



Información nº 20 - 07

TABLAS SALARIALES -2007 (III)

Personal a 2 turnos ("viejos"). Y objetivos de centro

Adjuntamos las tablas salariales provisionales para el 2.007 (IPC previsto + 0,25% = 2,00% + 0,25% = 2,25%) que hace el Sindicato Unitario de Huelva y que, por tanto, pueden o no coincidir con los valores de Cepsa, para los trabajadores de 2 turnos con una antigüedad reconocida en la empresa anterior al 6 de Junio de 1.995. Agradeceremos, que como siempre, nos hagáis llegar las discrepancias que surjan con la nómina, para comprobar los valores.

Hay que recordar lo que se cobra en una nómina normal:

1.- **Salario Base.** Uno por cada nivel salarial a partir del tercer año de antigüedad (los dos primeros son distintos entre ellos también). Se cobra en 15,5 veces a lo largo de año (12 mensualidades, mas 2 pagas de Verano y Navidad, y otra paga en Septiembre de un importe de 1,5 de las pagas normales).

2.- **Ad Personam.** Es un valor para cada trabajador, en función de sus condiciones de trabajo, especialmente de la antigüedad y del nivel salarial. Se cobra también en 15,5 veces. Es la suma del antiguo "Ad Personam" y de la homogeneización con Cepsa que se realizó en el 2004.

A su vez el antiguo Ad Personam era la suma de la antigua antigüedad mas el antiguo complemento retributivo fijo (CRF, que fue la original paga de Septiembre) y la retribución voluntaria (que era la diferencia entre la antigua retribución bruta anual, RBA, y el salario base, SB, de cada trabajador).

El valor del trienio teórico sería en el 2007, con el 2,50% provisional de 29,43 euros / paga.

Y el valor del CRF teórico, 3.009,47 euros.

3.- **Expectativas de antigüedad,** que es el valor de la antigüedad que se va cumpliendo desde que se eliminó en Convenio el concepto de antigüedad como tal. Coincide con el valor de dos o tres trienios, según los casos.

Debemos tener en cuenta que el valor del "Ad Personam" que aparece en las Tablas del Sindicato Unitario es el valor de la suma del "Ad Personam" y de las "expectativas de antigüedad" que aparecen en la nómina.

Ambos conceptos, Salario Base y complemento Ad Personam, se pagan por mensualidades de 30 días, y si se está de baja, por ejemplo, sólo se cobran en los días que se ha estado trabajando (aunque luego podemos tener los pagos de la Seguridad Social y los complementos por enfermedad de la Empresa)

4.- **Plus de turno**, que se cobra por mensualidad. Los valores para el personal de 3 turnos son de 380,74 euros por mes y de 12,59 por día.

Para los trabajadores a 2 turnos los valores son los siguientes:

2 turnos al 75%: 285,56 euros al mes, o 9,44 euros al día

2 turnos al 50%: 190,37 euros al mes, o 6,30 euros al día

6.- **Ad Personam del turno fijo** por mes, sólo para el personal que trabaja domingos y/o festivos, ya que este plus sustituye a la suma de los antiguos pluses de domingos y festivos.

7.- **Ad Personam del turno variable** por día, diferencia de la suma de todos los antiguos pluses de turnos y los actuales, por cada día del año (365).

Además, los trabajadores de 2 turnos pueden cobrar, según sus condiciones de trabajo:

- **Horas extras**
- **Pluses:** de llamada, doble, etc.
- **Otros conceptos:** ejercicios contraincendios, kilometraje, becas, complementos por enfermedad de la empresa, pagos de la Seguridad Social, etc.

Hay que tener en cuenta que los valores de HE, pluses, etc. se cobran al mes siguiente de su realización. Por su parte, la nómina se cierra sobre el día 20 y se considera la situación de ese día durante el resto del mes, si se está de baja o de alta por enfermedad o accidente; de esta forma si una persona se dá de baja el día 15, pongamos por caso, y de alta el día 26, la Empresa considerará la baja desde el día 15 hasta el final de mes ya que el día 20 estaba de baja.

Los “atrasos” o “normalizaciones” de un mes se cobran en nómina precedidos de un código **RG**. Normalmente corresponden a las incidencias del mes anterior, menos cuando se refieren a otro tipo de regularizaciones, como por ejemplo, de revisión del IPC.

En estas tablas aparecen ya los **objetivos de centro (el 1% de la Retribución Básica Conjunta**, suma del Salario Base y el Ad Personam), de acuerdo a lo establecido en la cláusula 70.C del Convenio Colectivo, pero no los objetivos de empresa y, aunque éstos no se conocen aún, esperamos que se paguen ambos, como de costumbre, conjuntamente con la nómina de Abril. Estas tablas de objetivos son comunes para todos los trabajadores afectados en materia económica por el Convenio con una antigüedad superior a 8 años, tanto a jornada ordinaria como a turnos.

La Rábida, 08 de Abril de 2.007

Sección Sindical del Sindicato Unitario

En Cepsa Refinería la Rábida

Miembro de la Coordinadora Sindical de Andalucía

Contra las contra-reformas laborales, por un nuevo Estatuto Obrero



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 75% - 2007 - PROVISIONAL -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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-----------------------------------|---------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 24.615,66 | 1.510,59 | 301,24 | 103,56 | 404,81 | 285,55 | 0,00 | 211,43 | 4,00 | 10,52 | 0,00 | 25,17 | 201,38 | 118,39 | 296,89 |
| 2T | 24.615,66 | 1.510,59 | 330,68 | 103,56 | 434,24 | 285,55 | 0,00 | 214,37 | 4,24 | 10,88 | 0,00 | 25,57 | 204,52 | 120,54 | 301,45 |
| 3T | 24.615,66 | 1.510,59 | 360,11 | 103,56 | 463,67 | 285,55 | 0,00 | 217,31 | 4,49 | 11,25 | 0,00 | 25,98 | 207,88 | 122,68 | 306,01 |
| 4T | 24.615,66 | 1.510,59 | 389,54 | 103,56 | 493,11 | 285,55 | 0,00 | 220,25 | 4,73 | 11,61 | 0,00 | 26,44 | 211,52 | 124,83 | 310,57 |
| 5T | 24.615,66 | 1.510,59 | 418,97 | 103,56 | 522,54 | 285,55 | 0,00 | 223,19 | 4,97 | 11,97 | 0,00 | 26,89 | 215,16 | 126,98 | 315,14 |
| 6T | 24.615,66 | 1.510,59 | 448,41 | 103,56 | 551,97 | 285,55 | 0,00 | 226,13 | 5,22 | 12,34 | 0,00 | 27,35 | 218,80 | 129,13 | 319,70 |
| 7T | 24.615,66 | 1.510,59 | 477,84 | 103,56 | 581,40 | 285,55 | 0,00 | 229,07 | 5,46 | 12,70 | 0,00 | 27,81 | 222,44 | 131,28 | 324,26 |
| 8T | 24.615,66 | 1.510,59 | 507,27 | 103,56 | 610,84 | 285,55 | 0,00 | 232,01 | 5,71 | 13,06 | 0,00 | 28,26 | 226,08 | 133,43 | 328,82 |
| 9T | 24.615,66 | 1.510,59 | 536,70 | 103,56 | 640,27 | 285,55 | 0,00 | 234,94 | 5,95 | 13,43 | 0,00 | 28,72 | 229,72 | 135,57 | 333,38 |
| 10T | 24.615,66 | 1.510,59 | 566,14 | 103,56 | 669,70 | 285,55 | 0,00 | 237,88 | 6,20 | 13,79 | 0,00 | 29,17 | 233,36 | 137,72 | 337,95 |
| 11T | 24.615,66 | 1.510,59 | 595,57 | 103,56 | 699,13 | 285,55 | 0,00 | 240,82 | 6,44 | 14,15 | 0,00 | 29,63 | 237,00 | 139,87 | 342,51 |
| 12T | 24.615,66 | 1.510,59 | 625,00 | 103,56 | 728,57 | 285,55 | 0,00 | 243,76 | 6,69 | 14,51 | 0,00 | 30,08 | 240,64 | 142,02 | 347,07 |
| 13T | 24.615,66 | 1.510,59 | 654,43 | 103,56 | 758,00 | 285,55 | 0,00 | 246,70 | 6,93 | 14,88 | 0,00 | 30,54 | 244,28 | 144,17 | 351,63 |
| 14T | 24.615,66 | 1.510,59 | 683,87 | 103,56 | 787,43 | 285,55 | 0,00 | 249,64 | 7,17 | 15,24 | 0,00 | 30,99 | 247,92 | 146,32 | 356,19 |
| 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
| 1T | 26.318,76 | 1.655,94 | 265,78 | 149,92 | 415,71 | 285,55 | 0,00 | 222,19 | 4,89 | 11,85 | 0,00 | 26,74 | 213,92 | 126,25 | 321,11 |
| 2T | 26.318,76 | 1.655,94 | 295,21 | 149,92 | 445,14 | 285,55 | 0,00 | 225,13 | 5,14 | 12,21 | 0,00 | 27,20 | 217,56 | 128,40 | 325,67 |
| 3T | 26.318,76 | 1.655,94 | 324,65 | 149,92 | 474,57 | 285,55 | 0,00 | 228,07 | 5,38 | 12,58 | 0,00 | 27,65 | 221,20 | 130,55 | 330,23 |
| 4T | 26.318,76 | 1.655,94 | 354,08 | 149,92 | 504,00 | 285,55 | 0,00 | 231,01 | 5,62 | 12,94 | 0,00 | 28,11 | 224,84 | 132,70 | 334,79 |
| 5T | 26.318,76 | 1.655,94 | 383,51 | 149,92 | 533,44 | 285,55 | 0,00 | 233,95 | 5,87 | 13,30 | 0,00 | 28,56 | 228,48 | 134,84 | 339,35 |
| 6T | 26.318,76 | 1.655,94 | 412,94 | 149,92 | 562,87 | 285,55 | 0,00 | 236,88 | 6,11 | 13,66 | 0,00 | 29,02 | 232,12 | 136,99 | 343,92 |
| 7T | 26.318,76 | 1.655,94 | 442,38 | 149,92 | 592,30 | 285,55 | 0,00 | 239,82 | 6,36 | 14,03 | 0,00 | 29,47 | 235,76 | 139,14 | 348,48 |
| 8T | 26.318,76 | 1.655,94 | 471,81 | 149,92 | 621,73 | 285,55 | 0,00 | 242,76 | 6,60 | 14,39 | 0,00 | 29,93 | 239,40 | 141,29 | 353,04 |
| 9T | 26.318,76 | 1.655,94 | 501,24 | 149,92 | 651,17 | 285,55 | 0,00 | 245,70 | 6,85 | 14,75 | 0,00 | 30,38 | 243,04 | 143,44 | 357,60 |
| 10T | 26.318,76 | 1.655,94 | 530,68 | 149,92 | 680,60 | 285,55 | 0,00 | 248,64 | 7,09 | 15,12 | 0,00 | 30,84 | 246,68 | 145,59 | 362,16 |
| 11T | 26.318,76 | 1.655,94 | 560,11 | 149,92 | 710,03 | 285,55 | 0,00 | 251,58 | 7,34 | 15,48 | 0,00 | 31,29 | 250,33 | 147,73 | 366,73 |
| 12T | 26.318,76 | 1.655,94 | 589,54 | 149,92 | 739,46 | 285,55 | 0,00 | 254,52 | 7,58 | 15,84 | 0,00 | 31,75 | 253,97 | 149,88 | 371,29 |
| 13T | 26.318,76 | 1.655,94 | 618,97 | 149,92 | 768,90 | 285,55 | 0,00 | 257,46 | 7,83 | 16,21 | 0,00 | 32,20 | 257,61 | 152,03 | 375,85 |
| 14T | 26.318,76 | 1.655,94 | 648,41 | 149,92 | 798,33 | 285,55 | 0,00 | 260,40 | 8,07 | 16,57 | 0,00 | 32,66 | 261,25 | 154,18 | 380,41 |
| 1T | 26.918,24 | 1.655,94 | 304,46 | 111,25 | 415,71 | 285,55 | 0,00 | 225,98 | 5,21 | 12,32 | 0,00 | 27,33 | 218,61 | 129,02 | 321,11 |
| 2T | 26.918,24 | 1.655,94 | 333,89 | 111,25 | 445,14 | 285,55 | 0,00 | 228,92 | 5,45 | 12,68 | 0,00 | 27,78 | 222,25 | 131,17 | 325,67 |
| 3T | 26.918,24 | 1.655,94 | 363,32 | 111,25 | 474,57 | 285,55 | 0,00 | 231,85 | 5,70 | 13,04 | 0,00 | 28,24 | 225,89 | 133,32 | 330,23 |
| 4T | 26.918,24 | 1.655,94 | 392,76 | 111,25 | 504,00 | 285,55 | 0,00 | 234,79 | 5,94 | 13,41 | 0,00 | 28,69 | 229,53 | 135,46 | 334,79 |
| 5T | 26.918,24 | 1.655,94 | 422,19 | 111,25 | 533,44 | 285,55 | 0,00 | 237,73 | 6,18 | 13,77 | 0,00 | 29,15 | 233,17 | 137,61 | 339,35 |
| 6T | 26.918,24 | 1.655,94 | 451,62 | 111,25 | 562,87 | 285,55 | 0,00 | 240,67 | 6,43 | 14,13 | 0,00 | 29,60 | 236,81 | 139,76 | 343,92 |
| 7T | 26.918,24 | 1.655,94 | 481,05 | 111,25 | 592,30 | 285,55 | 0,00 | 243,61 | 6,67 | 14,50 | 0,00 | 30,06 | 240,45 | 141,91 | 348,48 |
| 8T | 26.918,24 | 1.655,94 | 510,49 | 111,25 | 621,73 | 285,55 | 0,00 | 246,55 | 6,92 | 14,86 | 0,00 | 30,51 | 244,09 | 144,06 | 353,04 |
| 9T | 26.918,24 | 1.655,94 | 539,92 | 111,25 | 651,17 | 285,55 | 0,00 | 249,49 | 7,16 | 15,22 | 0,00 | 30,97 | 247,73 | 146,21 | 357,60 |
| 10T | 26.918,24 | 1.655,94 | 569,35 | 111,25 | 680,60 | 285,55 | 0,00 | 252,43 | 7,41 | 15,58 | 0,00 | 31,42 | 251,37 | 148,35 | 362,16 |
| 11T | 26.918,24 | 1.655,94 | 598,78 | 111,25 | 710,03 | 285,55 | 0,00 | 255,37 | 7,65 | 15,95 | 0,00 | 31,88 | 255,01 | 150,50 | 366,73 |
| 12T | 26.918,24 | 1.655,94 | 628,22 | 111,25 | 739,46 | 285,55 | 0,00 | 258,30 | 7,90 | 16,31 | 0,00 | 32,33 | 258,66 | 152,65 | 371,29 |
| 13T | 26.918,24 | 1.655,94 | 657,65 | 111,25 | 768,90 | 285,55 | 0,00 | 261,24 | 8,14 | 16,67 | 0,00 | 32,79 | 262,30 | 154,80 | 375,85 |
| 14T | 26.918,24 | 1.655,94 | 687,08 | 111,25 | 798,33 | 285,55 | 0,00 | 264,18 | 8,38 | 17,04 | 0,00 | 33,24 | 265,94 | 156,95 | 380,41 |



