



Cepsa - Refinería "La Rábida"
Sección Sindical del Sindicato Unitario de
Andalucía

<http://www.sindicatounitario.net/unitario.rlr.htm>

Coordinadora Sindical de Andalucía

Nota Informativa nº 08 - 09

“TABLAS “VIEJOS” 2.009 A J.O.”

Adjuntamos las tablas salariales de los valores (no oficiales) de la subida provisional para el 2.009 (IPC+ 0,5% = 2,5%), una vez hecho el reajuste del IPC final (1,4%) del año 2.008 (IPC + 1,25% = 2,65%), para los trabajadores “viejos” (no afectados por la “segunda tabla”) y que están a jornada ordinaria.

Presentamos la tabla con los valores mensuales., que en general se incrementan con el factor **1,01904** sobre los valores de la nómina de Diciembre, aunque hay que tener en cuenta unos valores fijos establecidos en el convenio extraestatutario para el 2.009, como es el **Plus de Condiciones de Trabajo**, con dos valores, según el puesto de trabajo que se ocupe:

| | |
|-------|--------------|
| PCT1: | 237,42 euros |
| PCT2: | 158,21 euros |

En una de las columnas aparece el valor de la **Hora Extra garantizada (HE)**, a la que se le aplica la fórmula mas favorable para el trabajador del IV o del V Convenio Colectivo. Y en otra columna tenemos el valor del **Plus de Llamada**, que para los “viejos” es una cantidad superior a la de 4 HE, respetándosele la fórmula del V Convenio de este complemento (sin el factor de corrección que sufrieron las HE durante unos años, que estuvieron “congeladas”, sobre el incremento del 1,75 del valor de la hora normal)

También aparece en una columna el **“complemento personal del turno”** que compensa la diferencia de la suma de los antiguos pluses del turno y los actuales, cuando a un trabajador de jornada ordinaria se le pone a 3 turnos.

Tenemos pendiente aún la paga de objetivos de empresa (que sustituye en el convenio extraestatutario a la suma de los objetivos de centro y empresa del convenio estatutario) porque aún no se conocen los datos del pasado ejercicio 2.008.

Rogamos nos digáis lo errores que puedan tener las tablas.

Seguiremos informando.

La Rábida, 20 de Enero de 2.009
Sección Sindical del SU en Cepsa - RLR

Contra la contra-reforma laboral, por un Estatuto Obrero



NUEVO CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
JORNADA ORDINARIA - INGRESOS <6/6/95 - AÑO - 2.009 PROVISIONAL



