



### III. Other Provisions and Agreements

#### **SECOND VICE PRESIDENT OF THE GOVERNMENT AND DEPARTMENT OF ECONOMICS, EMPLOYMENT AND INDUSTRY**

#### **Resolution of January 24, 2024, of the Director General of Labour, which provides for the registration, deposit and publication of the II Collective Agreement for Teaching and Investigative Staff employed by the University of Zaragoza.**

Having regard to the text of the II Collective Agreement for Teaching and Research Staff employed by the University of Zaragoza (Convention Code 72000262012006), signed on 31 October 2023 by the business side, by the representation of the University of Zaragoza, and by the social side, by the trade unions CCOO, CGT, CSI-CSIF and UGT, which together form the majority of the members of the Enterprise Committees of Zaragoza, Huesca and Teruel, on behalf of the workers, received in this Directorate-General on 9 November 2023.

Taking into account the remedies provided on 21 December 2023 and 18 January 2024, in compliance with the requests made on 11 December 2023 and 11 January 2024, respectively.

In accordance with the provisions of Article 90(2) and (3) of the consolidated text of the Law on the Statute of Workers, approved by Royal Legislative Decree 2/2015 of 23 October 2015, and Article 2.1 of Royal Decree 713/2010 of 28 May 2010 on the registration and lodging of agreements, collective labour agreements and equality plans, in conjunction with Article 5.2 of Decree 171/2010 of 21 September 2010 of the Government of Aragon, regulating the deposit and registration of collective labour agreements and agreements of the Autonomous-Community of Aragon, agreement:

First.- Order the registration and deposit of the Collective Agreement for the Staff Docente and Labor Researcher of the University of Zaragoza, in the Register of collective agreements and agreements of work of this Directorate General of Labor, with notification to the negotiating committee.

Second.- To arrange its publication in the "Official Gazette of Aragon".

Zaragoza, 24 January 2024.

**The Director-General for Labour,  
JESUS DIVASSON MENDIVIL**



## II COLLECTIVE AGREEMENT FOR TEACHING AND RESEARCH STAFF HIRED WORKER OF THE UNIVERSITY OF ZARAGOZA

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## II COLLECTIVE AGREEMENT FOR TEACHING AND RESEARCH STAFF HIRED WORKER OF THE UNIVERSITY OF ZARAGOZA

### CHAPTER I Parts

#### Article 1 *identification of the parties that agree to it.*

This Agreement is signed, on the business side, by the representation of the University of Zaragoza, and by the social side, by the negotiating committee composed of the trade union sections of the trade unions CCOO, the CGT, CSI-CSIF and UGT, which make up the majority of the members of the Enterprise Committees of Zaragoza, Huesca and Teruel, in return of the workers of the staff concerned.

### CHAPTER II Scope and validity

#### Article 2 *Functional Scope of the Convention.*

This Agreement applies to the University of Zaragoza and consequently to all its educational establishments, university institutes and other units, structures or facilities in which teaching or research functions are carried out in the centres of work of Huesca, Teruel and Zaragoza and any others that may be created in the future.

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### Article 3 *Personal Scope of the Convention.*

1. The rules contained in this Convention apply:

- a) The teaching and research staff (hereinafter PDI) hired according to the fashions contemplated in the state and regional regulations of the university system and the Statutes of the University of Zaragoza through a common employment legal relationship formalised by the person concerned and the University of Zaragoza.
- b) The research staff (hereinafter PI) recruited through the specific employment contract modalities of the research staff of Law 14/2011, of 1 June, or future rule replacing it, in accordance with the provisions of the calls or specific programmes; the IP contracted for the implementation of research support programmes, the implementation of projects and the implementation of public plans and programmes for scientific and technical research or innovation; as well as the IP contracted for the development of specific scientific or technical research projects.
- c) To the PDI hired in employment from the integration of the Schools of Social Studies under the Ministry of Labour and the labor PDI that has the status of indefinite non-fixed.

2. The IP referred to in paragraph (b) of the preceding paragraph shall apply to this Agreement for everything that is not regulated in the regulations, programmes, calls or aid of which the contract causes.

Due to the contractual variety between these personnel and the complexity and novelty represented by their inclusion in this Agreement, the Vice-Rectorate with competence in the area will provide a census of the research staff, as well as the relationship of the types of existing contracts: contractual modality, duration and financing.

### Article 4th *Temporary Scope.*

1. This Convention shall enter into force on the day following its signature and shall last for four years.

2. The Agreement shall be extended annually if the parties do not expressly denounce it within the period of three months prior to the end date set out in the preceding paragraph or that of any of its extensions. The complaint shall be made in writing by any of the signatory parties within the prescribed period. Once denounced and until a new express agreement is reached, the Agreement will remain in force in its entirety. Once the Convention has been denounced, either party may request the establishment of the negotiating committee and the commencement of further deliberations within a maximum period of one month.

### Article 5th *Compensation and absorption.*

The economic conditions laid down in this Convention replace existentes at its entry into force, whatever their origin and nature. If by law or regulation an improvement of economic conditions is established, they will only have efficiency if, taken as a whole and in annual calculation, they are higher than those laid down in this Convention.

### Article 6th *Most beneficial conditions.*

Those which are enjoyed by the working person and which exceed as a whole and in annual calculation of those laid down in this Agreement are respected as the most beneficial condition of a personal nature.

### Article 7 *Principle of equality.*

1. The promotion of equal treatment and opportunities between workers, of the labor PDI at the service of the University of Zaragoza, is a basic principle that informs in a cross-cutting nature the content of this Agreement and is configured as an interpretative criterion in its application.

2. In particular, the actions carried out on this basic principle in terms of gender perspective will be in line with the objectives and lines of action set out in the second Equality Plan approved by the Equality Bureau of the University of Zaragoza on 1 December 2022 and in those equality plans that replace it during the validity of this Agreement and its extensions.

3. The protection in cases of sexual harassment and harassment on grounds of sex shall be in accordance with the provisions of the relevant Agreements and Protocol on Sexual Harassment and on grounds of sex in force at all times.



**Article 8th *Linking to the totality.***

The conditions agreed in this Agreement form an organic and indivisible whole and will be considered globally as a whole. If a court decision declares the total or partial nullity of the Convention, the parties undertake to negotiate a new Convention or renegotiate the clauses concerned.

**Article 9 of *the Supplementary Regulations.***

In so far as is not provided for by this Convention, the Boral legislation and the general state or regional legislation that, if applicable, shall be applied as a supplement.

**CHAPTER III**

**List of jobs of contracted teaching and research staff**

**Article 10. *Definition of the list of jobs and applicable provisions.***

1. The list of jobs (hereinafter RPT) of the PDI is the list of the positions of teaching and research staff created by agreement of the Governing Council, which includes, together with those of the official staff, those of the hired staff.

2. The negotiation regarding the organisation of staff, which includes the creation, modification and abolition of jobs, is carried out at the sectoral table of PDI on the ordinary and extraordinary proposals made by the management of the vice-rectorates with competences in teaching and research staff, mainly following the guidelines for the establishment and modification of the list of jobs of staff and researchers (hereinafter, the Guidelines), in the wording in force at all times, which are incorporated for the purposes of the Convention.

3. The representation of the University undertakes to raise before the corresponding governing bodies of the University of Zaragoza the results of the negotiation, as well as to defend the agreements reached within it, in what requires the approval of them in order to achieve their full validity and effectiveness.

4. All matters not provided for in this Convention shall apply to all matters not provided for in this Convention.

**Article 11. *Jobs that are part of and which are not part of the TPN.***

1. The posts forming part of the TPN are:

- Posts endowed with teaching staff hired in employment according to the categories provided for in the LOSU, including those derived from legislation prior to its validity, taking into account, where appropriate, what may be established in this regard by the Autonomous Community of Aragon.

- The positions of associate professors in health sciences, endowed and approved by the committee of follow-up of the Health Care-University of Zaragoza Concert, under a labour recruitment regime.

2. Vacant TPN posts are not part of the establishment plan.

3. The TOR does not include posts created by urgent procedure to cover a specific unconsolidated need, nor are those from external funding, those financed by own studies or by virtue of specific agreements-programmes. Nor are the posts of research staff funded by specific programmes or calls included in the TPN.

**CHAPTER IV**

**Organisation of the activity and content of the service**

**Article 12. *Organisation of work.***

1. The University of Zaragoza has the faculty and responsibility for the management and organisation of the professional activity and work, in accordance with the provisions of this Agreement and the applicable legislation. These rules provide for the participation of the legal representatives of workers in the determination of the conditions of employment of the workers.

2. The objective of the organisation of work is the efficiency and improvement of the public service of higher education through the optimal use of its teaching or research staff and the material resources made available to it. They will be inspiring criteria of the organisation of the work:



- a) Human resources planning and management, aimed at professionalisation, promotion and stabilisation and training.
- b) The adequacy and sufficiency of the staff to the needs of the service.
- c) Streamlining, simplifying and improving working processes and methods.
- d) The evaluation, where appropriate, of the teaching and research performance of the PDI.
- e) The promotion of health and the protection of safety and health at work.

