



CESSATION

Article 14 - 22 - 24 del conveni

The reasons for the employees' cessation can be multiple: by their own decision (voluntary) or by someone else's decision: dismissal, termination of the contract during the trial period, substantial modification of working conditions, etc.

We focus on the employees' resignation or voluntary termination.

At this point, the employee has to notify in writing with some temporary margins:

- 1 month for teaching and technical staff, head of administration or general services and head of section.
- 15 days for the rest of the staff in the categories contemplated in article 8 of the Agreement.
- Staff who exercise a functional position, the notice will have to be given with 1 additional month to that previously established.

Failure by the worker to give notice with the indicated advance, entitles the company to deduct from the settlement, the amount of one day's salary for each day of delay in giving notice.

Failure by the company to pay the worker the corresponding settlement, will give the worker, the right to be compensated with the amount of one day's salary for each day of delay in payment of the settlement, with the limit of the number of days of notice.

Termination and holidays.

If the accrued holidays have not yet been taken at the time of termination, the company may decide to grant the relevant days or compensate them financially.

If the terminating person has enjoyed more vacations than accrued at the time of termination, the value of these surplus vacation days will be deducted from the settlement.

The termination of an employee who has not yet completed the first year of employment will be treated in the same terms.