| OFICIALES NIVEL-5 Trienios | ANTIGUA R.B.A. | SALARIO BASE (SB) MENSUAL | NUEVO AP MENSUAL | PCT1 MENSUAL | PCT2 MENSUAL | SUBTOTAL 1 MENSUAL CON PCT1 | SUBTOTAL 2 MENSUAL CON PCT2 | HE GARANT. J. ORD. | PLUS DE LLAMADA | COMPLEMENTO AD PERSONAM TURNO | PLUS TURNO DÍA | PLUS NOCHE DÍA | PLUS OBJETIVOS EMPRESA-08 |
|-----------------------------------|-------------------|---------------------------------|------------------------|-----------------|-----------------|-----------------------------------|-----------------------------------|--------------------------|-----------------------|-------------------------------------|----------------------|----------------------|---------------------------------|
| 4T | 26.456,93 | 1.623,59 | 529,99 | 237,42 | 158,21 | 2.391,00 | 2.311,79 | 24,87 | 115,82 | 12,98 | 14,66 | 14,72 | |
| 5T | 26.456,93 | 1.623,59 | 561,62 | 237,42 | 158,21 | 2.422,63 | 2.343,42 | 25,27 | 117,85 | 13,48 | 14,66 | 14,72 | |
| 6T | 26.456,93 | 1.623,59 | 593,26 | 237,42 | 158,21 | 2.454,27 | 2.375,06 | 25,66 | 119,89 | 13,98 | 14,66 | 14,72 | |
| 7T | 26.456,93 | 1.623,59 | 624,89 | 237,42 | 158,21 | 2.485,90 | 2.406,69 | 26,05 | 121,92 | 14,49 | 14,66 | 14,72 | |
| 8T | 26.456,93 | 1.623,59 | 656,53 | 237,42 | 158,21 | 2.517,53 | 2.438,32 | 26,44 | 123,96 | 14,99 | 14,66 | 14,72 | |
| 9T | 26.456,93 | 1.623,59 | 688,16 | 237,42 | 158,21 | 2.549,17 | 2.469,96 | 26,84 | 125,99 | 15,49 | 14,66 | 14,72 | |
| 10T | 26.456,93 | 1.623,59 | 719,80 | 237,42 | 158,21 | 2.580,80 | 2.501,59 | 27,23 | 128,03 | 15,99 | 14,66 | 14,72 | |
| 11T | 26.456,93 | 1.623,59 | 751,43 | 237,42 | 158,21 | 2.612,44 | 2.533,23 | 27,62 | 130,06 | 16,49 | 14,66 | 14,72 | |
| 12T | 26.456,93 | 1.623,59 | 783,06 | 237,42 | 158,21 | 2.644,07 | 2.564,86 | 28,01 | 132,10 | 17,00 | 14,66 | 14,72 | |
| 13T | 26.456,93 | 1.623,59 | 814,70 | 237,42 | 158,21 | 2.675,70 | 2.596,49 | 28,41 | 134,13 | 17,50 | 14,66 | 14,72 | |
| 14T | 26.456,93 | 1.623,59 | 846,33 | 237,42 | 158,21 | 2.707,34 | 2.628,13 | 28,84 | 136,17 | 18,00 | 14,66 | 14,72 | |
| AYUD. TÉC. NIVEL-6 Trienios | ANTIGUA R.B.A. | SALARIO BASE (SB) MENSUAL | NUEVO AP MENSUAL | PCT1 MENSUAL | PCT2 MENSUAL | SUBTOTAL 1 MENSUAL CON PCT1 | SUBTOTAL 2 MENSUAL CON PCT2 | HE GARANT. J. ORD. | PLUS DE LLAMADA | COMPLEMENTO AD PERSONAM TURNO | PLUS TURNO DÍA | PLUS NOCHE DÍA | PLUS OBJETIVOS EMPRESA-08 |
| 4T | 28.287,42 | 1.779,81 | 541,70 | 237,42 | 158,21 | 2.558,93 | 2.479,72 | 26,31 | 123,26 | 14,82 | 14,66 | 14,72 | |