*Article 13. System of employment benefits and incompatibilities.*

1. The content of the labor provision of teaching and research staff integrates there-establishment of all the academic activities necessary for the delivery of official degrees in accordance with the own curricula or degrees. This teaching and research staff, among others, will carry out teaching tasks assigned by the University through the bodies and bodies that are competent and in accordance with the jointtooth Teacher Management Plan (hereinafter POD), as well as the tasks related to the preparation of classes, conduct and correction of examinations on the established dates and to tutoring and any other that are necessary to ensure compliance with said provision. It will also carry out, where appropriate, research activities and other activities of attention to the management and administration needs of the department, center or universidad. For these purposes, the head of the facilities of the University of Zaragoza where he mainly provides his services will have the necessary means for the proper performance of his functions.

2. The content of the provision of research personnel hired exclusively for the performance of research activity shall integrate the activities inherent in that task, as defined in Article 22.1 of this Agreement, in the terms provided for in its invitation to tender and the employment contract. Such staff shall be entitled to an appropriate post, having the means necessary for the proper performance of their duties.

3. The teaching and research staff recruited will have the incompatibilities regime established in the corresponding legislation of the staff serving the public administrations.

*Article 14. Place of work.*

1. The teaching and research staff hired shall carry out their teaching and research activities in any of the educational establishments, university institutes and other departments, structures or facilities of the University of Zaragoza, taking into account the provisions of the Job List and in view of the Internal Mobility Regulations of Teachers and the Guidelines of the TPN. The assignment of the tasks of the staff and researcher will be carried out by the University through the body or body that is competent, according to their needs and the POD.

2. In the event that the provision of this work involves a change of residence, it will be carried out in accordance with the provisions of labor legislation and the provisions established in the regulations of the University of Zaragoza on internal mobility of the profesorado.

## CHAPTER V

### **Contractual arrangements and duration of the contract**

#### SECTION 1 TEACHING AND RESEARCH STAFF.

*Article 15. Procurement modalities.*

The teaching and research staff included in the scope of this Agreement will be hired in employment through the modalities of recruitment specific to the university field regulated in Organic Law 2/2023, of March 22, of the University System (hereinafter, LOSU). They shall be governed by the applicable law and the provisions of this Convention.

*Article 16. Teaching Assistant Doctor.*

The purpose of the recruitment of assistant professors is that laid down in the applicable university legislation. The maximum duration of the contract shall not exceed the provisions of the applicable legal provisions and its dedication shall be full time. Terminated the contract due to the end of its maximum duration, the same person may not be hired through this contractual modality.



**Article 17. Associate faculty.**

1. The purpose of the recruitment of associate teachers is that laid down in the applicable universitarian legislation. The contract will be indefinite and part-time and may be terminated for objective reasons arising in the terms established in the applicable universitaria legislation.

2. The hiring of associate professors of Health Sciences will be carried out according to their specific regulations.

**Article 18. Substitute faculty.**

The recruitment of substitute teachers is the one laid down in the applicable national university legislation. The contract will be temporary and, given the characteristics of the activity to be carried out, part-time dedication linked to the justification for the recruitment.

**Article 19. Permanent Labor Teachers.**

The purpose of the recruitment of permanent working teachers is that laid down in the applicable university legislation. The contract shall be indefinite and with full-time dedication, exceptionally and at the request of the person concerned may apply for part-time work in accordance with the terms laid down in the applicable legislation and procedures.

**Article 20. Visiting faculty.**

1. The purpose of the recruitment of visiting professors is that laid down in the applicable universitarian legislation and teachers and/or researchers from other universities and research centers, both Spanish and former *tranjeros*, who can contribute significantly to the development of teaching and research activities, in accordance with the lines of research and teaching established in the policy of the University of Zaragoza, may be hired under this modality. The contract shall have a maximum duration of two years, unrenovable and non-renovable, and may be full-time or part-time.

2. In the event that among its tasks is the teaching of teaching, the planning of the same will be carried out through the ordinary procedures provided by the Universidad de Zaragoza. This availability will not be counted in the Teaching Planning Plan, unless the visiting teaching staff temporarily fills a vacant post of the TPN, after negotiation with the representatives of the teaching and research staff hired, in the sector bureau of PDI.

3. In what is not provided for in this article, the regulations governing visiting teachers will apply.

**Article 21. Distinguished faculty.**

The recruitment of distinguished teachers is aimed at the one set out in the universitarian legislation and it is possible to hire under this modality teachers and researchers, both Spanish and foreign, who are developing their academic or research career abroad, and whose excellence and contribution scientific, technological, human or artistic, are significant and internationally recognised. The duration, nest and legal regime of this contract will be regulated by the provisions of Article 23 of Law 14/2011, of 1 June, or norm that replaces it.

## SECTION 2 OF RESEARCH STAFF

**Article 22. Research staff.**

1. It is considered research personnel who, with the corresponding degree, carry out a research activity, understood as the creative work carried out in a systematic way to increase the volume of knowledge, including those related to the human being, culture and society, the use of this knowledge to create new applications, its transfer and dissemination.

For these purposes, research personnel are considered to be those who exclusively carry out a research activity, differentiating themselves from teaching and research staff, who are also considered research personnel by the second paragraph of Article 13.1 of Law 14/2011, of 1 June, when among their functions is that of carrying out research activities.

2. The research staff who provide their services at the University of Zaragoza may be work personnel, either temporary or indefinite, in accordance with Article 8 of the current consolidated text of the Basic Statute of the Public Employee.



**Article 23. *Information duties.***

The MNPDI will be informed on a quarterly basis about the contracts concluded by the Univer Sidadde Zaragoza with research personnel, at least in the modalities of the distinguished researcher's contract, contract for production circumstances and replacement contract, as well as the application of the promotion of research personnel, established in Article 89, both through economic promotion and through promotion for improvement of employment. It will also be reported when it has been necessary to deal with research personnel in positions that are difficult to cover.

**SUBSECTION 1ST. PROCUREMENT MODALITIES  
OF THE WORKERS' STATUTE.**

**Article 24. *Permanent contracts of permanent research staff research staffdora stable.***

1. The University of Zaragoza may hire research personnel for a period of time indefinido, in accordance with the modalities of indefinite contracts regulated in the current text refun dido of the Law Statute of Workers, in order to have a stable research staff.

2. The following submodalities are established: the contract of investigator of excelencia and the contract of researcher/doctor.

**Article 25. *Contract of researcher of excellence.***

The University of Zaragoza will be able to hire research staff with accredited expertise at the national and international level and very relevant merits in its area of research, in accordance with what is established in each call.

**Article 26. *Contract of researcher/doctor.***

The University of Zaragoza may hire research personnel who are in possession of the Doctoral Degree or equivalent, in accordance with what is established in each call.

**Article 27. *Other contractual arrangements.***

1. The University of Zaragoza may conclude employment contracts under any other modality that permits the legislation in force, whether of fixed duration or for a defined period of time. In this case, this Collective Agreement shall apply and, where appropriate, the special working conditions shall be negotiated with the legal representation of the working persons.

2. May conclude contracts due to the circumstances of production or replacement of workers (Article 15 LET) and others provided for by labour standards, as well as temporary arrangements for the strict implementation of the Recovery, Transformation and Resilience Plan and only for the time necessary for the implementation of such projects; also fixed-term contracts which are necessary for the implementation of temporary programmes the financing of which depends on non-competitive European funds.

**Article 28. *Part-time contracts.***

Likewise, when research or research support tasks so require, the University of Zaragoza may conclude part-time, indefinite or fixed-term employment contracts in cases in which the use of this recruitment regime is legally permitted, in accordance with the provisions of Article 12 of the current consolidated text of the Workers' Statute Law.

**SUBSECTION 2ND. RECRUITMENT MODALITIES REGULATED BY LAW  
SCIENCE, TECHNOLOGY AND INNOVATION**

**Article 29. *Contracting modalities regulated in the Law on Science, Technology and Innovation.***

The University of Zaragoza may hire research personnel for time determined in the modalities of predoctoral contract, contract of access of staff investi gador doctor and contract of distinguished researcher, as well as for an indefinite period with training to the specific modality of contract of scientific-technical activities, in the terms provided by Law 14/2011, of June 1, as amended by Law 17/2022, of 5 September.

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**Article 30. *Predoctoral contract.***

The contract will be aimed at carrying out research tasks, within the scope of a specific and novel project, by those who are in possession of the bachelor's degree, In geniería, Architecture, University Degree with at least 300 ECTS credits (European Credit Transfer System) or Master's Degree, or equivalent, and have been admitted to a doctoral program. The contract shall also cover postdoctoral guidance for a maximum period of 12 months.