VIII CONVENIO COLECTIVO - CEPSSA - REFINERÍA LA RÁBIDA
2 TURNOS - 75% - 2007 - PROVISIONAL -INGRESOS <6/6/95



| TÉCNICOS MEDIOS NIVEL-7 | ANTIGUA R. B. A. | SALARIO BASE MENSUAL | AD PERS. MENSUAL | HOMOGE- NEIZACIÓN CON CEPSSA | NUEVO AD PERSONAM | PLUS TURNO MENSUAL | PLUS NOCTURNO MENSUAL | AD PERS. TURNO FIJO MENSUAL | AD PERS. TURNO VAR. DÍA | PLUS DE DOBLAJE ADICIONAL | | HORA EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-------------------------------|---------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 29.089,37 | 1.816,30 | 284,18 | 140,81 | 424,99 | 285,55 | 0,00 | 239,69 | 6,35 | 14,01 | 0,00 | 29,45 | 235,60 | 139,04 | 347,40 |
| 2T | 29.089,37 | 1.816,30 | 313,61 | 140,81 | 454,42 | 285,55 | 0,00 | 242,63 | 6,59 | 14,37 | 0,00 | 29,90 | 239,24 | 141,19 | 351,96 |
| 3T | 29.089,37 | 1.816,30 | 343,04 | 140,81 | 483,85 | 285,55 | 0,00 | 245,57 | 6,84 | 14,74 | 0,00 | 30,36 | 242,88 | 143,34 | 356,52 |
| 4T | 29.089,37 | 1.816,30 | 372,47 | 140,81 | 513,28 | 285,55 | 0,00 | 248,51 | 7,08 | 15,10 | 0,00 | 30,81 | 246,52 | 145,49 | 361,09 |
| 5T | 29.089,37 | 1.816,30 | 401,91 | 140,81 | 542,72 | 285,55 | 0,00 | 251,44 | 7,32 | 15,46 | 0,00 | 31,27 | 250,16 | 147,64 | 365,65 |
| 6T | 29.089,37 | 1.816,30 | 431,34 | 140,81 | 572,15 | 285,55 | 0,00 | 254,38 | 7,57 | 15,83 | 0,00 | 31,72 | 253,80 | 149,78 | 370,21 |
| 7T | 29.089,37 | 1.816,30 | 460,77 | 140,81 | 601,58 | 285,55 | 0,00 | 257,32 | 7,81 | 16,19 | 0,00 | 32,18 | 257,44 | 151,93 | 374,77 |
| 8T | 29.089,37 | 1.816,30 | 490,20 | 140,81 | 631,02 | 285,55 | 0,00 | 260,26 | 8,06 | 16,55 | 0,00 | 32,63 | 261,08 | 154,08 | 379,33 |
| 9T | 29.089,37 | 1.816,30 | 519,64 | 140,81 | 660,45 | 285,55 | 0,00 | 263,20 | 8,30 | 16,91 | 0,00 | 33,09 | 264,72 | 156,23 | 383,90 |
| 10T | 29.089,37 | 1.816,30 | 549,07 | 140,81 | 689,88 | 285,55 | 0,00 | 266,14 | 8,55 | 17,28 | 0,00 | 33,54 | 268,36 | 158,38 | 388,46 |
| 11T | 29.089,37 | 1.816,30 | 578,50 | 140,81 | 719,31 | 285,55 | 0,00 | 269,08 | 8,79 | 17,64 | 0,00 | 34,00 | 272,00 | 160,53 | 393,02 |
| 12T | 29.089,37 | 1.816,30 | 607,94 | 140,81 | 748,75 | 285,55 | 0,00 | 272,02 | 9,04 | 18,00 | 0,00 | 34,46 | 275,64 | 162,67 | 397,58 |
| 13T | 29.089,37 | 1.816,30 | 637,37 | 140,81 | 778,18 | 285,55 | 0,00 | 274,96 | 9,28 | 18,37 | 0,00 | 34,91 | 279,28 | 164,82 | 402,14 |
| 14T | 29.089,37 | 1.816,30 | 666,80 | 140,81 | 807,61 | 285,55 | 0,00 | 277,89 | 9,53 | 18,73 | 0,00 | 35,37 | 282,92 | 166,97 | 406,71 |
| 1T | 30.124,84 | 1.816,30 | 350,98 | 74,01 | 424,99 | 285,55 | 0,00 | 246,23 | 6,89 | 14,82 | 0,00 | 30,46 | 243,70 | 143,82 | 347,40 |
| 2T | 30.124,84 | 1.816,30 | 380,41 | 74,01 | 454,42 | 285,55 | 0,00 | 249,17 | 7,14 | 15,18 | 0,00 | 30,92 | 247,34 | 145,97 | 351,96 |
| 3T | 30.124,84 | 1.816,30 | 409,85 | 74,01 | 483,85 | 285,55 | 0,00 | 252,11 | 7,38 | 15,54 | 0,00 | 31,37 | 250,98 | 148,12 | 356,52 |
| 4T | 30.124,84 | 1.816,30 | 439,28 | 74,01 | 513,28 | 285,55 | 0,00 | 255,05 | 7,62 | 15,91 | 0,00 | 31,83 | 254,62 | 150,27 | 361,09 |
| 5T | 30.124,84 | 1.816,30 | 468,71 | 74,01 | 542,72 | 285,55 | 0,00 | 257,98 | 7,87 | 16,27 | 0,00 | 32,28 | 258,26 | 152,42 | 365,65 |
| 6T | 30.124,84 | 1.816,30 | 498,14 | 74,01 | 572,15 | 285,55 | 0,00 | 260,92 | 8,11 | 16,63 | 0,00 | 32,74 | 261,90 | 154,56 | 370,21 |
| 7T | 30.124,84 | 1.816,30 | 527,58 | 74,01 | 601,58 | 285,55 | 0,00 | 263,86 | 8,36 | 17,00 | 0,00 | 33,19 | 265,54 | 156,71 | 374,77 |
| 8T | 30.124,84 | 1.816,30 | 557,01 | 74,01 | 631,02 | 285,55 | 0,00 | 266,80 | 8,60 | 17,36 | 0,00 | 33,65 | 269,18 | 158,86 | 379,33 |
| 9T | 30.124,84 | 1.816,30 | 586,44 | 74,01 | 660,45 | 285,55 | 0,00 | 269,74 | 8,85 | 17,72 | 0,00 | 34,10 | 272,82 | 161,01 | 383,90 |
| 10T | 30.124,84 | 1.816,30 | 615,87 | 74,01 | 689,88 | 285,55 | 0,00 | 272,68 | 9,09 | 18,08 | 0,00 | 34,56 | 276,46 | 163,16 | 388,46 |
| 11T | 30.124,84 | 1.816,30 | 645,31 | 74,01 | 719,31 | 285,55 | 0,00 | 275,62 | 9,34 | 18,45 | 0,00 | 35,01 | 280,10 | 165,31 | 393,02 |
| 12T | 30.124,84 | 1.816,30 | 674,74 | 74,01 | 748,75 | 285,55 | 0,00 | 278,56 | 9,58 | 18,81 | 0,00 | 35,47 | 283,74 | 167,46 | 397,58 |
| 13T | 30.124,84 | 1.816,30 | 704,17 | 74,01 | 778,18 | 285,55 | 0,00 | 281,50 | 9,83 | 19,17 | 0,00 | 35,92 | 287,38 | 169,60 | 402,14 |
| 14T | 30.124,84 | 1.816,30 | 733,61 | 74,01 | 807,61 | 285,55 | 0,00 | 284,43 | 10,07 | 19,54 | 0,00 | 36,38 | 291,02 | 171,75 | 406,71 |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 75% - 2007 - PROVISIONAL -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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-------------------------------|---------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 32.183,95 | 2.076,38 | 331,04 | 97,63 | 428,67 | 285,55 | 0,00 | 257,01 | 7,79 | 16,15 | 0,00 | 32,13 | 257,05 | 151,70 | 388,28 |
| 2T | 32.183,95 | 2.076,38 | 360,48 | 97,63 | 458,10 | 285,55 | 0,00 | 259,94 | 8,03 | 16,51 | 0,00 | 32,59 | 260,69 | 153,85 | 392,85 |
| 3T | 32.183,95 | 2.076,38 | 389,91 | 97,63 | 487,54 | 285,55 | 0,00 | 262,88 | 8,28 | 16,88 | 0,00 | 33,04 | 264,33 | 156,00 | 397,41 |
| 4T | 32.183,95 | 2.076,38 | 419,34 | 97,63 | 516,97 | 285,55 | 0,00 | 265,82 | 8,52 | 17,24 | 0,00 | 33,50 | 267,97 | 158,15 | 401,97 |
| 5T | 32.183,95 | 2.076,38 | 448,77 | 97,63 | 546,40 | 285,55 | 0,00 | 268,76 | 8,77 | 17,60 | 0,00 | 33,95 | 271,61 | 160,29 | 406,53 |
| 6T | 32.183,95 | 2.076,38 | 478,21 | 97,63 | 575,83 | 285,55 | 0,00 | 271,70 | 9,01 | 17,96 | 0,00 | 34,41 | 275,25 | 162,44 | 411,09 |
| 7T | 32.183,95 | 2.076,38 | 507,64 | 97,63 | 605,27 | 285,55 | 0,00 | 274,64 | 9,25 | 18,33 | 0,00 | 34,86 | 278,89 | 164,59 | 415,66 |
| 8T | 32.183,95 | 2.076,38 | 537,07 | 97,63 | 634,70 | 285,55 | 0,00 | 277,58 | 9,50 | 18,69 | 0,00 | 35,32 | 282,53 | 166,74 | 420,22 |
| 9T | 32.183,95 | 2.076,38 | 566,51 | 97,63 | 664,13 | 285,55 | 0,00 | 280,52 | 9,74 | 19,05 | 0,00 | 35,77 | 286,17 | 168,89 | 424,78 |
| 10T | 32.183,95 | 2.076,38 | 595,94 | 97,63 | 693,56 | 285,55 | 0,00 | 283,46 | 9,99 | 19,42 | 0,00 | 36,23 | 289,81 | 171,04 | 429,34 |
| 11T | 32.183,95 | 2.076,38 | 625,37 | 97,63 | 723,00 | 285,55 | 0,00 | 286,40 | 10,23 | 19,78 | 0,00 | 36,68 | 293,45 | 173,19 | 433,90 |
| 12T | 32.183,95 | 2.076,38 | 654,80 | 97,63 | 752,43 | 285,55 | 0,00 | 289,33 | 10,48 | 20,14 | 0,00 | 37,14 | 297,09 | 175,33 | 438,47 |
| 13T | 32.183,95 | 2.076,38 | 684,24 | 98,74 | 782,97 | 285,55 | 0,00 | 292,27 | 10,72 | 20,50 | 0,00 | 37,59 | 300,73 | 177,48 | 443,20 |
