

XI Private Agreement

New modifications of the **XI Agreement** prior to its publication in the BOE.

Article 15

- **References to the work or service contract are eliminated.**
- **The time is reduced from 24 to 18 months and the period from 30 to 24 months**, in order to have been contracted with two or more temporary contracts.

Article 17.

- The use of the work or service contract is eliminated.
- **Those celebrated before December 31th, 2021 are respected until the end of their maximum duration.**

Article 19. (Training contract for obtaining the professional internship)

- **Express reference to the content of sections 3) and 4) of article 11.**
- **A remuneration is established that may not be less than 95%** of the salary set for the position held.

Article 20. (Training and alternation contract.)

- Given the extension of its regulation, **an express reference is made to the content of article 11, sections 2) and 4) of the Worker's Statute.**
- A remuneration is established that **may not be less than the SMI for the time actually worked in the first year and 100% of the SMI, regardless of the time worked, in the second year.**

Article 38. Child or family care.

- **Reduction of working hours to accompany the pregnant woman** in accordance with the content of article 37.3 of the Worker's Statute.

Article 47. Infant care.

- **Eliminates references to Mother or Father for that of working people**, in accordance with article 37.5 of the Worker's Statute.



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Article 16. (Contracts for the substitution of workers.)

- It may **start before the absence of the worker**, coinciding with both workers to improve the proper performance of the position.
- Valid contract to **complete the short-time work of another worker** and for the duration of **the job selection process** (3 months).

Article 18. Limited term contract.

- Respond to **occasional and unforeseeable circumstances** that generate a mismatch in employment.
- This mode is used for **oscillations generated by vacations**.
- **Maximum duration of 12 months**. If the duration is less, it may be extended only once, without exceeding the maximum duration.
- To respond to **occasional and foreseeable circumstances** of short duration with a **maximum of 90 days**.

Article 21

- **References to the training contracts** of the previous regulation are deleted.
- **The reduction is simplified**.

Base salaries

- The salary of the 2022 salary tables (**Annex III and IV**) is modified **to adapt to the SMI 2022** (€14,000.00).