**Article 31. *Access contract for medical research personnel.***

1. The contract will be concluded with staff with the title of Doctor or Doctor in the framework of an itinerary of stable access to the Spanish System of Science, Technology and Innovation. The finenature of the contract will be to carry out primarily research, development, knowledge transfer and innovation tasks, aimed at obtaining by the investigador of a high level of professional improvement and specialisation, leading to the consolidation of their professional experience.

2. Two sub-modalities are established:

- a) Contracts of "senior doctor" staff, when it is proven to have completed postdoctoral R & D & I stays for at least twelve months in R & D & I centers other than the University of Zaragoza.
- b) Contracts of "new doctor" personnel, when at least 3 months of it is accredited in R & D & I centers other than the center of realisation of the thesis.

**Article 32. *Distinguished researcher contract.***

1. They may be held with Spanish or foreign researchers of recognised prestige who are in possession of the title of Doctor or Doctor and who enjoy a consolidated international reputation based on the excellence of their contributions in the scientific or technical field. Likewise, it will also be possible to celebrate with technologists who enjoy a consolidated international reputation based on the excellence of their contributions, both in the advancement of specific research techniques, as well as in the valorisation and transfer of the knowledge and innovation that they have generated.

2. The subject of the contract will be the management of human teams such as researcher/a principal, management of research centres or transfer of knowledge and innovation, or of unique scientific and technological facilities and programs of great relevance in the field of knowledge in question, within the framework of the functions and objectives of the Universidad de Zaragoza.

**Article 33. *Contract for scientific-technical activities.***

1. The object of the contract shall be the realisation of activities linked to research lines or scientific-technical services, including the scientific-technical management of these líneas that are defined as a set of knowledge, concerns, products and projects, systematically built around a thematic axis in which activities carried out by one or more research groups converge and will require their development following the appropriate methodological guidelines in the form of R & D & I projects or contracts.

2. The contract may be concluded with staff with a degree of Bachelor's Degree, -Engineering, Architectural Engineering, Diploma, Technical Architecture, Technical Engineering, Degree, Master's Degree, Technician or Technician, or with research personnel with a Doctoral or Doctoral degree. It may also be held with staff whose training, experience and competences are in line with the requirements and tasks to be performed in the position to be filled.

3. The following submodalities are established:

- a) Personal Senior Collaborative Doctor.
- b) Staff Junior collaborator doctor.
- c) Research staff initiated: to celebrate with people with Bachelor's Degree, Engineering, -Architectural Engineering, with Degree or Diplomacy, without doctorate, with DEA, Master or equivalent degree.
- d) Research staff: Graduates, engineers, architects, graduates or diplomados, not doctor.

**CHAPTER VI**

**Selection of contracted teaching and research staff**

**Article 34. *Recruitment of teaching and research staff.***

The recruitment of teaching and research staff will be carried out in accordance with the applicable legal provisions and through the corresponding competitions, processes of





selection and in accordance with the criteria set out in said legislation for each fashion or contractual figure.

For this purpose, the rules provided for in the regulations approved for the regulation of the corresponding competitions, by the Governing Council of the University of Zaragoza, will apply, depending on the provisions of the Statutes of the University of Zaragoza and the applicable state or regional regulations.

The selection by means of public tenders is exempted in the modalities of Visiting Teachers, Distinguished Teachers and Emeritus Teachers, as well as the fashions provided for in Law 14/2011, of 1 June, cases referred to in the first subparagraph of Article 86(1) of Organic Law 2/2023, of 22 March, of the Sitarío UniverSystem.

## CHAPTER VII Working time and dedication

### *Article 35. Working day and regime of dedication.*

1. The duration of the working day of the IDP and the IP contracted with a full-time dedication scheme will be the same as for the DIP and, where applicable, the official IP. Nothing will be distributed for the IDP and, where appropriate, for the IP, among teaching activities, research and transfer, training and management activities. The working day of the PDI and the PI hired part-time will be the one that corresponds to the dedication fixed in their dealings.

The right to preserve the digital disconnection outside your working day is guaranteed, in order to respect the rest time, according to the provisions of Article 88 of Organic Law 3/2018, of December 5, Protection of Personal Data and garantia of digital rights. For this purpose, teachers will have the right not to respond to any type of communication by any channel (teletraining platform, electronic mail, telephone, WhatsApp, social networks, etc.) outside their working hours, except exceptional circumstances whose temporary urgency requires communication by the Uni versidad, in which case, it will be carried out by telephone. For this purpose, it is excluded from the working hours that includes the closure and opening of the center of the University of Zaraenjoys where it mainly provides its services.

2. The academic planning of the annual hours of the teaching activity of the teachers will be carried out in accordance with the regulations that are applicable at all times to calculate the maximum annual teaching dedication, as well as for the assignment of teaching and its teaching schedule. In this sense, the teaching activity, in any of the typologies and assignments set out in the regulations of the University, may not exceed, in general, the maximum foreseen per academic year for the teaching activity of official teachers in a full-time dedication regime in the Organic Law of the University System, or provision that replaces it, without prejudice to the existence of exceptional situations that force to increase the teaching activity in a timely manner for reasons of the service, always with the agreement of the teachers concerned.

3. Depending on the teaching schedule and in order to facilitate an adequate and reasonable degree of teaching, the teaching dedication can be distributed flexibly throughout the teaching period, respecting in any case the legal limits established.

4. The teaching staff who among the activities corresponding to their contract is the research shall reserve at least one third of their working time for research tasks.

### *Article 36. Activities to be developed by each category of teaching staff.*

1. The permanent working faculty, the teaching assistant doctor, visitor and distinguished guide, have full teaching and research capacity. The performance of functions of gestión and coordination will be carried out in accordance with the provisions of the Statutes of the University of Zaragoza and the internal regulations that develop them.

Among the categories to be extinguished under the terms of the first additional provision of this Agreement, the provisions of this section also apply to teachers recruited by doctor and to collaborating teachers.

2. The contract of the associate faculty and the substitute shall include exclusively the teaching activity, without being able to extend to university activities of another nature, such as those of research.

3. For these purposes, teaching activity is understood both that corresponds to the actual teaching hours in classroom, seminar or laboratory, as well as other assignments docentes not directly teaching.

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These other teaching assignments may be:

- Teaching in English and another assignment depending on the characteristics of the teaching activities. Its calculation shall be carried out on the basis of a coefficient of increase, in hours equivalent to the teaching hours.

- The direction of doctoral theses, final works of degree, works within the framework of the planning of a certain subject or subject or academic guardianship of ex ternpractices. Its calculation will be carried out in hours for the performance of activities whose measure requires equivalences by their very nature.

The teaching activity of the PDI, including teaching hours, non-schoolhours and other teaching assignments, may not, in general, exceed the dedication referred to in paragraph 2 of the previous article.

*Article 37. Dedication of the working teachers to the teaching activity.*

1. The dedication to the teaching activity of permanent working teachers will be established by Statutes of the University of Zaragoza and by the regulations that develop them in terms of comparability with the faculty of the university teaching bodies.

2. The dedication of the temporary hired teachers to the teaching activity will be in accordance with the provisions of the applicable regulations.

*Article 38. Reductions for management and research activities and by advanced age.*

1. The reductions in the dedication to the teaching activity of teachers by management and research activities, due to advanced age or other causes, will be those provided for in the regulations, which are in force at all times, regulating the Guidelines of the TPN, the system of teaching dedication and remuneration of academic positions and responsible for the management of the Departments, Centers and University Research Institutes of the University of Zaragoza, as well as in the regulations that establish the recognition of academic management activity by the participation of teachers in bodies or commissions or the rules that may replace them in the framework, in the cases in which you run, of collective bargaining at the sectoral table of PDI.

2. It is ensured that the employment staff will have treatment equal to that provided for official staff in the matters referred to in this Article.

*Article 39. Working hours.*

1. The working hours of the contracted teachers will be adapted in their teaching activity to the academic calendar approved after the negotiation process at the sectoral table of the PDI, to the established hours for teaching and the schedule of exams, guaranteeing the fulfillment of their working time.

2. The assignment of the teaching and its teaching hours shall be carried out in such a way as to ensure that, from the beginning to the end of the daily teaching day of the teachers, no more than 7.5 hours pass, and no more than 5 teaching hours are given per day, without prejudice to another higher distribution in hours if it has the express agreement of the teachers concerned. Only on the basis of sufficiently justified circumstances may this distribution be waived, after negotiation with the representation of the IDP.

In the case of part-time associate teachers, the department will facilitate that the assignment of teaching allows maintaining the employment relationship whenever there are specific teaching needs related to their professional field. The fragmentation and dispersion of the assigned teaching should be limited, seeking to establish schedules compatible with its main activity, and orders as closely as possible to the function that the LOSU istablece for these personnel.