| 5T | 28.287,42 | 1.779,81 | 573,34 | 237,42 | 158,21 | 2.590,57 | 2.511,36 | 26,70 | 125,30 | 15,32 | 14,66 | 14,72 | |
| 6T | 28.287,42 | 1.779,81 | 604,97 | 237,42 | 158,21 | 2.622,20 | 2.542,99 | 27,10 | 127,34 | 15,82 | 14,66 | 14,72 | |
| 7T | 28.287,42 | 1.779,81 | 636,61 | 237,42 | 158,21 | 2.653,84 | 2.574,63 | 27,49 | 129,37 | 16,32 | 14,66 | 14,72 | |
| 8T | 28.287,42 | 1.779,81 | 668,24 | 237,42 | 158,21 | 2.685,47 | 2.606,26 | 27,88 | 131,41 | 16,83 | 14,66 | 14,72 | |
| 9T | 28.287,42 | 1.779,81 | 699,87 | 237,42 | 158,21 | 2.717,10 | 2.637,89 | 28,27 | 133,44 | 17,33 | 14,66 | 14,72 | |
| 10T | 28.287,42 | 1.779,81 | 731,51 | 237,42 | 158,21 | 2.748,74 | 2.669,53 | 28,69 | 135,48 | 17,83 | 14,66 | 14,72 | |
| 11T | 28.287,42 | 1.779,81 | 763,14 | 237,42 | 158,21 | 2.780,37 | 2.701,16 | 29,13 | 137,51 | 18,33 | 14,66 | 14,72 | |
| 12T | 28.287,42 | 1.779,81 | 794,78 | 237,42 | 158,21 | 2.812,01 | 2.732,80 | 29,56 | 139,55 | 18,83 | 14,66 | 14,72 | |
| 13T | 28.287,42 | 1.779,81 | 826,41 | 237,42 | 158,21 | 2.843,64 | 2.764,43 | 29,99 | 141,58 | 19,34 | 14,66 | 14,72 | |
| 14T | 28.287,42 | 1.779,81 | 858,04 | 237,42 | 158,21 | 2.875,28 | 2.796,07 | 30,42 | 143,62 | 19,84 | 14,66 | 14,72 | |
| 4T | 29.823,01 | 1.779,81 | 541,70 | 237,42 | 158,21 | 2.558,93 | 2.479,72 | 27,52 | 129,51 | 16,36 | 14,66 | 14,72 | |
| 5T | 29.823,01 | 1.779,81 | 573,34 | 237,42 | 158,21 | 2.590,57 | 2.511,36 | 27,91 | 131,55 | 16,86 | 14,66 | 14,72 | |
| 6T | 29.823,01 | 1.779,81 | 604,97 | 237,42 | 158,21 | 2.622,20 | 2.542,99 | 28,30 | 133,59 | 17,36 | 14,66 | 14,72 | |
| 7T | 29.823,01 | 1.779,81 | 636,61 | 237,42 | 158,21 | 2.653,84 | 2.574,63 | 28,72 | 135,62 | 17,86 | 14,66 | 14,72 | |
| 8T | 29.823,01 | 1.779,81 | 668,24 | 237,42 | 158,21 | 2.685,47 | 2.606,26 | 29,16 | 137,66 | 18,37 | 14,66 | 14,72 | |
| 9T | 29.823,01 | 1.779,81 | 699,87 | 237,42 | 158,21 | 2.717,10 | 2.637,89 | 29,59 | 139,69 | 18,87 | 14,66 | 14,72 | |
| 10T | 29.823,01 | 1.779,81 | 731,51 | 237,42 | 158,21 | 2.748,74 | 2.669,53 | 30,02 | 141,73 | 19,37 | 14,66 | 14,72 | |
| 11T | 29.823,01 | 1.779,81 | 763,14 | 237,42 | 158,21 | 2.780,37 | 2.701,16 | 30,45 | 143,76 | 19,87 | 14,66 | 14,72 | |
| 12T | 29.823,01 | 1.779,81 | 794,78 | 237,42 | 158,21 | 2.812,01 | 2.732,80 | 30,88 | 145,80 | 20,38 | 14,66 | 14,72 | |
| 13T | 29.823,01 | 1.779,81 | 826,41 | 237,42 | 158,21 | 2.843,64 | 2.764,43 | 31,31 | 147,83 | 20,88 | 14,66 | 14,72 | |
| 14T | 29.823,01 | 1.779,81 | 858,04 | 237,42 | 158,21 | 2.875,28 | 2.796,07 | 31,74 | 149,87 | 21,38 | 14,66 | 14,72 | |