| 14T | 32.183,95 | 2.076,38 | 713,67 | 97,63 | 811,29 | 285,55 | 0,00 | 295,21 | 10,97 | 20,87 | 0,00 | 38,05 | 304,37 | 179,63 | 447,59 |
| 1T | 33.048,34 | 2.076,38 | 409,57 | 41,86 | 451,43 | 285,55 | 0,00 | 264,69 | 8,43 | 17,10 | 0,00 | 33,32 | 266,57 | 157,32 | 391,81 |
| 2T | 33.048,34 | 2.076,38 | 439,00 | 41,86 | 480,86 | 285,55 | 0,00 | 267,63 | 8,67 | 17,46 | 0,00 | 33,78 | 270,21 | 159,47 | 396,37 |
| 3T | 33.048,34 | 2.076,38 | 468,43 | 41,86 | 510,29 | 285,55 | 0,00 | 270,57 | 8,92 | 17,82 | 0,00 | 34,23 | 273,85 | 161,62 | 400,93 |
| 4T | 33.048,34 | 2.076,38 | 497,87 | 41,86 | 539,72 | 285,55 | 0,00 | 273,51 | 9,16 | 18,19 | 0,00 | 34,69 | 277,49 | 163,77 | 405,50 |
| 5T | 33.048,34 | 2.076,38 | 527,30 | 41,86 | 569,16 | 285,55 | 0,00 | 276,45 | 9,41 | 18,55 | 0,00 | 35,14 | 281,13 | 165,91 | 410,06 |
| 6T | 33.048,34 | 2.076,38 | 556,73 | 41,86 | 598,59 | 285,55 | 0,00 | 279,39 | 9,65 | 18,91 | 0,00 | 35,60 | 284,77 | 168,06 | 414,62 |
| 7T | 33.048,34 | 2.076,38 | 586,16 | 41,86 | 628,02 | 285,55 | 0,00 | 282,33 | 9,89 | 19,28 | 0,00 | 36,05 | 288,41 | 170,21 | 419,18 |
| 8T | 33.048,34 | 2.076,38 | 615,60 | 41,86 | 657,46 | 285,55 | 0,00 | 285,27 | 10,14 | 19,64 | 0,00 | 36,51 | 292,05 | 172,36 | 423,75 |
| 9T | 33.048,34 | 2.076,38 | 645,03 | 41,86 | 686,89 | 285,55 | 0,00 | 288,20 | 10,38 | 20,00 | 0,00 | 36,96 | 295,69 | 174,51 | 428,31 |
| 10T | 33.048,34 | 2.076,38 | 674,46 | 41,86 | 716,32 | 285,55 | 0,00 | 291,14 | 10,63 | 20,37 | 0,00 | 37,42 | 299,33 | 176,66 | 432,87 |
| 11T | 33.048,34 | 2.076,38 | 703,89 | 41,86 | 745,75 | 285,55 | 0,00 | 294,08 | 10,87 | 20,73 | 0,00 | 37,87 | 302,97 | 178,80 | 437,43 |
| 12T | 33.048,34 | 2.076,38 | 733,33 | 41,86 | 775,19 | 285,55 | 0,00 | 297,02 | 11,12 | 21,09 | 0,00 | 38,33 | 306,61 | 180,95 | 441,99 |
| 13T | 33.048,34 | 2.076,38 | 762,76 | 42,97 | 805,73 | 285,55 | 0,00 | 299,96 | 11,36 | 21,45 | 0,00 | 38,78 | 310,25 | 183,10 | 446,73 |
| 14T | 33.048,34 | 2.076,38 | 792,19 | 41,86 | 834,05 | 285,55 | 0,00 | 302,90 | 11,61 | 21,82 | 0,00 | 39,24 | 313,89 | 185,25 | 451,12 |
| 1T | 33.803,69 | 2.076,38 | 458,30 | 0,00 | 458,30 | 285,55 | 0,00 | 269,46 | 8,82 | 17,69 | 0,00 | 34,06 | 272,48 | 160,81 | 392,88 |
| 2T | 33.803,69 | 2.076,38 | 487,73 | 0,00 | 487,73 | 285,55 | 0,00 | 272,40 | 9,07 | 18,05 | 0,00 | 34,51 | 276,12 | 162,96 | 397,44 |
| 3T | 33.803,69 | 2.076,38 | 517,17 | 0,00 | 517,17 | 285,55 | 0,00 | 275,34 | 9,31 | 18,41 | 0,00 | 34,97 | 279,76 | 165,10 | 402,00 |
| 4T | 33.803,69 | 2.076,38 | 546,60 | 0,00 | 546,60 | 285,55 | 0,00 | 278,28 | 9,56 | 18,78 | 0,00 | 35,42 | 283,40 | 167,25 | 406,56 |
| 5T | 33.803,69 | 2.076,38 | 576,03 | 0,00 | 576,03 | 285,55 | 0,00 | 281,22 | 9,80 | 19,14 | 0,00 | 35,88 | 287,04 | 169,40 | 411,12 |
| 6T | 33.803,69 | 2.076,38 | 605,46 | 0,00 | 605,46 | 285,55 | 0,00 | 284,16 | 10,05 | 19,50 | 0,00 | 36,33 | 290,68 | 171,55 | 415,69 |
| 7T | 33.803,69 | 2.076,38 | 634,90 | 0,00 | 634,90 | 285,55 | 0,00 | 287,10 | 10,29 | 19,87 | 0,00 | 36,79 | 294,32 | 173,70 | 420,25 |
| 8T | 33.803,69 | 2.076,38 | 664,33 | 0,00 | 664,33 | 285,55 | 0,00 | 290,04 | 10,54 | 20,23 | 0,00 | 37,24 | 297,96 | 175,85 | 424,81 |
| 9T | 33.803,69 | 2.076,38 | 693,76 | 0,00 | 693,76 | 285,55 | 0,00 | 292,97 | 10,78 | 20,59 | 0,00 | 37,70 | 301,60 | 178,00 | 429,37 |
| 10T | 33.803,69 | 2.076,38 | 723,19 | 0,00 | 723,19 | 285,55 | 0,00 | 295,91 | 11,02 | 20,95 | 0,00 | 38,16 | 305,24 | 180,14 | 433,93 |
| 11T | 33.803,69 | 2.076,38 | 752,63 | 0,00 | 752,63 | 285,55 | 0,00 | 298,85 | 11,27 | 21,32 | 0,00 | 38,61 | 308,88 | 182,29 | 438,50 |
| 12T | 33.803,69 | 2.076,38 | 782,06 | 0,00 | 782,06 | 285,55 | 0,00 | 301,79 | 11,51 | 21,68 | 0,00 | 39,07 | 312,52 | 184,44 | 443,06 |
| 13T | 33.803,69 | 2.076,38 | 811,49 | 0,00 | 811,49 | 285,55 | 0,00 | 304,73 | 11,76 | 22,04 | 0,00 | 39,52 | 316,16 | 186,59 | 447,62 |
| 14T | 33.803,69 | 2.076,38 | 840,92 | 0,00 | 840,92 | 285,55 | 0,00 | 307,67 | 12,00 | 22,41 | 0,00 | 39,98 | 319,80 | 188,74 | 452,18 |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 50% -con festivos -2007 - PROVISIONALAL - 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-----------------------------------|-------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 24.615,66 | 1.510,59 | 301,24 | 103,56 | 404,808 | 190,368 | 0,000 | 155,71 | 5,409 | 11,675 | 0,000 | 24,270 | 194,159 | 113,670 | 296,89 |
| 2T | 24.615,66 | 1.510,59 | 330,68 | 103,56 | 434,241 | 190,368 | 0,000 | 158,60 | 5,626 | 12,007 | 0,000 | 24,662 | 197,298 | 115,779 | 301,45 |
| 3T | 24.615,66 | 1.510,59 | 360,11 | 103,56 | 463,673 | 190,368 | 0,000 | 161,49 | 5,842 | 12,340 | 0,000 | 25,055 | 200,438 | 117,888 | 306,01 |
| 4T | 24.615,66 | 1.510,59 | 389,54 | 103,56 | 493,106 | 190,368 | 0,000 | 164,38 | 6,059 | 12,673 | 0,000 | 25,447 | 203,577 | 119,997 | 310,57 |
| 5T | 24.615,66 | 1.510,59 | 418,97 | 103,56 | 522,539 | 190,368 | 0,000 | 167,26 | 6,275 | 13,005 | 0,000 | 25,862 | 206,899 | 122,106 | 315,14 |
| 6T | 24.615,66 | 1.510,59 | 448,41 | 103,56 | 551,971 | 190,368 | 0,000 | 170,15 | 6,491 | 13,338 | 0,000 | 26,309 | 210,473 | 124,215 | 319,70 |
| 7T | 24.615,66 | 1.510,59 | 477,84 | 103,56 | 581,404 | 190,368 | 0,000 | 173,04 | 6,708 | 13,671 | 0,000 | 26,756 | 214,046 | 126,324 | 324,26 |
| 8T | 24.615,66 | 1.510,59 | 507,27 | 103,56 | 610,836 | 190,368 | 0,000 | 175,93 | 6,924 | 14,004 | 0,000 | 27,202 | 217,619 | 128,432 | 328,82 |
| 9T | 24.615,66 | 1.510,59 | 536,70 | 103,56 | 640,269 | 190,368 | 0,000 | 178,82 | 7,141 | 14,336 | 0,000 | 27,649 | 221,193 | 130,541 | 333,38 |
| 10T | 24.615,66 | 1.510,59 | 566,14 | 103,56 | 669,701 | 190,368 | 0,000 | 181,71 | 7,357 | 14,669 | 0,000 | 28,096 | 224,766 | 132,650 | 337,95 |
| 11T | 24.615,66 | 1.510,59 | 595,57 | 103,56 | 699,134 | 190,368 | 0,000 | 184,60 | 7,574 | 15,002 | 0,000 | 28,542 | 228,340 | 134,759 | 342,51 |
| 12T | 24.615,66 | 1.510,59 | 625,00 | 103,56 | 728,567 | 190,368 | 0,000 | 187,49 | 7,790 | 15,334 | 0,000 | 28,989 | 231,913 | 136,868 | 347,07 |
| 13T | 24.615,66 | 1.510,59 | 654,43 | 103,56 | 757,999 | 190,368 | 0,000 | 190,38 | 8,007 | 15,667 | 0,000 | 29,436 | 235,486 | 138,977 | 351,63 |
| 14T | 24.615,66 | 1.510,59 | 683,87 | 103,56 | 787,432 | 190,368 | 0,000 | 193,26 | 8,223 | 16,000 | 0,000 | 29,882 | 239,060 | 141,086 | 356,19 |
| 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
