



C.S.A.

Cepsa - Refinería “La Rábida”
Sección Sindical del Sindicato
Unitario de Huelva
Coordinadora Sindical Andaluza

Información nº 14 - 06

TABLAS SALARIALES “VIEJOS”- 3 TURNOS

REVISIÓN 2005

Presentamos hoy los valores salariales de los trabajadores “viejos” con la revisión final del IPC del año 2005 (del 2,0 al 3,70 % mas el porcentaje adicional del 0,25%). Durante el mes de Febrero publicaremos los valores con la subida provisional del 2006, en fecha mas cercana al recibo de nóminas, con la única intención que no desaparezcan de los tablones sindicales cuando realmente se necesiten.

Partimos del nivel 5, ya que en la Refinería no tenemos nadie de los “viejos” en los niveles económicos inferiores.

Como siempre, rogamos si alguien observa algún error, nos lo haga llegar para subsanarlo en la próxima publicación de los valores provisionales de 2006 y hacer las aclaraciones correspondientes. E insistimos que estos no son valores oficiales, que son los que hace nuestra Sección Sindical, y que en caso de discrepancias hay que realizar las consultas pertinentes; nosotros estamos abiertos a cualquier consulta, de cualquier trabajador, especialmente en los días de guardia en el local sindical en Refinería y un día a la semana por la tarde en la sede del Sindicato en Huelva (previa cita).

Sección Sindical del Sindicato Unitario
en Cepsa Refinería la Rábida
Miembro de la Coordinadora Sindical Andaluza

La Rábida, 27 de Enero de 2006

Contra la contra-reforma laboral, por un nuevo estatuto Obrero



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
3 TURNOS - 2005 - FINAL - INGRESOS <6/6/95



