

**LABOR ALERT****STRIKE**

Labor implications of the strike called on 29th September 2010.



The General Strike called by CCOO and UGT for September 29th has the following labor implications:

- The labor relationship of those employees that will be on strike is suspended on during the day appointed, 29 September 2010. Therefore, the employees on strike will not be obliged to render services, and the Company will not be obliged to remunerate the strike day to those employees on strike.
- The employees that go on strike will not received neither the basic salary or the complements corresponding to the strike day, nor the proportional amount corresponding to extraordinary payroll.
- Social Security contributions of the Company and the employee are also suspended.
- The employee on strike enters into a special Social Security Regime, and the Company shall file before the Authorities a list of employees on strike, including their social security number, in the term of 5 days.
- The employees on strike do not have the right to perceive any unemployment compensation or labor incapacity indemnity, except for those cases in which the unemployment situation or the reason for the labor incapacity take place prior the strike.
- The employee's on strike will not be considered absent to work, and may not be subject to any disciplinary action that call or follow the strike. However, disciplinary actions can be followed against those employees that breach the minimum services established, attack or injure people, or damage the Company's assets.