

Employee Support Program

Collective Labor Agreement – 24/26

CLAUSE THIRTY-FIRST – OVERTIME

It is established that overtime hours will be calculated according to the applicable percentages defined by relevant legislation.

Paragraph One: For Sundays and holidays, the overtime bonus shall be 100%.

Paragraph Two: For Saturdays, the above percentage shall remain in effect only for employees who currently receive this increased rate (100%).

CLAUSE THIRTY-SEVENTH – REIMBURSEMENT PROGRAM FOR PEOPLE WITH DISABILITIES

The Companies signing this Agreement shall reimburse employees who have legal dependents with disabilities for duly proven expenses related to educational, speech therapy, psychological, and physiotherapy services, with no limits regarding the number of sessions.

CLAUSE FIFTY-SIXTH – WORKING HOURS

The working hours of the Companies shall be 8 hours per day, with a minimum intra-shift break of 1 hour, except for companies with a current daily schedule of 7 hours and 30 minutes, which shall be exceptionally maintained during the term of this agreement.

CLAUSE THIRTY-SECOND – OVERTIME

It is established that overtime hours will be calculated according to the applicable percentages defined by relevant legislation.

Paragraph One: For Sundays and holidays, the overtime bonus shall be 100%.

Paragraph Two: For Saturdays, the above percentage shall remain in effect only for employees who currently receive this increased rate (100%).

CLAUSE FOURTEENTH – GUARANTEE OF ACCESS TO ALL INFORMATION

The Companies signing this Agreement undertake to ensure that employees and their respective signatory unions have access to all information, except for strategic and confidential matters.

CLAUSE THIRTIETH – VACATION BONUS

It is established that the vacation bonus for professionals of the signatory Companies who currently receive 75% or more shall be set at 50%, starting from the signing of this CLA.

Sole Paragraph: As a transition period, for those who currently receive a bonus greater than one-third, the vacation bonus shall be 75% for those who completed the accrual period up to the signing of this agreement.

CLAUSE SIXTH – GUARANTEE OF GENDER AND RACE/ETHNIC EQUITY

The Companies signing this Agreement shall promote internal discussions with their workforce on gender equality, combating domestic violence, and valuing diversity, in order to disseminate the guidelines contained in the Third National Policy Plan for Women.