3. The contracted IP will carry out the research tasks in the hours within its working hours and the working schedule, without prejudice to the fact that due to the characteristics of the research activity and exceptionally has to adapt or prolong the working day. In the event that the IP collaborates in teaching, the provisions of Article 35(2) will apply, as well as in the regulations governing complementary collaboration in teaching.

*Article 40. Particularities of teaching assignment.*

1. The regulations of the University of Zaragoza that regulate the assignment of teaching for all teachers will ensure that the assignment to working teachers allows to develop a decent and quality teaching, in accordance with the teaching standards required of university teachers. In particular, it should lay down guidelines for the criteria to be divided—



mentally limit the fragmentation and dispersion of the assignments made to teachers forced to choose in the last place, for reasons of position and seniority.

2. The assignment of teaching will be carried out in a way that ensures that the working teachers can access types of teaching assignment that allows them to increase the possibilities of obtaining accreditation for access to university teaching bodies, taking into account that they have been established as a requirement, formal or accessory, that limits this promotion if they have not developed them in a certain volume.

3. The rules of collaboration in the teaching of research personnel, especially the predoctoral staff, will make it easier for said staff to carry out the teaching activities that, allowed in the regulatory calls for grants that support their recruitment, are necessary for the development of their university career.

*Article 41. Record of the day.*

Pursuant to Article 34.9 of the Workers' Statute Act, which establishes a business obligation to record daily working hours and refers to collective bargaining or company agreement the organisation and documentation of the working day record, and taking into account the uniqueness and characteristics of the activities carried out by the PDI and the IP, the parties agree to create a joint working time registration commission to determine the registration system that meets and responds to the legal requirements. This Commission shall be established upon signature of this Agreement and shall be composed of one member representing each of the trade union organisations entitled to negotiate and by the representation of the University of Zaragoza.

*Article 42. Holidays and holidays.*

1. Paid annual leave shall be one calendar month or 22 working days per year per full year of service or in proportion to the actual service time. They will be enjoyed mandatory within the calendar year and until January 15 of the year if you continue, in minimum periods of five consecutive working days, provided that the joint teeth holiday periods are compatible with the needs of the service, without Saturdays being considered working days.

2. Teachers' holidays will be generally enjoyed outside the school period.

IP holidays, if not requested on other dates within the working calendar and provided that it does not interfere with the development of the project or with the planning of its possible collaboration in teaching, will be enjoyed in the month of August.

When the leave coincides with the period of suspension of the employment contract of the worker due to the birth and care of a child, in cases of adoption, he/she is kept for adoption and placement, due to risk during pregnancy or risk during breast-feeding, leave shall be taken on a different date at the end of the suspension post, even if the corresponding calendar year has ended. If the period of leave coincides with a temporary incapacity due to contingencies other than previous ones which makes it impossible to take them, in whole or in part, during the calendar year in which they are placed, the worker may do so once his disability has ended and provided that no more than 18 months have elapsed from the end of the year in which he or she has originated.

3. The faculty will enjoy as holidays those that as such appear in the academic calendario and the local festivals set by the University. The PI will enjoy as holidays those that appear in its work calendar.

4. It is ensured that the employment staff will have treatment equal to that provided for official staff in the matters referred to in this Article.

*Article 43. Licenses, permits and surpluses.*

The teachers and the contracted IP will enjoy the permits established in Articles 48 and 49 of Royal Legislative Decree 5/2015, of 30 October, approving the consolidated text of the Law on the Basic Statute of Public Employees, and other licenses and permits established in the regulations of the University of Zaragoza regulating holidays, licenses and permits of teaching and research staff.

Teachers and the PI will be entitled to leave on their own for a period of not less than four months and not more than five years under the terms established in Article 46 of the Workers' Statute Act. They will also be entitled to leave for family grouping, family care, gender-based violence and terrorist violence in the terms of article 89 of the consolidated text of the Statute Act.

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Basic of the Public Employee, always with treatment equal to that provided for official staff in the matters referred to in this article.

*Article 44. Reconciliation of personal, family and work life.*

The regulations relating to working hours, holidays, leave, leave and leave contained in the previous articles shall apply without prejudice to the conditions laid down in the agreement on the reconciliation of personal, family and work life of public employees of the University of Zaragoza referred to in the eighth additional provision.

*Article 45. Particular matters.*

The teachers and the PI hired throughout the year shall be entitled to take up to six days of paid leave for particular matters, which may not be added to the annual leave periods, and may be distributed as appropriate to the person concerned, subject to the authorisation of the management of the Centre or the Institute to which it belongs, always respecting the needs of the service, in particular, the teaching obligations of the teacher, and which may not, in any case, coincide with the dates of examinations. In addition, in the same terms indicated in this article, additional days may be taken by equating official staff in accordance with the applicable regulations.

## CHAPTER VIII

### Promotion of training and mobility for teaching and research

*Article 46. General principles.*

1. The University of Zaragoza will guarantee the improvement and the professional and academic improvement of its contracted teaching and research staff, through the permanent training plan of the University of Zaragoza in the framework of its strategic planning and training priorities.

The parties undertake in particular to study the establishment of incentives for the training and updating of teaching of associate teachers, due to the characteristics of the figure.

2. Mobility is a right of contracted teaching and research staff that contributes to strengthening scientific, technological, humanistic, artistic, cultural, linguistic, creativity and professional development.

*Article 47. Teacher training of new teachers.*

1. The faculty will have the obligation to carry out, in the first year of the contract, the training course of the new teachers within the Permanent Training Plan of the PDI of the University of Zaragoza, when they have not done it before.

2. This training course may be validated by teaching experience in the terms defined by the Interpretation, Surveillance, Study and Application Commission through its training committee.

*Article 48. Temporary mobility of teaching and research staff.*

In accordance with the provisions of Article 66 of the LOSU, the mobility regulation provided for research personnel in Article 17 and consistent with Law 14/2011 of 1 June 2011 on Science, Technology and Innovation shall apply to the PDI, in relation to research matters, the affiliation to another institution, entity or companies based on knowledge, or temporary leave for incorporation to other public agents of the Spanish System of Science, Technology and Innovation. The mobility agreements that may be signed by the University of Zaragoza with other universities or institutions of higher education, other public or private research organisations, research institutes or organisations or companies based on knowledge, and the agreements established between the Autonomous Communities, as well as the own regulations of the University of Zaragoza, in particular, the regulations governing the licenses and permits of staff in the field of teaching and research, shall apply.

*Article 49. Mobility in order to comply with the legal requirements of disengagement from the University.*

The mobility mechanisms established by law will be facilitated to enable the contracted teaching and research staff, who have completed their doctoral thesis at the University of Zaragoza, to carry out research or teaching activities in other universities or different research centers and comply with legal requirements for the purposes of:

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accreditation, for access to official university teaching bodies and permanent working teaching positions, by ACPUA, other regional quality agencies or, where appropriate, ANECA.

Specifically, the University of Zaragoza will promote agreements with other Universities of the G-9, plus the University of Murcia, to be able to take advantage of the university resources, hotels and other types, that allow reducing the costs of carrying out these Welsh requirements for the Labor PDI affected by this situation.

In the case of the secondment provided for in Article 47, and in accordance with the agreements signed for this purpose, the teaching and research staff shall maintain their affiliation to the University of Zaragoza and the periods of secondment shall count for the purposes of seniority and shall not impede progress in the professional career.

*Article 50. Advance payment for the funding of research mobility awarded by public institutions.*

The IDP to which funding has been granted to carry out research stays may request an advance on account to be reimbursed to the University of Zaragoza within the financial year in which it was requested. The applicant must accompany, together with the application for an advance, a repayment commitment and the decision in which the financing is known. The University will respond to it within 15 working days from the date of application and will be deemed rejected if it is not resolved within the deadline.

Within 10 days of the receipt of the amount obtained, the advance shall be repaid in full, unless it is partial receipts which will be partially reinstated. The advance must always be fully repaid by 15 December of the financial year in which the request was made.

Advance payments shall not be granted for this reason where there is no evidence that the application for the advance will be refunded in accordance with the terms set out in this Article. The income shall be granted for the amount recognised and may not in any case exceed EUR 1.000.

## CHAPTER IX Remuneration scheme

*Article 51. Of the salary.*

Wage remuneration is regulated in this Agreement, taking into account, on the one hand, the professional employed and on the other hand the hired labour research staff.

*Article 52. Antiquity.*

All staff falling within the scope of this Convention shall receive a full staff term for every three years of actual service. The amount and the accrual and collection system (their payment) shall be those of the officials of Subgroup A1. For the calculation of this seniority, the services provided to the University of Zaragoza will be computed under the cover of civil service or employment or administrative recruitment as teaching or research staff. Similarly, the previous services in the public administration will be computed in accordance with the provisions of Law 70/1978, of 26 December, on the recognition of previous services in the Public Administration, and its implementing regulations.