| 1T | 26.318,76 | 1.655,94 | 265,78 | 149,92 | 415,706 | 190,368 | 0,000 | 166,28 | 6,201 | 12,892 | 0,000 | 25,758 | 206,068 | 121,389 | 321,11 |
| 2T | 26.318,76 | 1.655,94 | 295,21 | 149,92 | 445,138 | 190,368 | 0,000 | 169,17 | 6,418 | 13,225 | 0,000 | 26,157 | 209,258 | 123,498 | 325,67 |
| 3T | 26.318,76 | 1.655,94 | 324,65 | 149,92 | 474,571 | 190,368 | 0,000 | 172,06 | 6,634 | 13,558 | 0,000 | 26,604 | 212,831 | 125,607 | 330,23 |
| 4T | 26.318,76 | 1.655,94 | 354,08 | 149,92 | 504,003 | 190,368 | 0,000 | 174,95 | 6,851 | 13,890 | 0,000 | 27,051 | 216,404 | 127,715 | 334,79 |
| 5T | 26.318,76 | 1.655,94 | 383,51 | 149,92 | 533,436 | 190,368 | 0,000 | 177,84 | 7,067 | 14,223 | 0,000 | 27,497 | 219,978 | 129,824 | 339,35 |
| 6T | 26.318,76 | 1.655,94 | 412,94 | 149,92 | 562,869 | 190,368 | 0,000 | 180,73 | 7,284 | 14,556 | 0,000 | 27,944 | 223,551 | 131,933 | 343,92 |
| 7T | 26.318,76 | 1.655,94 | 442,38 | 149,92 | 592,301 | 190,368 | 0,000 | 183,62 | 7,500 | 14,889 | 0,000 | 28,391 | 227,125 | 134,042 | 348,48 |
| 8T | 26.318,76 | 1.655,94 | 471,81 | 149,92 | 621,734 | 190,368 | 0,000 | 186,50 | 7,717 | 15,221 | 0,000 | 28,837 | 230,698 | 136,151 | 353,04 |
| 9T | 26.318,76 | 1.655,94 | 501,24 | 149,92 | 651,166 | 190,368 | 0,000 | 189,39 | 7,933 | 15,554 | 0,000 | 29,284 | 234,271 | 138,260 | 357,60 |
| 10T | 26.318,76 | 1.655,94 | 530,68 | 149,92 | 680,599 | 190,368 | 0,000 | 192,28 | 8,150 | 15,887 | 0,000 | 29,731 | 237,845 | 140,369 | 362,16 |
| 11T | 26.318,76 | 1.655,94 | 560,11 | 149,92 | 710,032 | 190,368 | 0,000 | 195,17 | 8,366 | 16,219 | 0,000 | 30,177 | 241,418 | 142,478 | 366,73 |
| 12T | 26.318,76 | 1.655,94 | 589,54 | 149,92 | 739,464 | 190,368 | 0,000 | 198,06 | 8,583 | 16,552 | 0,000 | 30,624 | 244,992 | 144,587 | 371,29 |
| 13T | 26.318,76 | 1.655,94 | 618,97 | 149,92 | 768,897 | 190,368 | 0,000 | 200,95 | 8,799 | 16,885 | 0,000 | 31,071 | 248,565 | 146,696 | 375,85 |
| 14T | 26.318,76 | 1.655,94 | 648,41 | 149,92 | 798,329 | 190,368 | 0,000 | 203,84 | 9,016 | 17,218 | 0,000 | 31,517 | 252,139 | 148,805 | 380,41 |
| 1T | 26.918,24 | 1.655,94 | 304,46 | 111,25 | 415,706 | 190,368 | 0,000 | 170,00 | 6,480 | 13,321 | 0,000 | 26,286 | 210,288 | 124,106 | 321,11 |
| 2T | 26.918,24 | 1.655,94 | 333,89 | 111,25 | 445,138 | 190,368 | 0,000 | 172,89 | 6,697 | 13,654 | 0,000 | 26,733 | 213,861 | 126,215 | 325,67 |
| 3T | 26.918,24 | 1.655,94 | 363,32 | 111,25 | 474,571 | 190,368 | 0,000 | 175,78 | 6,913 | 13,986 | 0,000 | 27,179 | 217,435 | 128,323 | 330,23 |
| 4T | 26.918,24 | 1.655,94 | 392,76 | 111,25 | 504,003 | 190,368 | 0,000 | 178,67 | 7,130 | 14,319 | 0,000 | 27,626 | 221,008 | 130,432 | 334,79 |
| 5T | 26.918,24 | 1.655,94 | 422,19 | 111,25 | 533,436 | 190,368 | 0,000 | 181,56 | 7,346 | 14,652 | 0,000 | 28,073 | 224,581 | 132,541 | 339,35 |
| 6T | 26.918,24 | 1.655,94 | 451,62 | 111,25 | 562,869 | 190,368 | 0,000 | 184,45 | 7,563 | 14,985 | 0,000 | 28,519 | 228,155 | 134,650 | 343,92 |
| 7T | 26.918,24 | 1.655,94 | 481,05 | 111,25 | 592,301 | 190,368 | 0,000 | 187,34 | 7,779 | 15,317 | 0,000 | 28,966 | 231,728 | 136,759 | 348,48 |
| 8T | 26.918,24 | 1.655,94 | 510,49 | 111,25 | 621,734 | 190,368 | 0,000 | 190,23 | 7,996 | 15,650 | 0,000 | 29,413 | 235,302 | 138,868 | 353,04 |
| 9T | 26.918,24 | 1.655,94 | 539,92 | 111,25 | 651,166 | 190,368 | 0,000 | 193,12 | 8,212 | 15,983 | 0,000 | 29,859 | 238,875 | 140,977 | 357,60 |
| 10T | 26.918,24 | 1.655,94 | 569,35 | 111,25 | 680,599 | 190,368 | 0,000 | 196,00 | 8,429 | 16,315 | 0,000 | 30,306 | 242,449 | 143,086 | 362,16 |
| 11T | 26.918,24 | 1.655,94 | 598,78 | 111,25 | 710,032 | 190,368 | 0,000 | 198,89 | 8,645 | 16,648 | 0,000 | 30,753 | 246,022 | 145,195 | 366,73 |
| 12T | 26.918,24 | 1.655,94 | 628,22 | 111,25 | 739,464 | 190,368 | 0,000 | 201,78 | 8,861 | 16,981 | 0,000 | 31,199 | 249,595 | 147,304 | 371,29 |
| 13T | 26.918,24 | 1.655,94 | 657,65 | 111,25 | 768,897 | 190,368 | 0,000 | 204,67 | 9,078 | 17,314 | 0,000 | 31,646 | 253,169 | 149,413 | 375,85 |
| 14T | 26.918,24 | 1.655,94 | 687,08 | 111,25 | 798,329 | 190,368 | 0,000 | 207,56 | 9,294 | 17,646 | 0,000 | 32,093 | 256,742 | 151,522 | 380,41 |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 50% -con festivos -2007 - PROVISIONALAL - 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-------------------------------|-------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 29.089,37 | 1.816,30 | 284,18 | 140,81 | 424,987 | 190,368 | 0,000 | 183,48 | 7,490 | 14,873 | 0,000 | 28,370 | 226,961 | 133,945 | 347,40 |
| 2T | 29.089,37 | 1.816,30 | 313,61 | 140,81 | 454,420 | 190,368 | 0,000 | 186,37 | 7,707 | 15,206 | 0,000 | 28,817 | 230,534 | 136,054 | 351,96 |
| 3T | 29.089,37 | 1.816,30 | 343,04 | 140,81 | 483,852 | 190,368 | 0,000 | 189,26 | 7,923 | 15,539 | 0,000 | 29,263 | 234,107 | 138,163 | 356,52 |
| 4T | 29.089,37 | 1.816,30 | 372,47 | 140,81 | 513,285 | 190,368 | 0,000 | 192,15 | 8,140 | 15,871 | 0,000 | 29,710 | 237,681 | 140,272 | 361,09 |
| 5T | 29.089,37 | 1.816,30 | 401,91 | 140,81 | 542,717 | 190,368 | 0,000 | 195,04 | 8,356 | 16,204 | 0,000 | 30,157 | 241,254 | 142,381 | 365,65 |
| 6T | 29.089,37 | 1.816,30 | 431,34 | 140,81 | 572,150 | 190,368 | 0,000 | 197,93 | 8,573 | 16,537 | 0,000 | 30,603 | 244,828 | 144,490 | 370,21 |
| 7T | 29.089,37 | 1.816,30 | 460,77 | 140,81 | 601,583 | 190,368 | 0,000 | 200,82 | 8,789 | 16,870 | 0,000 | 31,050 | 248,401 | 146,599 | 374,77 |
| 8T | 29.089,37 | 1.816,30 | 490,20 | 140,81 | 631,015 | 190,368 | 0,000 | 203,71 | 9,006 | 17,202 | 0,000 | 31,497 | 251,975 | 148,708 | 379,33 |
| 9T | 29.089,37 | 1.816,30 | 519,64 | 140,81 | 660,448 | 190,368 | 0,000 | 206,59 | 9,222 | 17,535 | 0,000 | 31,943 | 255,548 | 150,817 | 383,90 |
| 10T | 29.089,37 | 1.816,30 | 549,07 | 140,81 | 689,880 | 190,368 | 0,000 | 209,48 | 9,439 | 17,868 | 0,000 | 32,390 | 259,121 | 152,926 | 388,46 |
| 11T | 29.089,37 | 1.816,30 | 578,50 | 140,81 | 719,313 | 190,368 | 0,000 | 212,37 | 9,655 | 18,200 | 0,000 | 32,837 | 262,695 | 155,035 | 393,02 |
| 12T | 29.089,37 | 1.816,30 | 607,94 | 140,81 | 748,746 | 190,368 | 0,000 | 215,26 | 9,871 | 18,533 | 0,000 | 33,284 | 266,268 | 157,144 | 397,58 |
| 13T | 29.089,37 | 1.816,30 | 637,37 | 140,81 | 778,178 | 190,368 | 0,000 | 218,15 | 10,088 | 18,866 | 0,000 | 33,730 | 269,842 | 159,252 | 402,14 |
| 14T | 29.089,37 | 1.816,30 | 666,80 | 140,81 | 807,611 | 190,368 | 0,000 | 221,04 | 10,304 | 19,199 | 0,000 | 34,177 | 273,415 | 161,361 | 406,71 |