OFICIALES NIVEL-5 Trienios	ANTIGUA R.B.A.	SALARIO BASE MENSUAL	AD PERS. MENSUAL	HOMOGE- NEIZACIÓN CON CEPESA	NUEVO AD PERSONAM	PLUS TURNO MENSUAL	PLUS NOCTURNO MENSUAL	AD PERS. TURNO FIJO MENSUAL	AD PERS. TURNO VAR. DÍA	PLUS DE DOBLAJE ADICIONAL		HORA EVTRA GARANT.	PLUS DE DOBLAJE	PLUS DE LLAMADA	PLUS OBJETIVO CENTRO-04	PLUS OBJETIVOS EMPRESA-04
										SIN NOCHE	CON NOCHE					
1T	23.327,51	1.431,54	285,48	98,14	383,624	360,812	78,981	209,19	2,408	9,076	8,238	25,018	200,142	118,138	207,77	1.108,11
2T	23.327,51	1.431,54	313,37	98,14	411,517	360,812	78,981	212,13	2,717	9,459	8,845	25,472	203,778	120,285	207,77	1.108,11
3T	23.327,51	1.431,54	341,26	98,14	439,409	360,812	78,981	215,08	3,026	9,841	9,453	25,927	207,414	122,431	207,77	1.108,11
4T	23.327,51	1.431,54	369,16	98,14	467,302	360,812	78,981	218,03	3,336	10,223	10,061	26,381	211,050	124,577	207,77	1.108,11
5T	23.327,51	1.431,54	397,05	98,14	495,194	360,812	78,981	220,98	3,645	10,606	10,668	26,836	214,686	126,724	207,77	1.108,11
6T	23.327,51	1.431,54	424,94	98,14	523,086	360,812	78,981	223,93	3,954	10,988	11,276	27,290	218,322	128,870	207,77	1.108,11
7T	23.327,51	1.431,54	452,83	98,14	550,979	360,812	78,981	226,88	4,264	11,370	11,884	27,745	221,958	131,016	207,77	1.108,11
8T	23.327,51	1.431,54	480,73	98,14	578,871	360,812	78,981	229,83	4,573	11,753	12,492	28,199	225,594	133,163	207,77	1.108,11
9T	23.327,51	1.431,54	508,62	98,14	606,763	360,812	78,981	232,77	4,882	12,135	13,099	28,654	229,230	135,309	207,77	1.108,11
10T	23.327,51	1.431,54	536,51	98,14	634,656	360,812	78,981	235,72	5,192	12,518	13,707	29,108	232,866	137,455	207,77	1.108,11
11T	23.327,51	1.431,54	564,40	98,14	662,548	360,812	78,981	238,67	5,501	12,900	14,315	29,563	236,503	139,601	207,77	1.108,11
12T	23.327,51	1.431,54	592,30	98,14	690,441	360,812	78,981	241,62	5,810	13,282	14,922	30,017	240,139	141,748	207,77	1.108,11
AYUD. TÉC. NIVEL-6 Trienios	ANTIGUA R.B.A.	SALARIO BASE MENSUAL	AD PERS. MENSUAL	HOMOGE- NEIZACIÓN CON CEPESA	NUEVO AD PERSONAM	PLUS TURNO MENSUAL	PLUS NOCTURNO MENSUAL	AD PERS. TURNO FIJO MENSUAL	AD PERS. TURNO VAR. DÍA	PLUS DE DOBLAJE ADICIONAL		HORA EVTRA GARANT.	PLUS DE DOBLAJE	PLUS DE LLAMADA	PLUS OBJETIVO CENTRO-04	PLUS OBJETIVOS EMPRESA-04
1T	24.941,49	1.569,29	251,87	142,08	393,952	360,812	78,981	219,98	3,540	10,476	10,462	26,681	213,450	125,994	224,98	1.199,92
2T	24.941,49	1.569,29	279,77	142,08	421,844	360,812	78,981	222,93	3,849	10,858	11,070	27,136	217,086	128,140	224,98	1.199,92
3T	24.941,49	1.569,29	307,66	142,08	449,736	360,812	78,981	225,87	4,159	11,240	11,677	27,590	220,722	130,286	224,98	1.199,92
