointment of trade union representatives to the board of directors, as well as their dismissal from the said body, shall be governed by the following rules:

1. The board of directors shall include one representative for each of the trade unions entitled to participate. Where only one trade union accounts for more than twenty-five per cent of employees' representatives or members of the Works Council, the said union shall be entitled to two seats on the board of directors.
2. The trade unions shall submit to the relevant company their proposed nominations to the board of directors. Similarly, they shall notify the company of the dismissal of any representatives and nominate their proposed replacements.

All the nominations and dismissals shall be carried out in accordance with standard procedures.

3. The board members proposed by the trade union organisations shall have the same rights and duties as the other board members.
4. Appropriate measures shall be taken to ensure that the State's representation does not find itself in a minority position as a result of the implementation of the present Agreement.

1.4. Within each company, a Supervisory Committee shall be established. The Committee shall be composed of the members of the management committee (on the company's side, the Supervisory Committee shall be headed by the President,

Excerpt from Agreement INI-TENEO, between INI-TENEO Group and Metal federations from CCOO, UGT and CIG, 22 June 1993

the CEO and/or the General Director) and one representative from each of the trade unions which are parties to this Agreement and participate in the representative bodies of the company's employees.

The said Supervisory Committee may also include one representative from each trade union organisation which accounts for at least 10% of the employees' representatives or members of the Works Council(s) elected within the company.

Furthermore, the Supervisory Committee may include one representative from each trade union organisation designated as "most representative" in the context of its respective Autonomous Community, provided that the said trade union organisation is represented on the Works Council or has employees' representatives from the establishment situated in the Autonomous Community concerned.

The Supervisory Committee shall meet every two months and shall address matters pertaining to the Management Committee, such as:

- the introduction of new technologies and new work organisation methods;
- operational plans;
- audits;
- strategic plans.

[...]