| 1T | 30.124,84 | 1.816,30 | 350,98 | 74,01 | 424,987 | 190,368 | 0,000 | 189,91 | 7,972 | 15,614 | 0,000 | 29,364 | 234,912 | 138,638 | 347,40 |
| 2T | 30.124,84 | 1.816,30 | 380,41 | 74,01 | 454,420 | 190,368 | 0,000 | 192,80 | 8,188 | 15,946 | 0,000 | 29,811 | 238,486 | 140,747 | 351,96 |
| 3T | 30.124,84 | 1.816,30 | 409,85 | 74,01 | 483,852 | 190,368 | 0,000 | 195,69 | 8,405 | 16,279 | 0,000 | 30,257 | 242,059 | 142,856 | 356,52 |
| 4T | 30.124,84 | 1.816,30 | 439,28 | 74,01 | 513,285 | 190,368 | 0,000 | 198,58 | 8,621 | 16,612 | 0,000 | 30,704 | 245,633 | 144,965 | 361,09 |
| 5T | 30.124,84 | 1.816,30 | 468,71 | 74,01 | 542,717 | 190,368 | 0,000 | 201,47 | 8,838 | 16,945 | 0,000 | 31,151 | 249,206 | 147,074 | 365,65 |
| 6T | 30.124,84 | 1.816,30 | 498,14 | 74,01 | 572,150 | 190,368 | 0,000 | 204,36 | 9,054 | 17,277 | 0,000 | 31,597 | 252,779 | 149,183 | 370,21 |
| 7T | 30.124,84 | 1.816,30 | 527,58 | 74,01 | 601,583 | 190,368 | 0,000 | 207,25 | 9,271 | 17,610 | 0,000 | 32,044 | 256,353 | 151,292 | 374,77 |
| 8T | 30.124,84 | 1.816,30 | 557,01 | 74,01 | 631,015 | 190,368 | 0,000 | 210,13 | 9,487 | 17,943 | 0,000 | 32,491 | 259,926 | 153,401 | 379,33 |
| 9T | 30.124,84 | 1.816,30 | 586,44 | 74,01 | 660,448 | 190,368 | 0,000 | 213,02 | 9,704 | 18,275 | 0,000 | 32,937 | 263,500 | 155,510 | 383,90 |
| 10T | 30.124,84 | 1.816,30 | 615,87 | 74,01 | 689,880 | 190,368 | 0,000 | 215,91 | 9,920 | 18,608 | 0,000 | 33,384 | 267,073 | 157,619 | 388,46 |
| 11T | 30.124,84 | 1.816,30 | 645,31 | 74,01 | 719,313 | 190,368 | 0,000 | 218,80 | 10,137 | 18,941 | 0,000 | 33,831 | 270,647 | 159,728 | 393,02 |
| 12T | 30.124,84 | 1.816,30 | 674,74 | 74,01 | 748,746 | 190,368 | 0,000 | 221,69 | 10,353 | 19,274 | 0,000 | 34,277 | 274,220 | 161,836 | 397,58 |
| 13T | 30.124,84 | 1.816,30 | 704,17 | 74,01 | 778,178 | 190,368 | 0,000 | 224,58 | 10,570 | 19,606 | 0,000 | 34,724 | 277,793 | 163,945 | 402,14 |
| 14T | 30.124,84 | 1.816,30 | 733,61 | 74,01 | 807,611 | 190,368 | 0,000 | 227,47 | 10,786 | 19,939 | 0,000 | 35,171 | 281,367 | 166,054 | 406,71 |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 50% -con festivos -2007 - PROVISIONALAL - 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-------------------------------|---------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 32.183,95 | 2.076,38 | 331,04 | 97,63 | 428,670 | 190,368 | 0,000 | 200,51 | 8,766 | 16,834 | 0,000 | 31,002 | 248,016 | 146,372 | 388,28 |
| 2T | 32.183,95 | 2.076,38 | 360,48 | 97,63 | 458,103 | 190,368 | 0,000 | 203,39 | 8,982 | 17,167 | 0,000 | 31,449 | 251,590 | 148,481 | 392,85 |
| 3T | 32.183,95 | 2.076,38 | 389,91 | 97,63 | 487,536 | 190,368 | 0,000 | 206,28 | 9,199 | 17,499 | 0,000 | 31,895 | 255,163 | 150,590 | 397,41 |
| 4T | 32.183,95 | 2.076,38 | 419,34 | 97,63 | 516,968 | 190,368 | 0,000 | 209,17 | 9,415 | 17,832 | 0,000 | 32,342 | 258,736 | 152,699 | 401,97 |
| 5T | 32.183,95 | 2.076,38 | 448,77 | 97,63 | 546,401 | 190,368 | 0,000 | 212,06 | 9,632 | 18,165 | 0,000 | 32,789 | 262,310 | 154,807 | 406,53 |
| 6T | 32.183,95 | 2.076,38 | 478,21 | 97,63 | 575,833 | 190,368 | 0,000 | 214,95 | 9,848 | 18,497 | 0,000 | 33,235 | 265,883 | 156,916 | 411,09 |
| 7T | 32.183,95 | 2.076,38 | 507,64 | 97,63 | 605,266 | 190,368 | 0,000 | 217,84 | 10,065 | 18,830 | 0,000 | 33,682 | 269,457 | 159,025 | 415,66 |
| 8T | 32.183,95 | 2.076,38 | 537,07 | 97,63 | 634,699 | 190,368 | 0,000 | 220,73 | 10,281 | 19,163 | 0,000 | 34,129 | 273,030 | 161,134 | 420,22 |
| 9T | 32.183,95 | 2.076,38 | 566,51 | 97,63 | 664,131 | 190,368 | 0,000 | 223,62 | 10,498 | 19,496 | 0,000 | 34,575 | 276,604 | 163,243 | 424,78 |
| 10T | 32.183,95 | 2.076,38 | 595,94 | 97,63 | 693,564 | 190,368 | 0,000 | 226,51 | 10,714 | 19,828 | 0,000 | 35,022 | 280,177 | 165,352 | 429,34 |
| 11T | 32.183,95 | 2.076,38 | 625,37 | 97,63 | 722,996 | 190,368 | 0,000 | 229,39 | 10,931 | 20,161 | 0,000 | 35,469 | 283,750 | 167,461 | 433,90 |
| 12T | 32.183,95 | 2.076,38 | 654,80 | 98,74 | 753,539 | 190,368 | 0,000 | 232,28 | 11,147 | 20,494 | 0,000 | 35,915 | 287,324 | 169,570 | 438,64 |
| 13T | 32.183,95 | 2.076,38 | 684,24 | 99,85 | 784,081 | 190,368 | 0,000 | 235,17 | 11,363 | 20,826 | 0,000 | 36,362 | 290,897 | 171,679 | 443,37 |
| 14T | 32.183,95 | 2.076,38 | 713,67 | 97,63 | 811,294 | 190,368 | 0,000 | 238,06 | 11,580 | 21,159 | 0,000 | 36,809 | 294,471 | 173,788 | 447,59 |
| 1T | 33.048,34 | 2.076,38 | 409,57 | 41,86 | 451,428 | 190,368 | 0,000 | 208,06 | 9,332 | 17,704 | 0,000 | 32,170 | 257,363 | 151,888 | 391,81 |
| 2T | 33.048,34 | 2.076,38 | 439,00 | 41,86 | 480,860 | 190,368 | 0,000 | 210,95 | 9,548 | 18,037 | 0,000 | 32,617 | 260,936 | 153,997 | 396,37 |
| 3T | 33.048,34 | 2.076,38 | 468,43 | 41,86 | 510,293 | 190,368 | 0,000 | 213,84 | 9,765 | 18,369 | 0,000 | 33,064 | 264,510 | 156,106 | 400,93 |
| 4T | 33.048,34 | 2.076,38 | 497,87 | 41,86 | 539,725 | 190,368 | 0,000 | 216,73 | 9,981 | 18,702 | 0,000 | 33,510 | 268,083 | 158,215 | 405,50 |
| 5T | 33.048,34 | 2.076,38 | 527,30 | 41,86 | 569,158 | 190,368 | 0,000 | 219,62 | 10,198 | 19,035 | 0,000 | 33,957 | 271,657 | 160,324 | 410,06 |
| 6T | 33.048,34 | 2.076,38 | 556,73 | 41,86 | 598,591 | 190,368 | 0,000 | 222,51 | 10,414 | 19,368 | 0,000 | 34,404 | 275,230 | 162,433 | 414,62 |
| 7T | 33.048,34 | 2.076,38 | 586,16 | 41,86 | 628,023 | 190,368 | 0,000 | 225,39 | 10,631 | 19,700 | 0,000 | 34,850 | 278,803 | 164,541 | 419,18 |
| 8T | 33.048,34 | 2.076,38 | 615,60 | 41,86 | 657,456 | 190,368 | 0,000 | 228,28 | 10,847 | 20,033 | 0,000 | 35,297 | 282,377 | 166,650 | 423,75 |
| 9T | 33.048,34 | 2.076,38 | 645,03 | 41,86 | 686,888 | 190,368 | 0,000 | 231,17 | 11,064 | 20,366 | 0,000 | 35,744 | 285,950 | 168,759 | 428,31 |
| 10T | 33.048,34 | 2.076,38 | 674,46 | 41,86 | 716,321 | 190,368 | 0,000 | 234,06 | 11,280 | 20,698 | 0,000 | 36,190 | 289,524 | 170,868 | 432,87 |
| 11T | 33.048,34 | 2.076,38 | 703,89 | 41,86 | 745,754 | 190,368 | 0,000 | 236,95 | 11,497 | 21,031 | 0,000 | 36,637 | 293,097 | 172,977 | 437,43 |
| 12T | 33.048,34 | 2.076,38 | 733,33 | 42,97 | 776,296 | 190,368 | 0,000 | 239,84 | 11,713 | 21,364 | 0,000 | 37,084 | 296,670 | 175,086 | 442,17 |
| 13T | 33.048,34 | 2.076,38 | 762,76 | 44,08 | 806,838 | 190,368 | 0,000 | 242,73 | 11,930 | 21,697 | 0,000 | 37,530 | 300,244 | 177,195 | 446,90 |
| 14T | 33.048,34 | 2.076,38 | 792,19 | 41,86 | 834,051 | 190,368 | 0,000 | 245,62 | 12,146 | 22,029 | 0,000 | 37,977 | 303,817 | 179,304 | 451,12 |