NUEVO CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
JORNADA ORDINARIA - INGRESOS <6/6/95 - AÑO - 2.009 PROVISIONAL



| TÉCNICOS MEDIOS NIVEL-7 | ANTIGUA R.B.A. | SALARIO BASE (SB) MENSUAL | NUEVO AP MENSUAL | PCT1 MENSUAL | PCT2 MENSUAL | SUBTOTAL 1 MENSUAL CON PCT1 | SUBTOTAL 2 MENSUAL CON PCT2 | HE GARANT. J. ORD. | PLUS DE LLAMADA | COMPLEMENTO AD PERSONAM TURNO | PLUS TURNO DÍA | PLUS NOCHE DÍA | PLUS OBJETIVOS EMPRESA-08 |
|-------------------------------|-------------------|---------------------------------|------------------------|-----------------|-----------------|-----------------------------------|-----------------------------------|--------------------------|-----------------------|-------------------------------------|----------------------|----------------------|---------------------------------|
| 4T | 31.265,27 | 1.952,16 | 551,68 | 237,42 | 158,21 | 2.741,26 | 2.662,05 | 28,67 | 135,38 | 17,81 | 14,66 | 14,72 | |
| 5T | 31.265,27 | 1.952,16 | 583,31 | 237,42 | 158,21 | 2.772,90 | 2.693,69 | 29,11 | 137,42 | 18,31 | 14,66 | 14,72 | |
| 6T | 31.265,27 | 1.952,16 | 614,95 | 237,42 | 158,21 | 2.804,53 | 2.725,32 | 29,54 | 139,46 | 18,81 | 14,66 | 14,72 | |
| 7T | 31.265,27 | 1.952,16 | 646,58 | 237,42 | 158,21 | 2.836,17 | 2.756,96 | 29,97 | 141,49 | 19,31 | 14,66 | 14,72 | |
| 8T | 31.265,27 | 1.952,16 | 678,22 | 237,42 | 158,21 | 2.867,80 | 2.788,59 | 30,40 | 143,53 | 19,81 | 14,66 | 14,72 | |
| 9T | 31.265,27 | 1.952,16 | 709,85 | 237,42 | 158,21 | 2.899,43 | 2.820,22 | 30,83 | 145,56 | 20,32 | 14,66 | 14,72 | |
| 10T | 31.265,27 | 1.952,16 | 741,48 | 237,42 | 158,21 | 2.931,07 | 2.851,86 | 31,26 | 147,60 | 20,82 | 14,66 | 14,72 | |
| 11T | 31.265,27 | 1.952,16 | 773,12 | 237,42 | 158,21 | 2.962,70 | 2.883,49 | 31,69 | 149,63 | 21,32 | 14,66 | 14,72 | |
| 12T | 31.265,27 | 1.952,16 | 804,75 | 237,42 | 158,21 | 2.994,34 | 2.915,13 | 32,12 | 151,67 | 21,82 | 14,66 | 14,72 | |
| 13T | 31.265,27 | 1.952,16 | 836,39 | 237,42 | 158,21 | 3.025,97 | 2.946,76 | 32,55 | 153,70 | 22,32 | 14,66 | 14,72 | |
| 14T | 31.265,27 | 1.952,16 | 868,02 | 237,42 | 158,21 | 3.057,60 | 2.978,39 | 32,99 | 155,74 | 22,83 | 14,66 | 14,72 | |
| 4T | 32.378,20 | 1.952,16 | 551,68 | 237,42 | 158,21 | 2.741,26 | 2.662,05 | 29,63 | 139,91 | 18,92 | 14,66 | 14,72 | |
| 5T | 32.378,20 | 1.952,16 | 583,31 | 237,42 | 158,21 | 2.772,90 | 2.693,69 | 30,07 | 141,95 | 19,43 | 14,66 | 14,72 | |