4T	24.941,49	1.569,29	335,55	142,08	477,629	360,812	78,981	228,82	4,468	11,623	12,285	28,045	224,358	132,433	224,98	1.199,92
5T	24.941,49	1.569,29	363,44	142,08	505,521	360,812	78,981	231,77	4,777	12,005	12,893	28,499	227,994	134,579	224,98	1.199,92
6T	24.941,49	1.569,29	391,34	142,08	533,413	360,812	78,981	234,72	5,087	12,388	13,500	28,954	231,630	136,725	224,98	1.199,92
7T	24.941,49	1.569,29	419,23	142,08	561,306	360,812	78,981	237,67	5,396	12,770	14,108	29,408	235,266	138,872	224,98	1.199,92
8T	24.941,49	1.569,29	447,12	142,08	589,198	360,812	78,981	240,62	5,705	13,152	14,716	29,863	238,902	141,018	224,98	1.199,92
9T	24.941,49	1.569,29	475,01	142,08	617,091	360,812	78,981	243,57	6,015	13,535	15,323	30,317	242,538	143,164	224,98	1.199,92
10T	24.941,49	1.569,29	502,90	142,08	644,983	360,812	78,981	246,52	6,324	13,917	15,931	30,772	246,175	145,311	224,98	1.199,92
11T	24.941,49	1.569,29	530,80	142,08	672,875	360,812	78,981	249,46	6,633	14,299	16,539	31,226	249,811	147,457	224,98	1.199,92
12T	24.941,49	1.569,29	558,69	142,08	700,768	360,812	78,981	252,41	6,943	14,682	17,146	31,681	253,447	149,603	224,98	1.199,92
1T	25.509,60	1.569,29	288,53	105,43	393,952	360,812	78,981	223,78	3,938	10,968	11,245	27,267	218,134	128,759	224,98	1.199,92
2T	25.509,60	1.569,29	316,42	105,43	421,844	360,812	78,981	226,72	4,248	11,351	11,852	27,721	221,770	130,905	224,98	1.199,92
3T	25.509,60	1.569,29	344,31	105,43	449,736	360,812	78,981	229,67	4,557	11,733	12,460	28,176	225,406	133,052	224,98	1.199,92
4T	25.509,60	1.569,29	372,20	105,43	477,629	360,812	78,981	232,62	4,866	12,115	13,068	28,630	229,042	135,198	224,98	1.199,92
5T	25.509,60	1.569,29	400,10	105,43	505,521	360,812	78,981	235,57	5,176	12,498	13,675	29,085	232,678	137,344	224,98	1.199,92
6T	25.509,60	1.569,29	427,99	105,43	533,413	360,812	78,981	238,52	5,485	12,880	14,283	29,539	236,315	139,490	224,98	1.199,92
7T	25.509,60	1.569,29	455,88	105,43	561,306	360,812	78,981	241,47	5,794	13,263	14,891	29,994	239,951	141,637	224,98	1.199,92
8T	25.509,60	1.569,29	483,77	105,43	589,198	360,812	78,981	244,42	6,104	13,645	15,499	30,448	243,587	143,783	224,98	1.199,92
9T	25.509,60	1.569,29	511,66	105,43	617,091	360,812	78,981	247,37	6,413	14,027	16,106	30,903	247,223	145,929	224,98	1.199,92
10T	25.509,60	1.569,29	539,56	105,43	644,983	360,812	78,981	250,31	6,722	14,410	16,714	31,357	250,859	148,076	224,98	1.199,92
11T	25.509,60	1.569,29	567,45	105,43	672,875	360,812	78,981	253,26	7,032	14,792	17,322	31,812	254,495	150,222	224,98	1.199,92
12T	25.509,60	1.569,29	595,34	105,43	700,768	360,812	78,981	256,21	7,341	15,174	17,929	32,266	258,131	152,368	224,98	1.199,92