| 1T | 33.803,69 | 2.076,38 | 458,30 | 0,00 | 458,301 | 190,368 | 0,000 | 212,75 | 9,683 | 18,244 | 0,000 | 32,895 | 263,163 | 155,311 | 392,88 |
| 2T | 33.803,69 | 2.076,38 | 487,73 | 0,00 | 487,734 | 190,368 | 0,000 | 215,64 | 9,900 | 18,577 | 0,000 | 33,342 | 266,737 | 157,420 | 397,44 |
| 3T | 33.803,69 | 2.076,38 | 517,17 | 0,00 | 517,166 | 190,368 | 0,000 | 218,53 | 10,116 | 18,910 | 0,000 | 33,789 | 270,310 | 159,529 | 402,00 |
| 4T | 33.803,69 | 2.076,38 | 546,60 | 0,00 | 546,599 | 190,368 | 0,000 | 221,42 | 10,333 | 19,242 | 0,000 | 34,235 | 273,884 | 161,638 | 406,56 |
| 5T | 33.803,69 | 2.076,38 | 576,03 | 0,00 | 576,031 | 190,368 | 0,000 | 224,31 | 10,549 | 19,575 | 0,000 | 34,682 | 277,457 | 163,747 | 411,12 |
| 6T | 33.803,69 | 2.076,38 | 605,46 | 0,00 | 605,464 | 190,368 | 0,000 | 227,20 | 10,766 | 19,908 | 0,000 | 35,129 | 281,031 | 165,856 | 415,69 |
| 7T | 33.803,69 | 2.076,38 | 634,90 | 0,00 | 634,897 | 190,368 | 0,000 | 230,08 | 10,982 | 20,240 | 0,000 | 35,576 | 284,604 | 167,965 | 420,25 |
| 8T | 33.803,69 | 2.076,38 | 664,33 | 0,00 | 664,329 | 190,368 | 0,000 | 232,97 | 11,199 | 20,573 | 0,000 | 36,022 | 288,177 | 170,074 | 424,81 |
| 9T | 33.803,69 | 2.076,38 | 693,76 | 0,00 | 693,762 | 190,368 | 0,000 | 235,86 | 11,415 | 20,906 | 0,000 | 36,469 | 291,751 | 172,183 | 429,37 |
| 10T | 33.803,69 | 2.076,38 | 723,19 | 0,00 | 723,194 | 190,368 | 0,000 | 238,75 | 11,632 | 21,239 | 0,000 | 36,916 | 295,324 | 174,292 | 433,93 |
| 11T | 33.803,69 | 2.076,38 | 752,63 | 0,00 | 752,627 | 190,368 | 0,000 | 241,64 | 11,848 | 21,571 | 0,000 | 37,362 | 298,898 | 176,401 | 438,50 |
| 12T | 33.803,69 | 2.076,38 | 782,06 | 1,00 | 783,027 | 190,368 | 0,000 | 244,53 | 12,065 | 21,904 | 0,000 | 37,809 | 302,471 | 178,509 | 443,21 |
| 13T | 33.803,69 | 2.076,38 | 811,49 | 2,00 | 813,492 | 190,368 | 0,000 | 247,42 | 12,281 | 22,237 | 0,000 | 38,256 | 306,045 | 180,618 | 447,93 |
| 14T | 33.803,69 | 2.076,38 | 840,92 | 0,00 | 840,925 | 190,368 | 0,000 | 250,31 | 12,498 | 22,569 | 0,000 | 38,702 | 309,618 | 182,727 | 452,18 |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 50% - sin festivos - 2007 - PROVISIONALAL - 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-----------------------------------|-------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 24.615,66 | 1.510,59 | 301,24 | 103,56 | 404,808 | 190,368 | 0,000 | 0,00 | 4,808 | 10,655 | 0,000 | 24,076 | 192,605 | 106,066 | 296,89 |
| 2T | 24.615,66 | 1.510,59 | 330,68 | 103,56 | 434,241 | 190,368 | 0,000 | 0,00 | 5,014 | 10,968 | 0,000 | 24,522 | 196,179 | 108,033 | 301,45 |
| 3T | 24.615,66 | 1.510,59 | 360,11 | 103,56 | 463,673 | 190,368 | 0,000 | 0,00 | 5,219 | 11,282 | 0,000 | 24,969 | 199,752 | 110,001 | 306,01 |
| 4T | 24.615,66 | 1.510,59 | 389,54 | 103,56 | 493,106 | 190,368 | 0,000 | 0,00 | 5,424 | 11,596 | 0,000 | 25,416 | 203,326 | 111,969 | 310,57 |
| 5T | 24.615,66 | 1.510,59 | 418,97 | 103,56 | 522,539 | 190,368 | 0,000 | 0,00 | 5,630 | 11,910 | 0,000 | 25,862 | 206,899 | 113,937 | 315,14 |
| 6T | 24.615,66 | 1.510,59 | 448,41 | 103,56 | 551,971 | 190,368 | 0,000 | 0,00 | 5,835 | 12,224 | 0,000 | 26,309 | 210,473 | 115,905 | 319,70 |
| 7T | 24.615,66 | 1.510,59 | 477,84 | 103,56 | 581,404 | 190,368 | 0,000 | 0,00 | 6,040 | 12,537 | 0,000 | 26,756 | 214,046 | 117,873 | 324,26 |
| 8T | 24.615,66 | 1.510,59 | 507,27 | 103,56 | 610,836 | 190,368 | 0,000 | 0,00 | 6,246 | 12,851 | 0,000 | 27,202 | 217,619 | 119,840 | 328,82 |
| 9T | 24.615,66 | 1.510,59 | 536,70 | 103,56 | 640,269 | 190,368 | 0,000 | 0,00 | 6,451 | 13,165 | 0,000 | 27,649 | 221,193 | 121,808 | 333,38 |
| 10T | 24.615,66 | 1.510,59 | 566,14 | 103,56 | 669,701 | 190,368 | 0,000 | 0,00 | 6,656 | 13,479 | 0,000 | 28,096 | 224,766 | 123,776 | 337,95 |
| 11T | 24.615,66 | 1.510,59 | 595,57 | 103,56 | 699,134 | 190,368 | 0,000 | 0,00 | 6,862 | 13,793 | 0,000 | 28,542 | 228,340 | 125,744 | 342,51 |
| 12T | 24.615,66 | 1.510,59 | 625,00 | 103,56 | 728,567 | 190,368 | 0,000 | 0,00 | 7,067 | 14,106 | 0,000 | 28,989 | 231,913 | 127,712 | 347,07 |
| 13T | 24.615,66 | 1.510,59 | 654,43 | 103,56 | 757,999 | 190,368 | 0,000 | 0,00 | 7,272 | 14,420 | 0,000 | 29,436 | 235,486 | 129,680 | 351,63 |
| 14T | 24.615,66 | 1.510,59 | 683,87 | 103,56 | 787,432 | 190,368 | 0,000 | 0,00 | 7,478 | 14,734 | 0,000 | 29,882 | 239,060 | 131,648 | 356,19 |
| 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
| 1T | 26.318,76 | 1.655,94 | 265,78 | 149,92 | 415,706 | 190,368 | 0,000 | 0,00 | 5,560 | 11,803 | 0,000 | 25,711 | 205,684 | 113,268 | 321,11 |
| 2T | 26.318,76 | 1.655,94 | 295,21 | 149,92 | 445,138 | 190,368 | 0,000 | 0,00 | 5,765 | 12,117 | 0,000 | 26,157 | 209,258 | 115,236 | 325,67 |
| 3T | 26.318,76 | 1.655,94 | 324,65 | 149,92 | 474,571 | 190,368 | 0,000 | 0,00 | 5,970 | 12,431 | 0,000 | 26,604 | 212,831 | 117,204 | 330,23 |
| 4T | 26.318,76 | 1.655,94 | 354,08 | 149,92 | 504,003 | 190,368 | 0,000 | 0,00 | 6,176 | 12,744 | 0,000 | 27,051 | 216,404 | 119,171 | 334,79 |
| 5T | 26.318,76 | 1.655,94 | 383,51 | 149,92 | 533,436 | 190,368 | 0,000 | 0,00 | 6,381 | 13,058 | 0,000 | 27,497 | 219,978 | 121,139 | 339,35 |
| 6T | 26.318,76 | 1.655,94 | 412,94 | 149,92 | 562,869 | 190,368 | 0,000 | 0,00 | 6,586 | 13,372 | 0,000 | 27,944 | 223,551 | 123,107 | 343,92 |
| 7T | 26.318,76 | 1.655,94 | 442,38 | 149,92 | 592,301 | 190,368 | 0,000 | 0,00 | 6,792 | 13,686 | 0,000 | 28,391 | 227,125 | 125,075 | 348,48 |
| 8T | 26.318,76 | 1.655,94 | 471,81 | 149,92 | 621,734 | 190,368 | 0,000 | 0,00 | 6,997 | 14,000 | 0,000 | 28,837 | 230,698 | 127,043 | 353,04 |
| 9T | 26.318,76 | 1.655,94 | 501,24 | 149,92 | 651,166 | 190,368 | 0,000 | 0,00 | 7,202 | 14,313 | 0,000 | 29,284 | 234,271 | 129,011 | 357,60 |
| 10T | 26.318,76 | 1.655,94 | 530,68 | 149,92 | 680,599 | 190,368 | 0,000 | 0,00 | 7,408 | 14,627 | 0,000 | 29,731 | 237,845 | 130,978 | 362,16 |
| 11T | 26.318,76 | 1.655,94 | 560,11 | 149,92 | 710,032 | 190,368 | 0,000 | 0,00 | 7,613 | 14,941 | 0,000 | 30,177 | 241,418 | 132,946 | 366,73 |
| 12T | 26.318,76 | 1.655,94 | 589,54 | 149,92 | 739,464 | 190,368 | 0,000 | 0,00 | 7,818 | 15,255 | 0,000 | 30,624 | 244,992 | 134,914 | 371,29 |
| 13T | 26.318,76 | 1.655,94 | 618,97 | 149,92 | 768,897 | 190,368 | 0,000 | 0,00 | 8,024 | 15,569 | 0,000 | 31,071 | 248,565 | 136,882 | 375,85 |
| 14T | 26.318,76 | 1.655,94 | 648,41 | 149,92 | 798,329 | 190,368 | 0,000 | 0,00 | 8,229 | 15,882 | 0,000 | 31,517 | 252,139 | 138,850 | 380,41 |