*Article 53. Salary review clause.*

The remuneration of teachers and research staff hired, including salary supplements, will be subject to the annual salary increase that you legally pay to public employees in accordance with the provisions of the Law on General State Budgets or norm that, in its absence, contains a similar clause.

### SECTION 1 THE REMUNERATION OF TEACHERS

*Article 54. Salary structure.*

The remuneration of the hired teachers shall be in accordance with the salary structure and the following remuneration:

- Salary.
- Destination add-on.
- Specific add-on.
- Supplement for academic position.
- Supplements on personal merits.

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**Article 55. Salary tables.**

1. The amounts of remuneration contained in Articles 55, 57 and 60, insofar as this agreement incorporates salary increases, shall apply in full from 2026. During the years 2023 to 2025, the re ferid remuneration incrementsin the terms contained in the transitional provision terwax of this Collective Agreement shall be applied sequentially.

2. The monthly remuneration of full-time teachers will be as provided for in the following salary tables:

Category	Salary	Destination add-on	Specific add-on
Teachers hired doctor LOU or permanent work LOSU	1288,31	924,48	530,46
LOU Collaborative Teachers with Doctoral Degree	1288,31	811,08	327,87
Teaching staff LOU non-doctor	1288,31	811,08	259,96
Teaching assistant doctor LOU or LOSU	1288,31	811,08	313,10

In the case of teachers hired by the doctorate Organic Law of Universities or professed-permanent labor LOSU linked to the public health system, theadditional increases that may correspond to those provided for in the Resolution of March 7, 1988, of the Secretary of State for Finance, fixing the remuneration of staff in linked positions and health personnel who have a contract as associate teachers are applied. Similarly, the remuneration of those who could be linked to thepublic health system will be adapted to the remuneration of teachers ayudante doctor.

3. The monthly remuneration of LOSU permanent working teachers hired part-time under the terms of Article 82(c) of the LOSU shall be adjusted in the sameproportion as that applied to teachers of university teaching bodies. Likewise, the limitations that affect the teachers of the university teaching bodies with regard to the remuneration supplements will apply.

Specific amounts are defined in Annex II to this Convention.

4. The monthly remuneration of associate teachers will be provided for in thefollowing salary classes, depending on the degree and dedication to the teaching activity,calculated in terms of academic year:

Dedication and degree	Salary	Destination add-on
As 120 hours doctor	342,93	326,54
As 120 hours non-doctor	342,93	198,28
As 90 hours doctor	257,18	244,93
As 90 hours non-doctor	257,18	148,70

In the event that the places have a different teaching dedication, the tables will be adapted proportionally.

5. The remuneration of associate professors of health sciences shall be governed by Royal Decree 1558/1986 of 28 June 1986 laying down the basis forconcerts between universities and health institutions and in the Resolution of 7 March 1988 of the Secretary of State for Finance laying down the retritions of staff in linkedpositions and healthpersonnel who have formalised associate teacher contracts, and shall include the conceptof salary and employment supplement set out in the agreement signed between the University of Zaragoza and the relevant Administration.

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6. The remuneration of substitute teachers is determined in Article 60 of the Convention.

7. The visiting faculty, as well as the distinguished teaching staff LOSU, in the event that they join the staff of the University of Zaragoza, will receive the remuneration agreed in their employment contract, taking into account their tasks and dedication in the development of teaching and research activities in the different departments or university institutes of the University of Zaragoza, must also take into account, for this purpose, the academic, scientific and researcher curriculum of the visitor with the maximum limit that can be foreseen by the applicable state or autonomous regulations.

*Article 56. Personal supplements for academic charge.*

Allowances for academic posts shall be as much as is recognised for the official staff of the teaching bodies.

*Article 57. Personal supplements on individual merits.*

1. Teachers recruited full-time will receive the sections of teaching merit and productivity for the evaluation of the research activity, including those relating to the transfer life, provided for in Royal Decree 1086/1989 of 28 August 1989, with the following equivalences:

Employment category	Civil service category
Professor hired Dr. LOU or permanent teacher LOSU	Tenured Professor
Collaborating professor, assistant professor doctor and other figures	Full Professor of school University

The perception of the sections by the research activity will occur when they have been recognised by ANECA-CNEAI or have been recognised by the Agency of Quality and Prospective Universitaria de Aragón (ACPUA).

In the same terms that apply in relation to the teaching staff of university teaching bodies, when the beneficiary changes his category conser will, in the new category, personal supplements on individual merits in the amount he has acquired and consolidated in the previous category, to which he will be accruing those that he can obtain in successive evaluations.

2. In the event that the regulatory regulations incorporate the perception of some of these supplements to part-time teachers, the equivalence to the civil service category will be that of a professor who holds a university school, except in the case of the permanent teacher LOSU, which will be that of full professor, calculated in proportion to his teaching. It shall apply in the same terms, where the perception is required by a final judicial judgment.

If this perception is incorporated for this group, they will be perceived proportionally according to the partiality.

*Article 58. You pay extra and extra.*

The hired teachers will receive two extraordinary payments that will accrue in the amount of a monthly salary, seniority and employment supplement and, where applicable, two additional payments of the specific supplement, paid in the months of June and December. The system of accrual of extraordinary and additional pay shall be the same as that which is regulated for officials of Subgroup A1. The amounts specified in this respect in the salary tables included in the previous articles do not include the amount that corresponds individually to that length of service.

*Article 59. Adaptation of the salary tables to the regional regulations governing the remuneration of teachers at work.*

In the light of the provisions currently provided for in Decree 84/2003 of 29 April 2003 of the Government of Aragon regulating the legal and remuneration regime of teaching staff and investi gador hired at the University of Zaragoza, the tables comparing the remuneration fixed by the Agreement with the maximum defined by that decree in relation to the figures to which it refers are set out in Annex I to this Agreement.

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**Article 60. *Substitute faculty.***

1. The remuneration of substitute teachers shall be equivalent to that of associate teachers, distinguishing according to whether or not they hold the degree of doctoral degree, taking into account the foreseeable teaching activity and considering that the activity corresponding to an SUS 240 is the maximum teaching activity referred to in Article 75(2) of the LOSU.

The remuneration tables are as follows:

Dedication and degree	Salary	Destination add-on
Your 240 hours doctor	785,88	653,28
Your 240 hours non-doctor	785,88	396,54
Your 210 hours doctor	600,09	571,50
Your 210 hours non-doctor	600,09	346,97
Your 180 hours doctor	514,36	489,86
Your 180 hours non-doctor	514,36	297,40
Your 150 hours doctor	428,63	409,22
Your 150 hours non-doctor	428,63	247,83
Your 120 hours doctor	342,90	326,64
Your 120 hours non-doctor	342,90	198,27
Your 90 hours doctor	257,18	244,93
Your 90 hours non-doctor	257,18	148,70

2. In addition, two extraordinary payments shall be received per year in an amount of each of them the sum of the salary and the employment allowance, without prejudice to the provisions of the fifth additional provision.

3. In the event that due to the characteristics of the cause of substitution the structure provided for in the above tables is not efficient, a contract may be signed for the exact teaching hours to be replaced, the hourly remuneration being the equivalent to that resulting from the above tables. The hourly remuneration is EUR 63.14 for non-doctors and EUR 78.11 for doctors. This remuneration constitutes a remuneration module that includes consideration for the teaching tasks inherent in each teaching hour.

**Article 61. *Additional remuneration established by the University of Zaragoza.***

1. The University of Zaragoza may pay extraordinary gratifications to teachers who are entrusted with more teaching than established by the regulations governing their dedication to the teaching activity, at the request of the university department and after agreement with the teacher, in the terms of Article 87(4) of the LOSU.

The associate faculty in no case can assume more commission than the legally permitted.

2. The regulation of this action will be carried out in terms of comparability with the professed university teaching bodies, with remuneration modules being established annually.

## SECTION 2 THE REMUNERATION OF RESEARCH STAFF

**Article 62. *Remuneration of contracted research staff.***

The research staff recruited shall receive the remuneration provided for in the table in Annex IV according to their contractual modality, for all concepts, including pro rata of extraordinary pay. This amount shall be increased, where appropriate, by the seniority supplement provided for in Article 52.

**Article 63. *Remuneration of research staff hired by the modalities of the Workers' Statute Act.***

1. Contract of excellent research staff. Your remuneration will be equivalent to that provided for the figure of Professor of University, without teaching obligations.

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2. Doctor's research staff contract. Their remuneration will be equivalent to that provided for the figure of Teachers Hired Doctor or Permanent Teachers at work, without teaching obligations.

3. Contracts of research personnel due to production circumstances. The remuneration levels provided for the scientific-technical activities contract shall apply.

4. Contracts for research personnel by replacement of a working person. The remuneration provided for the replaced worker shall apply.