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
3 TURNOS - 2005 - FINAL - INGRESOS <6/6/95



TÉCNICOS MEDIOS NIVEL-7	ANTIGUA R.B.A.	SALARIO BASE MENSUAL	AD PERS. MENSUAL	HOMOGE- NEIZACIÓN CON CEPESA	NUEVO AD PERSONAM	PLUS TURNO MENSUAL	PLUS NOCTURNO MENSUAL	AD PERS. TURNO FIJO MENSUAL	AD PERS. TURNO VAR. DÍA	PLUS DE DOBLAJE ADICIONAL		HORA EVTRA GARANT.	PLUS DE DOBLAJE	PLUS DE LLAMADA	PLUS OBJETIVO CENTRO-04	PLUS OBJETIVOS EMPRESA-04
										SIN NOCHE	CON NOCHE					
1T	27.567,11	1.721,26	269,31	133,44	402,747	360,812	78,981	237,53	5,382	12,752	14,080	29,387	235,099	138,773	243,67	1.299,59
2T	27.567,11	1.721,26	297,20	133,44	430,640	360,812	78,981	240,48	5,691	13,135	14,688	29,842	238,735	140,919	243,67	1.299,59
3T	27.567,11	1.721,26	325,09	133,44	458,532	360,812	78,981	243,43	6,000	13,517	15,295	30,296	242,371	143,066	243,67	1.299,59
4T	27.567,11	1.721,26	352,98	133,44	486,425	360,812	78,981	246,38	6,310	13,899	15,903	30,751	246,008	145,212	243,67	1.299,59
5T	27.567,11	1.721,26	380,87	133,44	514,317	360,812	78,981	249,33	6,619	14,282	16,511	31,205	249,644	147,358	243,67	1.299,59
6T	27.567,11	1.721,26	408,77	133,44	542,209	360,812	78,981	252,28	6,928	14,664	17,119	31,660	253,280	149,505	243,67	1.299,59
7T	27.567,11	1.721,26	436,66	133,44	570,102	360,812	78,981	255,23	7,238	15,047	17,726	32,114	256,916	151,651	243,67	1.299,59
8T	27.567,11	1.721,26	464,55	133,44	597,994	360,812	78,981	258,17	7,547	15,429	18,334	32,569	260,552	153,797	243,67	1.299,59
9T	27.567,11	1.721,26	492,44	133,44	625,886	360,812	78,981	261,12	7,856	15,811	18,942	33,024	264,188	155,944	243,67	1.299,59
10T	27.567,11	1.721,26	520,34	133,44	653,779	360,812	78,981	264,07	8,166	16,194	19,549	33,478	267,824	158,090	243,67	1.299,59
11T	27.567,11	1.721,26	548,23	133,44	681,671	360,812	78,981	267,02	8,475	16,576	20,157	33,933	271,460	160,236	243,67	1.299,59
12T	27.567,11	1.721,26	576,12	133,44	709,564	360,812	78,981	269,97	8,784	16,958	20,765	34,387	275,096	162,382	243,67	1.299,59
1T	28.548,40	1.721,26	332,61	70,13	402,747	360,812	78,981	244,10	6,070	13,603	15,432	30,399	243,191	143,549	243,67	1.299,59
2T	28.548,40	1.721,26	360,51	70,13	430,640	360,812	78,981	247,04	6,379	13,986	16,040	30,853	246,827	145,695	243,67	1.299,59
3T	28.548,40	1.721,26	388,40	70,13	458,532	360,812	78,981	249,99	6,689	14,368	16,648	31,308	250,463	147,842	243,67	1.299,59
4T	28.548,40	1.721,26	416,29	70,13	486,425	360,812	78,981	252,94	6,998	14,750	17,255	31,762	254,099	149,988	243,67	1.299,59
5T	28.548,40	1.721,26	444,18	70,13	514,317	360,812	78,981	255,89	7,307	15,133	17,863	32,217	257,735	152,134	243,67	1.299,59
6T	28.548,40	1.721,26	472,08	70,13	542,209	360,812	78,981	258,84	7,617	15,515	18,471	32,671	261,371	154,281	243,67	1.299,59
7T	28.548,40	1.721,26	499,97	70,13	570,102	360,812	78,981	261,79	7,926	15,897	19,078	33,126	265,007	156,427	243,67	1.299,59
8T	28.548,40	1.721,26	527,86	70,13	597,994	360,812	78,981	264,74	8,235	16,280	19,686	33,580	268,643	158,573	243,67	1.299,59
9T	28.548,40	1.721,26	555,75	70,13	625,886	360,812	78,981	267,69	8,545	16,662	20,294	34,035	272,279	160,720	243,67	1.299,59
10T	28.548,40	1.721,26	583,65	70,13	653,779	360,812	78,981	270,63	8,854	17,045	20,902	34,489	275,915	162,866	243,67	1.299,59
11T	28.548,40	1.721,26	611,54	70,13	681,671	360,812	78,981	273,58	9,163	17,427	21,509	34,944	279,551	165,012	243,67	1.299,59
12T	28.548,40	1.721,26	639,43	70,13	709,564	360,812	78,981	276,53	9,473	17,809	22,117	35,398	283,188	167,158	243,67	1.299,59