| 1T | 26.918,24 | 1.655,94 | 304,46 | 111,25 | 415,706 | 190,368 | 0,000 | 0,00 | 5,824 | 12,207 | 0,000 | 26,286 | 210,288 | 115,803 | 321,11 |
| 2T | 26.918,24 | 1.655,94 | 333,89 | 111,25 | 445,138 | 190,368 | 0,000 | 0,00 | 6,030 | 12,521 | 0,000 | 26,733 | 213,861 | 117,771 | 325,67 |
| 3T | 26.918,24 | 1.655,94 | 363,32 | 111,25 | 474,571 | 190,368 | 0,000 | 0,00 | 6,235 | 12,835 | 0,000 | 27,179 | 217,435 | 119,739 | 330,23 |
| 4T | 26.918,24 | 1.655,94 | 392,76 | 111,25 | 504,003 | 190,368 | 0,000 | 0,00 | 6,440 | 13,149 | 0,000 | 27,626 | 221,008 | 121,707 | 334,79 |
| 5T | 26.918,24 | 1.655,94 | 422,19 | 111,25 | 533,436 | 190,368 | 0,000 | 0,00 | 6,646 | 13,463 | 0,000 | 28,073 | 224,581 | 123,674 | 339,35 |
| 6T | 26.918,24 | 1.655,94 | 451,62 | 111,25 | 562,869 | 190,368 | 0,000 | 0,00 | 6,851 | 13,776 | 0,000 | 28,519 | 228,155 | 125,642 | 343,92 |
| 7T | 26.918,24 | 1.655,94 | 481,05 | 111,25 | 592,301 | 190,368 | 0,000 | 0,00 | 7,056 | 14,090 | 0,000 | 28,966 | 231,728 | 127,610 | 348,48 |
| 8T | 26.918,24 | 1.655,94 | 510,49 | 111,25 | 621,734 | 190,368 | 0,000 | 0,00 | 7,262 | 14,404 | 0,000 | 29,413 | 235,302 | 129,578 | 353,04 |
| 9T | 26.918,24 | 1.655,94 | 539,92 | 111,25 | 651,166 | 190,368 | 0,000 | 0,00 | 7,467 | 14,718 | 0,000 | 29,859 | 238,875 | 131,546 | 357,60 |
| 10T | 26.918,24 | 1.655,94 | 569,35 | 111,25 | 680,599 | 190,368 | 0,000 | 0,00 | 7,672 | 15,032 | 0,000 | 30,306 | 242,449 | 133,514 | 362,16 |
| 11T | 26.918,24 | 1.655,94 | 598,78 | 111,25 | 710,032 | 190,368 | 0,000 | 0,00 | 7,878 | 15,345 | 0,000 | 30,753 | 246,022 | 135,481 | 366,73 |
| 12T | 26.918,24 | 1.655,94 | 628,22 | 111,25 | 739,464 | 190,368 | 0,000 | 0,00 | 8,083 | 15,659 | 0,000 | 31,199 | 249,595 | 137,449 | 371,29 |
| 13T | 26.918,24 | 1.655,94 | 657,65 | 111,25 | 768,897 | 190,368 | 0,000 | 0,00 | 8,288 | 15,973 | 0,000 | 31,646 | 253,169 | 139,417 | 375,85 |
| 14T | 26.918,24 | 1.655,94 | 687,08 | 111,25 | 798,329 | 190,368 | 0,000 | 0,00 | 8,494 | 16,287 | 0,000 | 32,093 | 256,742 | 141,385 | 380,41 |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
2 TURNOS - 50% - sin festivos - 2007 - PROVISIONALAL - 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 EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-------------------------------|-------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 29.089,37 | 1.816,30 | 284,18 | 140,81 | 424,987 | 190,368 | 0,000 | 0,00 | 6,782 | 13,671 | 0,000 | 28,370 | 226,961 | 124,985 | 347,40 |
| 2T | 29.089,37 | 1.816,30 | 313,61 | 140,81 | 454,420 | 190,368 | 0,000 | 0,00 | 6,988 | 13,985 | 0,000 | 28,817 | 230,534 | 126,952 | 351,96 |
| 3T | 29.089,37 | 1.816,30 | 343,04 | 140,81 | 483,852 | 190,368 | 0,000 | 0,00 | 7,193 | 14,299 | 0,000 | 29,263 | 234,107 | 128,920 | 356,52 |
| 4T | 29.089,37 | 1.816,30 | 372,47 | 140,81 | 513,285 | 190,368 | 0,000 | 0,00 | 7,398 | 14,613 | 0,000 | 29,710 | 237,681 | 130,888 | 361,09 |
| 5T | 29.089,37 | 1.816,30 | 401,91 | 140,81 | 542,717 | 190,368 | 0,000 | 0,00 | 7,604 | 14,927 | 0,000 | 30,157 | 241,254 | 132,856 | 365,65 |
| 6T | 29.089,37 | 1.816,30 | 431,34 | 140,81 | 572,150 | 190,368 | 0,000 | 0,00 | 7,809 | 15,240 | 0,000 | 30,603 | 244,828 | 134,824 | 370,21 |
| 7T | 29.089,37 | 1.816,30 | 460,77 | 140,81 | 601,583 | 190,368 | 0,000 | 0,00 | 8,014 | 15,554 | 0,000 | 31,050 | 248,401 | 136,792 | 374,77 |
| 8T | 29.089,37 | 1.816,30 | 490,20 | 140,81 | 631,015 | 190,368 | 0,000 | 0,00 | 8,220 | 15,868 | 0,000 | 31,497 | 251,975 | 138,759 | 379,33 |
| 9T | 29.089,37 | 1.816,30 | 519,64 | 140,81 | 660,448 | 190,368 | 0,000 | 0,00 | 8,425 | 16,182 | 0,000 | 31,943 | 255,548 | 140,727 | 383,90 |
| 10T | 29.089,37 | 1.816,30 | 549,07 | 140,81 | 689,880 | 190,368 | 0,000 | 0,00 | 8,630 | 16,496 | 0,000 | 32,390 | 259,121 | 142,695 | 388,46 |
| 11T | 29.089,37 | 1.816,30 | 578,50 | 140,81 | 719,313 | 190,368 | 0,000 | 0,00 | 8,836 | 16,809 | 0,000 | 32,837 | 262,695 | 144,663 | 393,02 |
| 12T | 29.089,37 | 1.816,30 | 607,94 | 140,81 | 748,746 | 190,368 | 0,000 | 0,00 | 9,041 | 17,123 | 0,000 | 33,284 | 266,268 | 146,631 | 397,58 |
| 13T | 29.089,37 | 1.816,30 | 637,37 | 140,81 | 778,178 | 190,368 | 0,000 | 0,00 | 9,246 | 17,437 | 0,000 | 33,730 | 269,842 | 148,599 | 402,14 |
| 14T | 29.089,37 | 1.816,30 | 666,80 | 140,81 | 807,611 | 190,368 | 0,000 | 0,00 | 9,452 | 17,751 | 0,000 | 34,177 | 273,415 | 150,567 | 406,71 |
| 1T | 30.124,84 | 1.816,30 | 350,98 | 74,01 | 424,987 | 190,368 | 0,000 | 0,00 | 7,239 | 14,370 | 0,000 | 29,364 | 234,912 | 129,364 | 347,40 |
| 2T | 30.124,84 | 1.816,30 | 380,41 | 74,01 | 454,420 | 190,368 | 0,000 | 0,00 | 7,445 | 14,684 | 0,000 | 29,811 | 238,486 | 131,331 | 351,96 |
| 3T | 30.124,84 | 1.816,30 | 409,85 | 74,01 | 483,852 | 190,368 | 0,000 | 0,00 | 7,650 | 14,997 | 0,000 | 30,257 | 242,059 | 133,299 | 356,52 |
| 4T | 30.124,84 | 1.816,30 | 439,28 | 74,01 | 513,285 | 190,368 | 0,000 | 0,00 | 7,855 | 15,311 | 0,000 | 30,704 | 245,633 | 135,267 | 361,09 |
| 5T | 30.124,84 | 1.816,30 | 468,71 | 74,01 | 542,717 | 190,368 | 0,000 | 0,00 | 8,061 | 15,625 | 0,000 | 31,151 | 249,206 | 137,235 | 365,65 |
| 6T | 30.124,84 | 1.816,30 | 498,14 | 74,01 | 572,150 | 190,368 | 0,000 | 0,00 | 8,266 | 15,939 | 0,000 | 31,597 | 252,779 | 139,203 | 370,21 |
| 7T | 30.124,84 | 1.816,30 | 527,58 | 74,01 | 601,583 | 190,368 | 0,000 | 0,00 | 8,471 | 16,252 | 0,000 | 32,044 | 256,353 | 141,171 | 374,77 |
| 8T | 30.124,84 | 1.816,30 | 557,01 | 74,01 | 631,015 | 190,368 | 0,000 | 0,00 | 8,677 | 16,566 | 0,000 | 32,491 | 259,926 | 143,138 | 379,33 |
| 9T | 30.124,84 | 1.816,30 | 586,44 | 74,01 | 660,448 | 190,368 | 0,000 | 0,00 | 8,882 | 16,880 | 0,000 | 32,937 | 263,500 | 145,106 | 383,90 |
| 10T | 30.124,84 | 1.816,30 | 615,87 | 74,01 | 689,880 | 190,368 | 0,000 | 0,00 | 9,087 | 17,194 | 0,000 | 33,384 | 267,073 | 147,074 | 388,46 |
| 11T | 30.124,84 | 1.816,30 | 645,31 | 74,01 | 719,313 | 190,368 | 0,000 | 0,00 | 9,292 | 17,508 | 0,000 | 33,831 | 270,647 | 149,042 | 393,02 |
| 12T | 30.124,84 | 1.816,30 | 674,74 | 74,01 | 748,746 | 190,368 | 0,000 | 0,00 | 9,498 | 17,821 | 0,000 | 34,277 | 274,220 | 151,010 | 397,58 |
| 13T | 30.124,84 | 1.816,30 | 704,17 | 74,01 | 778,178 | 190,368 | 0,000 | 0,00 | 9,703 | 18,135 | 0,000 | 34,724 | 277,793 | 152,978 | 402,14 |
| 14T | 30.124,84 | 1.816,30 | 733,61 | 74,01 | 807,611 | 190,368 | 0,000 | 0,00 | 9,908 | 18,449 | 0,000 | 35,171 | 281,367 | 154,945 | 406,71 |