5. Contracts of research personnel for the strict execution of Recovery, Transformation and Resilience Plan. The remuneration levels provided for the scientific-technical activities contract shall apply.

6. Part-time contracts. They shall receive the remuneration proportionally in function of the time worked, taking as a reference the remuneration of a full-time investee who provides services under the same contractual modality or submodality.

*Article 64. Remuneration of research staff hired by the recruitment modalities regulated by the Law on Science, Technology and Innovation.*

1. Predoctoral contract. Their remuneration may not be less than 56 % of the salary fixed for the category corresponding to Group 1 of labour force in the salary table covered by the single labour agreement of the General State Administration, during the first two years, 60 % during the third year and 75 % during the fourth year.

2. Access contract for medical research personnel. The remuneration of this contract may not be lower than that corresponding to the Professor/Aide Doctor of the applicable Collective Agreement of the University of Zaragoza. Respecting, in any case, the above, the remuneration shall be as follows:

- The remuneration of a "senior doctor" staff contract will be that provided for a "Ramón y Cajal" type contract or similar to replace it, with the agreed increase (EUR 500) included in the remuneration table attached. Its amount is thus set out in Annex IV.

- The remuneration of a "new doctor" staff contract will be that provided for a contract type "Juan de la Cierva" or similar figure replacing it. Its amount is thus set out in Annex IV.

3. Contract of distinguished research staff. His remuneration will be that corresponding to level N.1 of the contract of scientific-technical activities in the submodality "Senior collaborating doctoral staff", being able to agree, in addition, a specialisation supplement that will not be less than 15 per 100 or exceed 75 per 100 of said remuneration, depending on the credited merits and budgetary availabilities.

4. Contract for scientific-technical activities. The remuneration shall be as follows:

a) Senior collaborating doctor staff. Their remuneration shall be as set out in Level 1 of Annex IV.

b) Junior Collaborative Doctor Staff. Their remuneration shall be as set out in Level 2 of Annex IV.

c) Research staff initiated. Their remuneration shall be as set out in Level 3 of Annex IV.

Where the call for recruitment of research staff initiated requires, as a requirement for recruitment, candidates to demonstrate at least two years' professional experience in the research tasks or functions to be carried out, their remuneration shall be as set out in level 3.1 of Annex IV.

d) Novice research staff. Their remuneration shall be as set out in Level 4 of Annex IV.

5. In no case will a higher category and pay level be recognised than those who have been or are hired as research staff in certain conditions of category and pay level, although they may have a degree or could prove superior professional experience, before or after their recruitment.

*Article 65. Salary increases.*

The annual salary increases applicable to public employees, in accordance with the Law on General State Budgets, will be applied to investment staff, under the same conditions as to the rest of the teaching and research staff of the University of Zaragoza. Only the contract described in the previous rule shall be exempted from the above rule.



Article 32, in which the provisions of article 26.5 of the Workers' Statute Act operate.

**Article 66. *Specific remuneration conditions.***

1. When the calls for grants or grants for the hiring of research personnel establish remuneration or other conditions that oblige the University of Zaragoza in its capacity as an employer, these shall be applicable, outside the provisions of this Collective Agreement. However, in any case, the corresponding remuneration will be guaranteed applying the regulations of the University of Zaragoza, according to the contractual modality or submodality, when said remuneration is inferior.

2. In particular, when research personnel are recruited, for an indefinite period or for a limited duration determined in the cases in which it is legally permitted, a "complement" may be established linked to the characteristics of the call for tenders to finance the contract and to its remuneration conditions, if the call establishes a higher remuneration than that corresponding to the researcher hired by applying the provisions of this Co-Lective Agreement.

In this case, the provisions of article 26.5 of the Workers' Statute Act will operate before the annual salary increases applicable to public employees, that is, compensation or absorption will operate when the wages actually paid are higher than those that would correspond each year according to the category or modality with actual.

**Article 67. *Supplement for difficult-to-cover posts.***

A salary supplement may be established for the hiring of staff investigación in positions of difficult coverage, in order to be able to attract talent in those activities where the remuneration of the sector exceeds those offered by the University of Zaragoza. A job will be considered difficult to fill if a job offer is not filled in one or more calls.

**Article 68. *Personal assignments.***

Research staff may receive personal assignments from R & D & I projects/contracts, in accordance with guidelines approved by the Government Team.

**Article 69. *Compensation for termination of the contract.***

After the termination of the pre-doctoral contract and for the contract for access to the Spanish System of Science, Technology and Innovation, the staff concerned are entitled to compensation equivalent to that provided for fixed-term contracts in Article 49(c) of the Law on the Statute of Workers, approved by Royal Legislative Decree 2/2015 of 23 October 2015.

## CHAPTER X

### **Professional promotion and promotion of staff stability teacher and researcher hired**

**Article 70. *Professional promotion and promotion of the stability of contracted teaching and investigator personnel.***

The professional promotion and promotion of the stability of the contracted teaching and research staff is determined by distinguishing, on the one hand, teachers; from another, the investigator staff. As far as teachers are concerned, there is a distinction between promotion, which affects teachers with an indefinite employment contract and the stabilisation of temporary teachers, considering how to act in the case of scenarios with restrictions, both legal and economic. Special consideration is also given to the situation of teachers who have developed research programmes of excellence and hold the I3 or R3 certificate, as well as other particular situations.

**Article 71. *Support unit for the accreditation of the labour PDI.***

The University of Zaragoza, throughout the period of validity provided for in this Agreement, established in its Article 4.1, will create a support unit for accreditation that facilitates and assists in the process of accreditation of the Labor PDI to permanent labor and employment figures.

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## SECTION 1 PROMOTION OF TEACHERS WITH CONTRACT INDEFINITE WORK

*Article 72. Promotion of contracted professors Doctor Organic Law of Universities and permanent work LOSU.*

1. When a teacher or professor hired Doctor of Organic Law of Universities or permanent work LOSU is accredited as a professor or university holder, she may at any time request the transformation of her job.

The request shall be processed in accordance with the normal procedures for this purpose and the proposal shall be submitted to the next Governing Council for approval. Once the amendment has been approved, it will be submitted to the department of the Government of Aragon with competences in univ ersidad to proceed with the procedure provided for in Article 46 of the LOSU. Subsequently, the corresponding public job offer and call for the place will be approved.

2. Once included in the tender, the applicant may choose to postpone the call for the place already included in the tender, provided that the execution takes place within three years, in the terms of Article 70 of the Basic Statute of the Public Employee.

*Article 73. Profiles of the places in the programs of promotion of teachers with an indefinite employment contract.*

To the extent that the general regulations allow, interested persons may request to modify the profile of the position with reference to one or more subjects of grades critasto the area of knowledge in question, with the agreement of the department. The subjects of the university master's degree in compulsory secondary education, baccalaureate, vocational training and language, arts and sports education will havethe same consideration.

*Article 74. Obtaining the position by a candidate or candidate other than the person applying for the promotion.*

In the event that the position is obtained by a candidate or candidate different from the one who applied for the promotion in the same locality, since she will occupy the promoted position, a new position will be created in order to keep the applicant for the promotion in the employment.

Those who applied for the promotion and did not obtain it will have the right, once again, to apply for a new promotion, provided that they had submitted to the contest, having completed all the tests.

*Article 75. Promotion of collaborating professors Organic Law of Universities.*

1. Teachers and collaborating teachers may request, when they meetthe required legal requirements, the transformation to permanent teacher LOSU, in their places. The request shall be processed in accordance with the normal procedures for this purpose and the proposal shall be submitted to the next Governing Council for approval. Once the modificationis approved, it will be submitted to the department of the Government of Aragon with competences in university to proceed with the procedure provided for in Article 46 of the LOSU. The effects of the access to the category of permanent professional teacher will occur from the date of the start of the new contract, which will be subscribed from the day following that of the publication in the Official Gazette of the University of Zaragoza of the transformation.

2. In the event that a professor or collaborating professor obtains the pro fesorado accreditation ofteaching bodies, its promotion will be carried out in the same terms as the teachers hired Doctor Organic Law of Universities or permanent work LOSU.

## SECTION 2 STABILISATION OF TEMPORARY TEACHERS

*Article 76. Basic principles of temporary teacher stabilisation.*

1. The teaching policy of the University of Zaragoza is based mainly on the training in the university itself of those who are called to compose the staff of profesorado with permanent links. Therefore, it is a basic principle the stabilisation of his assistant professorship doctor, in the understanding that the existence of needs docentes and researchers concur, since it was evaluated when providing the corresponding position of assistant doctor. In this sense, the positions will be transformed into teachers with permanent links, offering the places and convoking the correspondingcourse, which will be resolved in accordance with the principles of equality, merit and capacity.

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2. If these needs cease to exist, the University of Zaragoza will guarantee the reorientation of the excess doctoral assistant faculty to deficit areas or centers. In this case the vice-rector who has the joint teaching competences, will propose a reorientation of the place in the context of a reasonable adaptation of the teachers involved, after negotiation with the sectorial table of PDI.