| 6T | 32.378,20 | 1.952,16 | 614,95 | 237,42 | 158,21 | 2.804,53 | 2.725,32 | 30,50 | 143,98 | 19,93 | 14,66 | 14,72 | |
| 7T | 32.378,20 | 1.952,16 | 646,58 | 237,42 | 158,21 | 2.836,17 | 2.756,96 | 30,93 | 146,02 | 20,43 | 14,66 | 14,72 | |
| 8T | 32.378,20 | 1.952,16 | 678,22 | 237,42 | 158,21 | 2.867,80 | 2.788,59 | 31,36 | 148,06 | 20,93 | 14,66 | 14,72 | |
| 9T | 32.378,20 | 1.952,16 | 709,85 | 237,42 | 158,21 | 2.899,43 | 2.820,22 | 31,79 | 150,09 | 21,43 | 14,66 | 14,72 | |
| 10T | 32.378,20 | 1.952,16 | 741,48 | 237,42 | 158,21 | 2.931,07 | 2.851,86 | 32,22 | 152,13 | 21,94 | 14,66 | 14,72 | |
| 11T | 32.378,20 | 1.952,16 | 773,12 | 237,42 | 158,21 | 2.962,70 | 2.883,49 | 32,65 | 154,16 | 22,44 | 14,66 | 14,72 | |
| 12T | 32.378,20 | 1.952,16 | 804,75 | 237,42 | 158,21 | 2.994,34 | 2.915,13 | 33,08 | 156,20 | 22,94 | 14,66 | 14,72 | |
| 13T | 32.378,20 | 1.952,16 | 836,39 | 237,42 | 158,21 | 3.025,97 | 2.946,76 | 33,51 | 158,23 | 23,44 | 14,66 | 14,72 | |
| 14T | 32.378,20 | 1.952,16 | 868,02 | 237,42 | 158,21 | 3.057,60 | 2.978,39 | 33,95 | 160,27 | 23,94 | 14,66 | 14,72 | |
| 4T | 32.869,34 | 1.952,16 | 551,68 | 237,42 | 158,21 | 2.741,26 | 2.662,05 | 30,06 | 141,91 | 19,42 | 14,66 | 14,72 | |
| 5T | 32.869,34 | 1.952,16 | 583,31 | 237,42 | 158,21 | 2.772,90 | 2.693,69 | 30,49 | 143,95 | 19,92 | 14,66 | 14,72 | |
| 6T | 32.869,34 | 1.952,16 | 614,95 | 237,42 | 158,21 | 2.804,53 | 2.725,32 | 30,92 | 145,98 | 20,42 | 14,66 | 14,72 | |
| 7T | 32.869,34 | 1.952,16 | 646,58 | 237,42 | 158,21 | 2.836,17 | 2.756,96 | 31,35 | 148,02 | 20,92 | 14,66 | 14,72 | |
| 8T | 32.869,34 | 1.952,16 | 678,22 | 237,42 | 158,21 | 2.867,80 | 2.788,59 | 31,78 | 150,05 | 21,42 | 14,66 | 14,72 | |
| 9T | 32.869,34 | 1.952,16 | 709,85 | 237,42 | 158,21 | 2.899,43 | 2.820,22 | 32,21 | 152,09 | 21,93 | 14,66 | 14,72 | |
| 10T | 32.869,34 | 1.952,16 | 741,48 | 237,42 | 158,21 | 2.931,07 | 2.851,86 | 32,64 | 154,12 | 22,43 | 14,66 | 14,72 | |
| 11T | 32.869,34 | 1.952,16 | 773,12 | 237,42 | 158,21 | 2.962,70 | 2.883,49 | 33,08 | 156,16 | 22,93 | 14,66 | 14,72 | |
| 12T | 32.869,34 | 1.952,16 | 804,75 | 237,42 | 158,21 | 2.994,34 | 2.915,13 | 33,51 | 158,20 | 23,43 | 14,66 | 14,72 | |
| 13T | 32.869,34 | 1.952,16 | 836,39 | 237,42 | 158,21 | 3.025,97 | 2.946,76 | 33,94 | 160,23 | 23,94 | 14,66 | 14,72 | |
| 14T | 32.869,34 | 1.952,16 | 868,02 | 237,42 | 158,21 | 3.057,60 | 2.978,39 | 34,37 | 162,27 | 24,44 | 14,66 | 14,72 | |