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
3 TURNOS - 2005 - FINAL - INGRESOS <6/6/95



TÉCNICOS MEDIOS NIVEL-8	ANTIGUA R. B. A.	SALARIO BASE MENSUAL	AD PERS. MENSUAL	HOMOGE- NEIZACIÓN CON CEPESA	NUEVO AD PERSONAM	PLUS TURNO MENSUAL	PLUS NOCTURNO MENSUAL	AD PERS. TURNO FIJO MENSUAL	AD PERS. TURNO VAR. DÍA	PLUS DE DOBLAJE ADICIONAL		HORA EVTRA GARANT.	PLUS DE DOBLAJE	PLUS DE LLAMADA	PLUS OBJETIVO CENTRO-04	PLUS OBJETIVOS EMPRESA-04
										SIN NOCHE	CON NOCHE					
1T	30.499,75	1.967,73	313,72	92,52	406,238	360,812	78,981	254,91	7,204	15,005	17,661	32,066	256,524	151,420	272,73	1.454,56
2T	30.499,75	1.967,73	341,61	92,52	434,130	360,812	78,981	257,86	7,514	15,388	18,268	32,520	260,160	153,566	272,73	1.454,56
3T	30.499,75	1.967,73	369,51	92,52	462,023	360,812	78,981	260,81	7,823	15,770	18,876	32,975	263,796	155,712	272,73	1.454,56
4T	30.499,75	1.967,73	397,40	92,52	489,915	360,812	78,981	263,75	8,132	16,153	19,484	33,429	267,432	157,859	272,73	1.454,56
5T	30.499,75	1.967,73	425,29	92,52	517,808	360,812	78,981	266,70	8,442	16,535	20,091	33,884	271,069	160,005	272,73	1.454,56
6T	30.499,75	1.967,73	453,18	92,52	545,700	360,812	78,981	269,65	8,751	16,917	20,699	34,338	274,705	162,151	272,73	1.454,56
7T	30.499,75	1.967,73	481,08	92,52	573,592	360,812	78,981	272,60	9,060	17,300	21,307	34,793	278,341	164,298	272,73	1.454,56
8T	30.499,75	1.967,73	508,97	92,52	601,485	360,812	78,981	275,55	9,370	17,682	21,915	35,247	281,977	166,444	272,73	1.454,56
9T	30.499,75	1.967,73	536,86	92,52	629,377	360,812	78,981	278,50	9,679	18,064	22,522	35,702	285,613	168,590	272,73	1.454,56
10T	30.499,75	1.967,73	564,75	92,52	657,269	360,812	78,981	281,45	9,988	18,447	23,130	36,156	289,249	170,736	272,73	1.454,56
11T	30.499,75	1.967,73	592,64	92,52	685,162	360,812	78,981	284,40	10,298	18,829	23,738	36,611	292,885	172,883	272,73	1.454,56
12T	30.499,75	1.967,73	620,54	92,52	713,054	360,812	78,981	287,34	10,607	19,211	24,345	37,065	296,521	175,029	272,73	1.454,56
1T	31.318,91	1.967,73	388,14	39,67	427,804	360,812	78,981	262,62	8,013	16,006	19,250	33,254	266,035	157,034	275,24	1.467,94
2T	31.318,91	1.967,73	416,03	39,67	455,697	360,812	78,981	265,57	8,323	16,388	19,858	33,709	269,671	159,180	275,24	1.467,94
3T	31.318,91	1.967,73	443,92	39,67	483,589	360,812	78,981	268,52	8,632	16,770	20,466	34,163	273,307	161,326	275,24	1.467,94
4T	31.318,91	1.967,73	471,81	39,67	511,481	360,812	78,981	271,47	8,941	17,153	21,073	34,618	276,943	163,473	275,24	1.467,94
5T	31.318,91	1.967,73	499,71	39,67	539,374	360,812	78,981	274,42	9,251	17,535	21,681	35,072	280,579	165,619	275,24	1.467,94
6T	31.318,91	1.967,73	527,60	39,67	567,266	360,812	78,981	277,36	9,560	17,917	22,289	35,527	284,215	167,765	275,24	1.467,94
7T	31.318,91	1.967,73	555,49	39,67	595,158	360,812	78,981	280,31	9,869	18,300	22,896	35,981	287,851	169,911	275,24	1.467,94
8T	31.318,91	1.967,73	583,38	39,67	623,051	360,812	78,981	283,26	10,179	18,682	23,504	36,436	291,487	172,058	275,24	1.467,94
9T	31.318,91	1.967,73	611,27	39,67	650,943	360,812	78,981	286,21	10,488	19,064	24,112	36,890	295,123	174,204	275,24	1.467,94
10T	31.318,91	1.967,73	639,17	39,67	678,836	360,812	78,981	289,16	10,797	19,447	24,719	37,345	298,760	176,350	275,24	1.467,94
11T	31.318,91	1.967,73	667,06	39,67	706,728	360,812	78,981	292,11	11,107	19,829	25,327	37,799	302,396	178,497	275,24	1.467,94
12T	31.318,91	1.967,73	694,95	39,67	734,620	360,812	78,981	295,06	11,416	20,212	25,935	38,254	306,032	180,643	275,24	1.467,94
1T	32.034,73	1.967,73	434,32	0,00	434,318	360,812	78,981	267,41	8,516	16,626	20,237	33,992	271,937	160,518	276,00	1.471,97
2T	32.034,73	1.967,73	462,21	0,00	462,210	360,812	78,981	270,36	8,825	17,009	20,844	34,447	275,573	162,664	276,00	1.471,97
3T	32.034,73	1.967,73	490,10	0,00	490,103	360,812	78,981	273,31	9,134	17,391	21,452	34,901	279,209	164,810	276,00	1.471,97
4T	32.034,73	1.967,73	518,00	0,00	517,995	360,812	78,981	276,25	9,444	17,773	22,060	35,356	282,845	166,957	276,00	1.471,97
5T	32.034,73	1.967,73	545,89	0,00	545,888	360,812	78,981	279,20	9,753	18,156	22,667	35,810	286,481	169,103	276,00	1.471,97
6T	32.034,73	1.967,73	573,78	0,00	573,780	360,812	78,981	282,15	10,062	18,538	23,275	36,265	290,118	171,249	276,00	1.471,97
7T	32.034,73	1.967,73	601,67	0,00	601,672	360,812	78,981	285,10	10,372	18,920	23,883	36,719	293,754	173,395	276,00	1.471,97
8T	32.034,73	1.967,73	629,56	0,00	629,565	360,812	78,981	288,05	10,681	19,303	24,490	37,174	297,390	175,542	276,00	1.471,97
9T	32.034,73	1.967,73	657,46	0,00	657,457	360,812	78,981	291,00	10,990	19,685	25,098	37,628	301,026	177,688	276,00	1.471,97
10T	32.034,73	1.967,73	685,35	0,00	685,349	360,812	78,981	293,95	11,300	20,068	25,706	38,083	304,662	179,834	276,00	1.471,97
11T	32.034,73	1.967,73	713,24	0,00	713,242	360,812	78,981	296,89	11,609	20,450	26,314	38,537	308,298	181,981	276,00	1.471,97
12T	32.034,73	1.967,73	741,13	0,00	741,134	360,812	78,981	299,84	11,918	20,832	26,921	38,992	311,934	184,127	276,00	1.471,97