3. The content of this section is particularly subject to what can be determined in the framework of collective bargaining developed at the sectorial table of the IDP.

*Article 77. Temporary teacher stabilisation budgets.*

1. Full-time teachers hired temporarily by the Universidad de Zaragoza may request the transformation of the position held by one of university professors or LOSU permanent professors, for their coverage through the legally established mechanisms, if they are accredited to do so. The call requires that the person concerned has had at least two favourable evaluations of his or her teaching task and that, in addition, two or more negative, reasoned and well-founded evaluations of that teaching task have not been received in the last five years.

2. The modification of the post will require that the applicant is, at the time of the application, in its fourth consecutive full-time year at the University of Zaragoza.

Provided that the applicant meets, in the year of his application, his/her second year as a full-time professor at the University of Zaragoza and for the purpose of considering that the applicant is at that time in his fourth year of cutting course, a series of equivalences are established, in accordance with the provisions of paragraph 3 of this article.

3. The equivalences referred to in the previous paragraph are fixed for the purposes of equating an activity other than the two previous years to the last two consecutive years, and are as follows:

- a) Three years hired as a full-time professor at the University of Zaragoza on a discontinuous basis are comparable to two years hired consequently.
- b) Two years as a full-time teacher at another public university is also equivalent to one year hired at the University of Zaragoza. Public universities in the Member States of the European Union shall be treated equally.
- c) Two years part-time hired at the University of Zaragoza, whatever his dedication, is equivalent to one year full-time.
- d) The time during which they had provided services as teaching staff assigned to the University of Zaragoza that teach official degrees of degree, provided that they are publicly owned and the principles of equality, merit and capacity have been guaranteed in the selection process, will be taken into account as if it had been provided at the University of Zaragoza.
- e) Two years of receiving grants for the hiring of research personnel in the modalities of predoctoral contract or contract for access to the Spanish System of Science, Technology and Innovation provided for in Law 14/2011, of 1 June, on Science, Technology and Innovation (formerly predoctoral or postdoctoral scholarship of FPI or homologated program), obtained under competitive competition and with training to the principles of advertising, objectivity, transparency, equality and not discrimination, and carried out at the University of Zaragoza or another Spanish public university, in the terms referred to in subparagraph (b), are equivalent to one full-time teacher year.
- f) Two years engaged full-time in accordance with the Regulations of the University of Zaragoza on the recruitment of research personnel ("Official Gazette of Aragon", No 38 of 24 February 2012 and "Official Gazette of Aragon", No 137 of 15 July 2013), the Regulations governing the employment contracts of temporary researchers for the realisation of specific scientific and technical research projects ("Official Gazette of Aragon", number 38 of 24 February 2012) or the Regulations governing the modalities of employment contracts specific to personal investigator ("Official Gazette of Aragon", number 57 of 23 March 2017 and "Boletín Oficial de Aragón", number 75, of 20 April 2017) of the University of Zaragoza is equivalent to one full-time teacher year.

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For the purpose of calculating these equivalences, the following reglas shall be taken into account:

- Proportional periods shall be taken into account (e.g. one part-time year is equivalent to six full-time months);
- In the event that two or three of the circumstances set out in points (a), (b) and (c) of the preceding paragraph occur, the resulting factors shall be multiplied among themselves (e.g. two part-time years employed at another public university are equivalent to one full-time year at another public university, therefore six months at the University of Zaragoza or three part-time years employed continuously at another public university are also equivalent to six months at the University of Zaragoza);
- Discontinuity shall not be considered to exist where there is a short period of time between a contract and the next one, not exceeding two months.

*Article 78. Rules of procedure.*

1. Applications referred to in Article 77 shall be made within the planning period of the teaching planning of the next academic year (first phase of the ODP).

2. Interested teachers must submit the application through the department to which the post is to be attached.

The departmental council, once verified the compliance of the requirements of the application, will submit the proposal to the governing council. That proposal shall include, where appropriate, the profile of the post referred to in Article 80, in the terms provided for in that Article. It will also send the applications to the vice-rector with competences in teachers. If the department finds that the above requirements are not met, it will state this expressly and will also send the request of the interested party, so that the vice-rector can verify this fact and, where appropriate, not admit it to processing, after negotiation with the sector bureau of the PDI.

Once the modification has been approved by the governing council, it will be elevated to the department of the Government of Aragon with competences in university to proceed with the procedure provided for in Article 46 of the LOSU.

Subsequently, the corresponding public job offer and call will be approved.

3. The teaching assistant doctor who does not have the accreditation to apply for a position of permanent professor or university teaching bodies may only cite the conditioned transformation of the position in the last year of his contract as a doctoral assistant teacher, including the possible renewal, in the event that this had been foreseen with the initial recruitment. They will do so in the first phase of the POD of the following course, thus avoiding subsequent requests to be contractually disassociated with the University of Zaragoza to expire the maximum time of their contract. Having obtained the accreditation at the latest in the two academic years following those of the application, the offer of employment and subsequent call of the competition will be promoted. That time may be increased, where appropriate, according to the periods of suspension of the employment contract due to the situations of birth and care of the child, adoption, custody for the purposes of adoption, placement, risk during pregnancy, risk during breastfeeding and temporary incapacity for long-term leave, that is to say, longer than six months, and within the limit of one year. In another case, he'll give up the job.

*Article 79. Postponement of notices in the interest of the person applying for stabilisation.*

1. Once included in the tender, the applicant may choose to postpone the call for the place already included in the tender, provided that the execution takes place within three years, in the terms of Article 70 of the Basic Statute of the Public Employee.

2. The provisions of this Article may be maintained as long as the person concerned can remain in his temporary contract.

*Article 80. Profiles in positions in stabilisation programmes.*

Interested persons may request to modify the profile of the position with reference to one or more subjects of degree attached to the area of knowledge in question, with the agreement of the department. The subjects of the university master's degree in compulsory secondary education, baccalaureate, professional training and language, artistic and sports education will have the same consideration.

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**SECTION 3 OFFER OF PUBLIC EMPLOYMENT IN THE FIELD OF TEACHING STAFF  
THE UNIVERSITY OF ZARAGOZA WHEN REPLACEMENT RATES OR  
BUDGETARY AVAILABILITIES DO NOT ALLOW OR DO NOT ALLOW  
CARRY OUT FULLY THE ACTIONS PROVIDED FOR IN THE ARTICLES  
PREVIOUS**

*Article 81. Public employment offer in restriction scenarios.*

1. If the addition of new staff is subject to replacement fees and the right to promotion and stabilisation of all teachers under the terms of this Chapter cannot be fully guaranteed in time, or the administration with competenceto authorise the modification of jobs does not authorise all or part of what is requested, the public job offer shall conform to the restrictions. The tender shall also comply with the requirements of budgetary availability. In such cases the offer of employment shall be subject to the provisions of this Section.

2. If it is not possible to offer all places aimed at the promotion or stabilisation of teachers, the offer that will be approved will serve a double objective: on the one hand, stabilise teachers with non-permanent links from the University of Zaragoza; on the other hand, promote the teachers hired doctors or permanent workers, in order to transform their positions into other civil servants of the educationalbodies.

The number of places offered will be distributed in such a case in an equitable manner to givepartial tisfaction to both actions.

3. In these cases, the posts will be transformed into the terms of the previous articles, although the effectiveness of the transformation will not necessarily translate into the offer of the position.

*Article 82. Stabilisation of temporary teachers in constraint scenarios.*

1. As regards the offer of stabilisation, as soon as there are more positionsthat can be offered places, places will be offered, in the category for which the residenthas accreditation, in those areas/specialties of knowledge in which the applicants have accreditation to a doctoral teacher/permanent teacher or older tenure professor, provided that on that date the interested parties fledconsecutively four years full-time at the University of Zaragoza, in accordance with the terms provided for in Article 77 of this Collective Agreement.

2. If two or more applicants had been accredited on the same date, theywould be worth one or those whose full-time teacher contracts were older.

As regards those who at the date of their accreditation had not met the requirements for stabilisation required by the Collective Agreement, the date on which they had been fulfilled shall be considered as the date of reference for thepurposes of the arrangement.

3. The corresponding list with these places will be made up of teachers with full-timetreaties without permanent ties.

4. This list will be updated annually, adding below and behind the last post of the list approved the previous year, following the same criteria indicated in this article, to those and new teachers who each year obtain the right tostabilisation.

5. In the event that the professors who cannot stabilise exhaust the maximum time of the contracts for which they were awarded, the University will look for other contractual formulas that allow the continuity of their connection.