NUEVO CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
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| (Cont.) T.MEDIOS NIVEL-7 | ANTIGUA R.B.A. | SALARIO BASE (SB) MENSUAL | NUEVO AP MENSUAL | PCT1 MENSUAL | PCT2 MENSUAL | SUBTOTAL 1 MENSUAL CON PCT1 | SUBTOTAL 2 MENSUAL CON PCT2 | HE GARANT. J. ORD. | PLUS DE LLAMADA | COMPLEMENTO AD PERSONAM TURNO | PLUS TURNO DÍA | PLUS NOCHE DÍA | PLUS OBJETIVOS EMPRESA-08 |
|--------------------------------|-------------------|---------------------------------|------------------------|-----------------|-----------------|-----------------------------------|-----------------------------------|--------------------------|-----------------------|-------------------------------------|----------------------|----------------------|---------------------------------|
| 4T | 33.683,79 | 1.952,16 | 575,31 | 237,42 | 158,21 | 2.764,89 | 2.685,68 | 30,76 | 145,23 | 20,23 | 14,66 | 14,72 | |
| 5T | 33.683,79 | 1.952,16 | 606,95 | 237,42 | 158,21 | 2.796,53 | 2.717,32 | 31,19 | 147,26 | 20,74 | 14,66 | 14,72 | |
| 6T | 33.683,79 | 1.952,16 | 638,58 | 237,42 | 158,21 | 2.828,16 | 2.748,95 | 31,62 | 149,30 | 21,24 | 14,66 | 14,72 | |
| 7T | 33.683,79 | 1.952,16 | 670,21 | 237,42 | 158,21 | 2.859,80 | 2.780,59 | 32,05 | 151,33 | 21,74 | 14,66 | 14,72 | |
| 8T | 33.683,79 | 1.952,16 | 701,85 | 237,42 | 158,21 | 2.891,43 | 2.812,22 | 32,48 | 153,37 | 22,24 | 14,66 | 14,72 | |
| 9T | 33.683,79 | 1.952,16 | 733,48 | 237,42 | 158,21 | 2.923,07 | 2.843,86 | 32,92 | 155,40 | 22,74 | 14,66 | 14,72 | |
| 10T | 33.683,79 | 1.952,16 | 765,12 | 237,42 | 158,21 | 2.954,70 | 2.875,49 | 33,35 | 157,44 | 23,25 | 14,66 | 14,72 | |
| 11T | 33.683,79 | 1.952,16 | 796,75 | 237,42 | 158,21 | 2.986,33 | 2.907,12 | 33,78 | 159,47 | 23,75 | 14,66 | 14,72 | |
| 12T | 33.683,79 | 1.952,16 | 828,38 | 237,42 | 158,21 | 3.017,97 | 2.938,76 | 34,21 | 161,51 | 24,25 | 14,66 | 14,72 | |
| 13T | 33.683,79 | 1.952,16 | 860,02 | 237,42 | 158,21 | 3.049,60 | 2.970,39 | 34,64 | 163,55 | 24,75 | 14,66 | 14,72 | |
| 14T | 33.683,79 | 1.952,16 | 891,65 | 237,42 | 158,21 | 3.081,24 | 3.002,03 | 35,07 | 165,58 | 25,25 | 14,66 | 14,72 | |
| 4T | 35.756,20 | 1.952,16 | 709,01 | 237,42 | 158,21 | 2.898,60 | 2.819,39 | 32,55 | 153,66 | 22,31 | 14,66 | 14,72 | |
| 5T | 35.756,20 | 1.952,16 | 740,65 | 237,42 | 158,21 | 2.930,23 | 2.851,02 | 32,98 | 155,70 | 22,82 | 14,66 | 14,72 | |