VIII CONVENIO COLECTIVO - CEPSPA - REFINERÍA LA RÁBIDA
2 TURNOS - 50% - sin festivos - 2007 - PROVISIONALAL - INGRESOS <6/6/95



| TÉCNICOS MEDIOS NIVEL-8 | ANTIGUA R. B. A. | SALARIO BASE MENSUAL | AD PERS. MENSUAL | HOMOGE- NEIZACIÓN CON CEPSPA | NUEVO AD PERSONAM | PLUS TURNO MENSUAL | PLUS NOCTURNO MENSUAL | AD PERS. TURNO FIJO MENSUAL | AD PERS. TURNO VAR. DÍA | PLUS DE DOBLAJE ADICIONAL | | HORA EXTRA GARANT. | PLUS DE DOBLAJE | PLUS DE LLAMADA | PLUS OBJETIVO CENTRO-06 |
|-------------------------------|---------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|------------------------------|-----------|--------------------------|-----------------------|-----------------------|-------------------------------|
| | | | | | | | | | | SIN NOCHE | CON NOCHE | | | | |
| 1T | 32.183,95 | 2.076,38 | 331,04 | 97,63 | 428,670 | 190,368 | 0,000 | 0,00 | 7,992 | 15,520 | 0,000 | 31,002 | 248,016 | 136,580 | 388,28 |
| 2T | 32.183,95 | 2.076,38 | 360,48 | 97,63 | 458,103 | 190,368 | 0,000 | 0,00 | 8,197 | 15,834 | 0,000 | 31,449 | 251,590 | 138,547 | 392,85 |
| 3T | 32.183,95 | 2.076,38 | 389,91 | 97,63 | 487,536 | 190,368 | 0,000 | 0,00 | 8,403 | 16,148 | 0,000 | 31,895 | 255,163 | 140,515 | 397,41 |
| 4T | 32.183,95 | 2.076,38 | 419,34 | 97,63 | 516,968 | 190,368 | 0,000 | 0,00 | 8,608 | 16,462 | 0,000 | 32,342 | 258,736 | 142,483 | 401,97 |
| 5T | 32.183,95 | 2.076,38 | 448,77 | 97,63 | 546,401 | 190,368 | 0,000 | 0,00 | 8,813 | 16,776 | 0,000 | 32,789 | 262,310 | 144,451 | 406,53 |
| 6T | 32.183,95 | 2.076,38 | 478,21 | 97,63 | 575,833 | 190,368 | 0,000 | 0,00 | 9,019 | 17,089 | 0,000 | 33,235 | 265,883 | 146,419 | 411,09 |
| 7T | 32.183,95 | 2.076,38 | 507,64 | 97,63 | 605,266 | 190,368 | 0,000 | 0,00 | 9,224 | 17,403 | 0,000 | 33,682 | 269,457 | 148,387 | 415,66 |
| 8T | 32.183,95 | 2.076,38 | 537,07 | 97,63 | 634,699 | 190,368 | 0,000 | 0,00 | 9,429 | 17,717 | 0,000 | 34,129 | 273,030 | 150,355 | 420,22 |
| 9T | 32.183,95 | 2.076,38 | 566,51 | 97,63 | 664,131 | 190,368 | 0,000 | 0,00 | 9,635 | 18,031 | 0,000 | 34,575 | 276,604 | 152,322 | 424,78 |
| 10T | 32.183,95 | 2.076,38 | 595,94 | 97,63 | 693,564 | 190,368 | 0,000 | 0,00 | 9,840 | 18,345 | 0,000 | 35,022 | 280,177 | 154,290 | 429,34 |
| 11T | 32.183,95 | 2.076,38 | 625,37 | 97,63 | 722,996 | 190,368 | 0,000 | 0,00 | 10,045 | 18,658 | 0,000 | 35,469 | 283,750 | 156,258 | 433,90 |
| 12T | 32.183,95 | 2.076,38 | 654,80 | 98,74 | 753,539 | 190,368 | 0,000 | 0,00 | 10,251 | 18,972 | 0,000 | 35,915 | 287,324 | 158,226 | 438,64 |
| 13T | 32.183,95 | 2.076,38 | 684,24 | 99,85 | 784,081 | 190,368 | 0,000 | 0,00 | 10,456 | 19,286 | 0,000 | 36,362 | 290,897 | 160,194 | 443,37 |
| 14T | 32.183,95 | 2.076,38 | 713,67 | 97,63 | 811,294 | 190,368 | 0,000 | 0,00 | 10,661 | 19,600 | 0,000 | 36,809 | 294,471 | 162,162 | 447,59 |
| 1T | 33.048,34 | 2.076,38 | 409,57 | 41,86 | 451,428 | 190,368 | 0,000 | 0,00 | 8,529 | 16,341 | 0,000 | 32,170 | 257,363 | 141,727 | 391,81 |
| 2T | 33.048,34 | 2.076,38 | 439,00 | 41,86 | 480,860 | 190,368 | 0,000 | 0,00 | 8,735 | 16,655 | 0,000 | 32,617 | 260,936 | 143,695 | 396,37 |
| 3T | 33.048,34 | 2.076,38 | 468,43 | 41,86 | 510,293 | 190,368 | 0,000 | 0,00 | 8,940 | 16,969 | 0,000 | 33,064 | 264,510 | 145,662 | 400,93 |
| 4T | 33.048,34 | 2.076,38 | 497,87 | 41,86 | 539,725 | 190,368 | 0,000 | 0,00 | 9,145 | 17,283 | 0,000 | 33,510 | 268,083 | 147,630 | 405,50 |
| 5T | 33.048,34 | 2.076,38 | 527,30 | 41,86 | 569,158 | 190,368 | 0,000 | 0,00 | 9,351 | 17,596 | 0,000 | 33,957 | 271,657 | 149,598 | 410,06 |
| 6T | 33.048,34 | 2.076,38 | 556,73 | 41,86 | 598,591 | 190,368 | 0,000 | 0,00 | 9,556 | 17,910 | 0,000 | 34,404 | 275,230 | 151,566 | 414,62 |
| 7T | 33.048,34 | 2.076,38 | 586,16 | 41,86 | 628,023 | 190,368 | 0,000 | 0,00 | 9,761 | 18,224 | 0,000 | 34,850 | 278,803 | 153,534 | 419,18 |
| 8T | 33.048,34 | 2.076,38 | 615,60 | 41,86 | 657,456 | 190,368 | 0,000 | 0,00 | 9,967 | 18,538 | 0,000 | 35,297 | 282,377 | 155,502 | 423,75 |
| 9T | 33.048,34 | 2.076,38 | 645,03 | 41,86 | 686,888 | 190,368 | 0,000 | 0,00 | 10,172 | 18,852 | 0,000 | 35,744 | 285,950 | 157,469 | 428,31 |
| 10T | 33.048,34 | 2.076,38 | 674,46 | 41,86 | 716,321 | 190,368 | 0,000 | 0,00 | 10,377 | 19,165 | 0,000 | 36,190 | 289,524 | 159,437 | 432,87 |
| 11T | 33.048,34 | 2.076,38 | 703,89 | 41,86 | 745,754 | 190,368 | 0,000 | 0,00 | 10,582 | 19,479 | 0,000 | 36,637 | 293,097 | 161,405 | 437,43 |
| 12T | 33.048,34 | 2.076,38 | 733,33 | 42,97 | 776,296 | 190,368 | 0,000 | 0,00 | 10,788 | 19,793 | 0,000 | 37,084 | 296,670 | 163,373 | 442,17 |
| 13T | 33.048,34 | 2.076,38 | 762,76 | 44,08 | 806,838 | 190,368 | 0,000 | 0,00 | 10,993 | 20,107 | 0,000 | 37,530 | 300,244 | 165,341 | 446,90 |
| 14T | 33.048,34 | 2.076,38 | 792,19 | 41,86 | 834,051 | 190,368 | 0,000 | 0,00 | 11,198 | 20,420 | 0,000 | 37,977 | 303,817 | 167,309 | 451,12 |
| 1T | 33.803,69 | 2.076,38 | 458,30 | 0,00 | 458,301 | 190,368 | 0,000 | 0,00 | 8,863 | 16,851 | 0,000 | 32,895 | 263,163 | 144,921 | 392,88 |
| 2T | 33.803,69 | 2.076,38 | 487,73 | 0,00 | 487,734 | 190,368 | 0,000 | 0,00 | 9,068 | 17,164 | 0,000 | 33,342 | 266,737 | 146,889 | 397,44 |
| 3T | 33.803,69 | 2.076,38 | 517,17 | 0,00 | 517,166 | 190,368 | 0,000 | 0,00 | 9,273 | 17,478 | 0,000 | 33,789 | 270,310 | 148,857 | 402,00 |
| 4T | 33.803,69 | 2.076,38 | 546,60 | 0,00 | 546,599 | 190,368 | 0,000 | 0,00 | 9,479 | 17,792 | 0,000 | 34,235 | 273,884 | 150,825 | 406,56 |
| 5T | 33.803,69 | 2.076,38 | 576,03 | 0,00 | 576,031 | 190,368 | 0,000 | 0,00 | 9,684 | 18,106 | 0,000 | 34,682 | 277,457 | 152,792 | 411,12 |
| 6T | 33.803,69 | 2.076,38 | 605,46 | 0,00 | 605,464 | 190,368 | 0,000 | 0,00 | 9,889 | 18,420 | 0,000 | 35,129 | 281,031 | 154,760 | 415,69 |
| 7T | 33.803,69 | 2.076,38 | 634,90 | 0,00 | 634,897 | 190,368 | 0,000 | 0,00 | 10,094 | 18,733 | 0,000 | 35,576 | 284,604 | 156,728 | 420,25 |
| 8T | 33.803,69 | 2.076,38 | 664,33 | 0,00 | 664,329 | 190,368 | 0,000 | 0,00 | 10,300 | 19,047 | 0,000 | 36,022 | 288,177 | 158,696 | 424,81 |
| 9T | 33.803,69 | 2.076,38 | 693,76 | 0,00 | 693,762 | 190,368 | 0,000 | 0,00 | 10,505 | 19,361 | 0,000 | 36,469 | 291,751 | 160,664 | 429,37 |
| 10T | 33.803,69 | 2.076,38 | 723,19 | 0,00 | 723,194 | 190,368 | 0,000 | 0,00 | 10,710 | 19,675 | 0,000 | 36,916 | 295,324 | 162,632 | 433,93 |
| 11T | 33.803,69 | 2.076,38 | 752,63 | 0,00 | 752,627 | 190,368 | 0,000 | 0,00 | 10,916 | 19,988 | 0,000 | 37,362 | 298,898 | 164,600 | 438,50 |
| 12T | 33.803,69 | 2.076,38 | 782,06 | 1,00 | 783,060 | 190,368 | 0,000 | 0,00 | 11,121 | 20,302 | 0,000 | 37,809 | 302,471 | 166,567 | 443,21 |
| 13T | 33.803,69 | 2.076,38 | 811,49 | 2,00 | 813,492 | 190,368 | 0,000 | 0,00 | 11,326 | 20,616 | 0,000 | 38,256 | 306,045 | 168,535 | 447,93 |
| 14T | 33.803,69 | 2.076,38 | 840,92 | 0,00 | 840,925 | 190,368 | 0,000 | 0,00 | 11,532 | 20,930 | 0,000 | 38,702 | 309,618 | 170,503 | 452,18 |