

**WORKS COUNCIL - COCA COLA IN FUENLABRADA FIGHT
INFORMATION**



After 5 years of conflict and struggle with the Coca Cola organization and its bottler CCIP-CCEP, we inform you that the RLT (legal representation of the workers) and the Workers of Fuenlabrada have put an end to this labour and social conflict based on the following terms:

After a dialogue lasting several months, we have achieved our objective of returning to the substance of the final ruling of the Supreme Court of April 2105, which was modified, and from that starting point in negotiation a pre-agreement has been reached that has been widely ratified by affected workers in the workplace. The Pre-agreement is backed by more than 95% of the workforce.

From that simulated point of judicial return to 2015, there were only two possibilities to put an end to the conflict that we have been maintaining with Coca Cola as a consequence of that modification of the final sentence in its execution phase. It was political and judicial irresponsibility that the workers have had to correct, through struggle and conflict with Coca Cola. In its negotiations, the RLT has taken into account two possibilities to end the conflict: the actual execution of the decision or the simulated application of the LRJS (regulatory law of social jurisdiction) and the philosophy of art. 284, which contemplates the release from service with retribution of salaries until said decision is complied with, along with the agreed personal guarantees.

We have reached a pre-agreement that contemplates Coca Cola's commitment to return to a manufacturing project in the central area (Madrid, Radius of 70 km) within a maximum period of 2 years, for all workers under 58 years of age. Workers over 52 years old would activate their early retirement in January 2019 and January 2021 respectively, depending on their age. Workers who as of January 2021 are under 52 years old and are ineligible to take early retirement, will be on paid leave during 2019 and 2020 at their current salary level during the 2 years until activation of the pre-agreed manufacturing commitment.

Faced with the possibility that Coca Cola does not comply with this commitment to install a factory, based on its record of not complying with the judicial resolutions since 2014 with Fuenlabrada, a Social Plan has been incorporated into the pre-agreement as an individual guarantee for the entire workforce. Since the workforce will be 7 years older than when the economic redundancy procedure and the conflict broke out - when the age of the workforce would have been an average of 55 years - it represents a personal guarantee in the absence of that manufacturing project. This guarantee combines receipt of agreed wages with a release from service to the company until the retirement age of the workforce, with an agreed average of 80% of net salary for those workers under 52 years of age. For non-compliance with the COIL logistical project, for workers over 52 years of age, early retirement will be activated with termination of contract and with an average of 93% of wages for this group. For persons over 61 years of age, termination with compensation and a one-off payment is agreed for their access to Retirement.

The industrial project deriving from the 2015 decision has been achieved, but failing that, a social plan has been reached with salaries based on the philosophy of art 284 of the LRJS. The legal framework of this collective pre-agreement will be the execution of the individual lawsuits of the Social Court of Móstoles that once again pronounced the NULLITY of the Logistics project "COIL", and of the conditions of readmission to this workplace – an exclusively unilateral decision by COCA COLA with the unique intention of modifying the substantial conditions of work and readmission.

We have managed to annul the logistics project that Coca Cola unilaterally put in place when the decision was modified, eliminating that centre/ghetto of labour and psychological mistreatment with which we have been forced to live for 3 years, and which COCA COLA has recognized that it does not need and that only had the objective of ending the judicial processes and liquidating the Fuenlabrada workforce. Our struggle and goal for 5 years has been to never again live mistreated in a working ghetto.

This victory that puts an end to the Fuenlabrada conflict, **is a triumph of the entire working and social class** for everyone who, from near or far, have helped us to avoid an illegal economic redundancy procedure, to annul the dismissals, to recover our work centre and that no one will be left to the helplessness of social exclusion. This will be possible by means of the implementation of the industrial project, or alternatively, by the individual guarantees of the Social Plan, a victory for the working class that must serve as hope and encourage the workers not to give in to submission and to fight against injustices and adversities such as the labour reforms. It is also a lesson for companies/multinationals that do not respect the rights of their workers. We are sure that Coca Cola has taken note of the cost of this conflict in all senses, which should serve as a warning to the wild, irresponsible and unscrupulous capitalists we have in our country.

The end of the conflict should be the arrival of an industrial project during that temporary two-year phase. In both social and labour terms, it would be the most reasonable solution, but in any case our future and that of our families will be guaranteed.

"Long live the struggle of the working

class". "THANK YOU".