| 6T | 35.756,20 | 1.952,16 | 772,28 | 237,42 | 158,21 | 2.961,87 | 2.882,66 | 33,41 | 157,73 | 23,32 | 14,66 | 14,72 | |
| 7T | 35.756,20 | 1.952,16 | 803,92 | 237,42 | 158,21 | 2.993,50 | 2.914,29 | 33,84 | 159,77 | 23,82 | 14,66 | 14,72 | |
| 8T | 35.756,20 | 1.952,16 | 835,55 | 237,42 | 158,21 | 3.025,14 | 2.945,93 | 34,27 | 161,80 | 24,32 | 14,66 | 14,72 | |
| 9T | 35.756,20 | 1.952,16 | 867,19 | 237,42 | 158,21 | 3.056,77 | 2.977,56 | 34,70 | 163,84 | 24,82 | 14,66 | 14,72 | |
| 10T | 35.756,20 | 1.952,16 | 898,82 | 237,42 | 158,21 | 3.088,40 | 3.009,19 | 35,13 | 165,87 | 25,33 | 14,66 | 14,72 | |
| 11T | 35.756,20 | 1.952,16 | 930,45 | 237,42 | 158,21 | 3.120,04 | 3.040,83 | 35,56 | 167,91 | 25,83 | 14,66 | 14,72 | |
| 12T | 35.756,20 | 1.952,16 | 962,09 | 237,42 | 158,21 | 3.151,67 | 3.072,46 | 35,99 | 169,94 | 26,33 | 14,66 | 14,72 | |
| 13T | 35.756,20 | 1.952,16 | 993,72 | 237,42 | 158,21 | 3.183,31 | 3.104,10 | 36,43 | 171,98 | 26,83 | 14,66 | 14,72 | |
| 14T | 35.756,20 | 1.952,16 | 1.025,36 | 237,42 | 158,21 | 3.214,94 | 3.135,73 | 36,86 | 174,02 | 27,33 | 14,66 | 14,72 | |
| 4T | 35.865,88 | 1.952,16 | 716,09 | 237,42 | 158,21 | 2.905,67 | 2.826,46 | 32,64 | 154,11 | 22,42 | 14,66 | 14,72 | |
| 5T | 35.865,88 | 1.952,16 | 747,73 | 237,42 | 158,21 | 2.937,31 | 2.858,10 | 33,07 | 156,14 | 22,93 | 14,66 | 14,72 | |
| 6T | 35.865,88 | 1.952,16 | 779,36 | 237,42 | 158,21 | 2.968,94 | 2.889,73 | 33,50 | 158,18 | 23,43 | 14,66 | 14,72 | |
| 7T | 35.865,88 | 1.952,16 | 810,99 | 237,42 | 158,21 | 3.000,58 | 2.921,37 | 33,93 | 160,21 | 23,93 | 14,66 | 14,72 | |
| 8T | 35.865,88 | 1.952,16 | 842,63 | 237,42 | 158,21 | 3.032,21 | 2.953,00 | 34,36 | 162,25 | 24,43 | 14,66 | 14,72 | |
| 9T | 35.865,88 | 1.952,16 | 874,26 | 237,42 | 158,21 | 3.063,85 | 2.984,64 | 34,80 | 164,28 | 24,93 | 14,66 | 14,72 | |
| 10T | 35.865,88 | 1.952,16 | 905,90 | 237,42 | 158,21 | 3.095,48 | 3.016,27 | 35,23 | 166,32 | 25,44 | 14,66 | 14,72 | |
| 11T | 35.865,88 | 1.952,16 | 937,53 | 237,42 | 158,21 | 3.127,11 | 3.047,90 | 35,66 | 168,36 | 25,94 | 14,66 | 14,72 | |
| 12T | 35.865,88 | 1.952,16 | 969,16 | 237,42 | 158,21 | 3.158,75 | 3.079,54 | 36,09 | 170,39 | 26,44 | 14,66 | 14,72 | |
| 13T | 35.865,88 | 1.952,16 | 1.000,80 | 237,42 | 158,21 | 3.190,38 | 3.111,17 | 36,52 | 172,43 | 26,94 | 14,66 | 14,72 | |
| 14T | 35.865,88 | 1.952,16 | 1.032,43 | 237,42 | 158,21 | 3.222,02 | 3.142,81 | 36,95 | 174,46 | 27,45 | 14,66 | 14,72 | |



NUEVO CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA
JORNADA ORDINARIA - INGRESOS <6/6/95 - AÑO - 2.009 PROVISIONAL



| TÉCNICOS MEDIOS NIVEL-8 | ANTIGUA R.B.A. | SALARIO BASE (SB) MENSUAL | NUEVO AP MENSUAL | PCT1 MENSUAL | PCT2 MENSUAL | SUBTOTAL 1 MENSUAL CON PCT1 | SUBTOTAL 2 MENSUAL CON PCT2 | HE GARANT. J. ORD. | PLUS DE LLAMADA | COMPLEMENTO AD PERSONAM TURNO | PLUS TURNO DÍA | PLUS NOCHE DÍA | PLUS OBJETIVOS EMPRESA-08 |
|-------------------------------|-------------------|---------------------------------|------------------------|-----------------|-----------------|-----------------------------------|-----------------------------------|--------------------------|-----------------------|-------------------------------------|----------------------|----------------------|---------------------------------|
| 4T | 34.591,33 | 2.231,70 | 555,64 | 237,42 | 158,21 | 3.024,76 | 2.945,55 | 31,22 | 147,38 | 20,76 | 14,66 | 14,72 | |
| 5T | 34.591,33 | 2.231,70 | 587,27 | 237,42 | 158,21 | 3.056,39 | 2.977,18 | 31,65 | 149,41 | 21,27 | 14,66 | 14,72 | |
| 6T | 34.591,33 | 2.231,70 | 618,91 | 237,42 | 158,21 | 3.088,02 | 3.008,81 | 32,08 | 151,45 | 21,77 | 14,66 | 14,72 | |
| 7T | 34.591,33 | 2.231,70 | 650,54 | 237,42 | 158,21 | 3.119,66 | 3.040,45 | 32,51 | 153,48 | 22,27 | 14,66 | 14,72 | |
| 8T | 34.591,33 | 2.231,70 | 682,17 | 237,42 | 158,21 | 3.151,29 | 3.072,08 | 32,94 | 155,52 | 22,77 | 14,66 | 14,72 | |
| 9T | 34.591,33 | 2.231,70 | 713,81 | 237,42 | 158,21 | 3.182,93 | 3.103,72 | 33,37 | 157,55 | 23,27 | 14,66 | 14,72 | |
| 10T | 34.591,33 | 2.231,70 | 745,44 | 237,42 | 158,21 | 3.214,56 | 3.135,35 | 33,80 | 159,59 | 23,78 | 14,66 | 14,72 | |
| 11T | 34.591,33 | 2.231,70 | 777,08 | 237,42 | 158,21 | 3.246,20 | 3.166,99 | 34,23 | 161,63 | 24,28 | 14,66 | 14,72 | |
| 12T | 34.591,33 | 2.231,70 | 808,71 | 237,42 | 158,21 | 3.277,83 | 3.198,62 | 34,66 | 163,66 | 24,78 | 14,66 | 14,72 | |
| 13T | 34.591,33 | 2.231,70 | 840,35 | 237,42 | 158,21 | 3.309,46 | 3.230,25 | 35,10 | 165,70 | 25,28 | 14,66 | 14,72 | |
| 14T | 34.591,33 | 2.231,70 | 871,98 | 237,42 | 158,21 | 3.341,10 | 3.261,89 | 35,53 | 167,73 | 25,79 | 14,66 | 14,72 | |
| 4T | 36.332,23 | 2.231,70 | 606,43 | 237,42 | 158,21 | 3.075,55 | 2.996,34 | 33,04 | 156,01 | 22,89 | 14,66 | 14,72 | |
| 5T | 36.332,23 | 2.231,70 | 638,06 | 237,42 | 158,21 | 3.107,18 | 3.027,97 | 33,47 | 158,04 | 23,39 | 14,66 | 14,72 | |
| 6T | 36.332,23 | 2.231,70 | 669,70 | 237,42 | 158,21 | 3.138,81 | 3.059,60 | 33,90 | 160,08 | 23,90 | 14,66 | 14,72 | |
| 7T | 36.332,23 | 2.231,70 | 701,33 | 237,42 | 158,21 | 3.170,45 | 3.091,24 | 34,34 | 162,11 | 24,40 | 14,66 | 14,72 | |
| 8T | 36.332,23 | 2.231,70 | 732,96 | 237,42 | 158,21 | 3.202,08 | 3.122,87 | 34,77 | 164,15 | 24,90 | 14,66 | 14,72 | |
| 9T | 36.332,23 | 2.231,70 | 764,60 | 237,42 | 158,21 | 3.233,72 | 3.154,51 | 35,20 | 166,18 | 25,40 | 14,66 | 14,72 | |
| 10T | 36.332,23 | 2.231,70 | 796,23 | 237,42 | 158,21 | 3.265,35 | 3.186,14 | 35,63 | 168,22 | 25,91 | 14,66 | 14,72 | |
| 11T | 36.332,23 | 2.231,70 | 827,87 | 237,42 | 158,21 | 3.296,98 | 3.217,77 | 36,06 | 170,25 | 26,41 | 14,66 | 14,72 | |
| 12T | 36.332,23 | 2.231,70 | 859,50 | 237,42 | 158,21 | 3.328,62 | 3.249,41 | 36,49 | 172,29 | 26,91 | 14,66 | 14,72 | |
| 13T | 36.332,23 | 2.231,70 | 891,13 | 237,42 | 158,21 | 3.360,25 | 3.281,04 | 36,92 | 174,32 | 27,41 | 14,66 | 14,72 | |
| 14T | 36.332,23 | 2.231,70 | 922,77 | 237,42 | 158,21 | 3.391,89 | 3.312,68 | 37,35 | 176,36 | 27,91 | 14,66 | 14,72 | |