*Article 83. Promotion of the professors hired Doctors Organic Law ofUniversi dades and the permanent teachers work LOSU in restrictive scenarios.*

1. Teacher positions will be offered in those areas/specialties of knowledgedepending on the order determined by the date of accreditation to the incumbent teacher and, in the case of a tie, the person or persons whose contracts as a teacher hired doctor or permanent teacher LOSU at the University of Zaragoza will prevail.

The same rule laid down in the previous article shall apply to this group in respect of those who, at the date of their accreditation as a teacher, had not met the requirements for promotion required by the Collective Agreement.



2. The corresponding list with these places will be made up of teachers against states doctors and permanent workers LOSU.

3. This list will be updated on an annual basis, through the incorporation, behind the last post subject to the list approved the previous year, of other teachers hired doctors or permanent teachers LOSU who have the accreditation to teacher/holder and request the transformation of the position.

*Article 84. Date of accreditation to be taken into account.*

For the purposes of the previous articles, the date of accreditation to be taken into account is that of the resolution corresponding to the evaluation session held by the corresponding ANECA committee.

*Article 85. Postponement of the offer of places or calls for applications in the interest of the person requesting the promotion or stabilisation.*

1. For reasonable and justified reasons, the person applying for the promotion or stabilisation may choose to postpone the inclusion of the post for promotion or stabilisation in the public job offer of the year in which it may correspond, deferring its inclusion to that of the following year.

This option can be done in one go. In the case of rejecting the inclusion in the tender a second time, the interested party will not maintain his position on the following list, without per judgment that he may reapply to join it again.

2. Once included in the tender, the applicant may choose to postpone the call for the place already included in the tender, provided that the execution takes place within three years, in the terms of Article 70 of the Basic Statute of the Public Employee.

*Article 86. Publication of listings and their updates.*

The corresponding listings and their updates will be published in the Official Gazette of the University of Zaragoza.

#### SECTION 4 TEACHERS WHO HAVE ACCESSED PLACES THROUGH SPECIFIC QUOTAS

*Article 87. Teachers who have obtained the I3 or R3 certificate and, where appropriate, have developed the Ramón y Cajal program or other programs of excellence.*

In the event that applicants for promotion or stabilisation meet the requirements to benefit from the special reserve quotas provided for in the applicable norm, the promotion or stabilisation will preferably be specified through dichos quotas. In the event that the stabilisation has been obtained through this quota, the promotion will be made exclusively through it.

*Article 88. Teaching staff benefiting from quota reserves for persons with disabilities.*

In the event that applicants for promotion or stabilisation meet the requirements to benefit from the special reserve quotas provided for in Article 59 of the consolidated text of the Law on the Basic Statute of the Public Employee, the promotion or stabilisation will preferably be specified through these quotas. In the event that stabilisation had been obtained through this quota, the promotion will be carried out exclusively through it.

#### SECTION 5 PROFESSIONAL PROMOTION AND PROMOTION OF THE STABILITY OF RESEARCH STAFF

*Article 89. Promotion of indefinite research staff with a contract of scientific-technical activities.*

1. The promotion of indefinite research staff with a contract of scientific-technical activities may be carried out through economic promotion or improvement of employment.

2. The economic promotion of research staff shall consist of a salary increase corresponding to the pay level immediately higher than that foreseen for the submodality of their initial contract if the following general requirements are met: attest the experience and competences commensurate with the requirements and tasks to be performed and a seniority of at least four years in the research line and the same contract and that, in any case, there are

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economic availability in the aforementioned line to finance this increase, so he sees the Vice-Management of Research.

3. The economic promotion is limited to research staff with a contract of new research staff (pay level N4), having fulfilled the general requirements set out in number 2 of this article, may apply for promotion to the remuneration level N3 of the Sub-modalidad of research personnel initiated. In no case shall the remuneration level N3.1 of the sub-modality of research personnel initiated to those who have been or are recruited as research personnel initiated at N3 level or N4 novel research staff be recognised, although it could prove a minimum professional experience of two years in the research tasks or functions to be carried out, as it is a criterion linked to the bases of the recruitment that limit the promotion to the remuneration level N3.1.

4. The promotion for improvement of employment consists of the weighted assessment of the link to the University of Zaragoza by contract of scientific-technical activities in the bases of the call as preferred merit when the research staff (retributivo N4) or initiated researcher (remuneration level N3), in force their contract, want to improve their employment by participating in the corresponding competition to initiated researcher (remuneration level N3.1) in the same line of research and if it meets the rest of the conditions of access. Under the same conditions as above and if they meet the qualification requirements, the new research staff (N4) and the research staff initiated (N3 and N3,1) may pay their employment to junior collaborating research staff (remuneration level N2).

## CHAPTER XI

### Rights of action and trade union participation

#### Article 90. *Competences.*

1. Without prejudice to legally recognised competences, unitary and trade union representation shall also have the competence to provide information on the following matters:

- a) Academic calendar and teaching schedule.
- b) The budget of the University and its economic memory, receiving a copy of both, as well as any other documents related to the working conditions that affect the teaching and research staff hired.
- c) Reports on absenteeism and their causes, accidents at work and occupational sickness and their consequences, casualty rates, periodic or special studies in matters of the working environment and the prevention mechanisms used.
- d) Social Security contribution documents.
- e) The basic copy of the contracts with the data necessary to verify that their content is in line with the law in force, including the remuneration of the corresponding figures.

2. In the event of non-conformity with respect to the documentation that makes up the information of the previous section, the University will provide the aforementioned representation with a copy in the most appropriate form, physical or digital, of the one necessary for its correct knowledge and can proceed to its examination.

#### Article 91. *Hourly credit.*

With regard to the reductions of teachers by representation of workers, the agreement on trade union rights and non-dical activity at the University of Zaragoza will be in accordance with the provisions of the agreement on trade union rights and non-dical activity at the University of Zaragoza. For the research staff, the credit without dical established by the labor regulations for the exercise of their representative functions will be applied.

#### Article 92. *Trade union delegates.*

Without prejudice to the rights and guarantees legally recognised to Sindicales delegates, they shall also have:

- a) Right to free dissemination in the University of its publications, notices that may be of interest to the members and members of the union and to the totality of the PDI.
- b) Right of assembly in the premises of the University under the same conditions as before the assembly of workers.

#### Article 93. *Means for trade union action.*

Unitary and trade union representation shall have adequate premises to ensure the performance of its functions. In the same way, they will have a bulletin board that facilitates the information related to their representative activity by each workplace.

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**Article 94. *Intercenter Committee.***

1. This Agreement agrees to set up and operate an Intercentral Committee for its functional area, following the provisions laid down in the labour legislation to resolve matters which, beyond the competences of the Centre Works Councils, are matters affecting several groups must be dealt with in a general way.

2. The functions of the Intercenter Committee are:

- a) Promote collective conflicts and file any type of claim that affects the entire labor PDI.
- b) Request the declaration of a legal strike that affects the entire labor PDI.
- c) Coordinate the different Works Councils, respecting the functional autonomy and the competences of the Workplace Work Councils.
- d) Draw up its rules of procedure.

3. The Intercenter Committee shall be composed of 13 members, who shall be appointed by trade union organisations from among the components of the various centre committees. In its composition, the proportionality of the trade unions will be kept according to the results of the torales considered globally and the appointment of their members will be made by the trade union organisations by means of communication to the vice-rectorate of teachers.

**Article 95. *Trade union fee.***

The University shall rebate the amount of the trade union fee on the wages of workers affiliated to the trade unions, subject to their agreement. The Management will deliver a photocopy of the transfer order to the Trade Union Delegates if it fleesthem.

**Article 96. *Right of assembly.***

The University will facilitate the exercise of the right to meet in assembly of the hired teaching and research staff, providing the material means that make it effective, provided that it is exercised in the terms established in the applicable labor legislation.

## CHAPTER XII

### **Committee on Interpretation, Monitoring, Study and Implementation of the Convention**

**Article 97. *Creation.***

1. Within one month of the date of publication in the "Official Gazette of Aragon" of this Agreement, the Interpretation, Surveillance, Study and Implementation Commission (hereinafter CIVEA) will be set up to examine and resolve any questions arising from its interpretation, monitoring and application.

2. The CIVEA shall meet on an ordinary basis at least once a semester and on an extraordinary basis within a maximum period of 10 teaching days when requested by at least one member representing the social side or the University of Zaragoza. Meetings may be held remotely by electronic means when agreed by the parties in view of the extraordinary circumstances of the topics to be dealt with. The CIVEA shall, within two months of the date of its constitution, draft and approve its rules of operation.

3. The CIVEA will remain in force until the entry into force of a new Convention that gives its title to the current one. Agreements on interpretation and application shall be adopted by the vote in favour of a majority of each of the two representations and shall have the same value as those agreed in the Convention. Those of a general nature will be published in the "Official Gazette of Aragon".

**Article 98. *Composition.***

The CIVEA will be composed of a representation of the University of Zaragoza and the representation of the teaching and research staff hired signatory of the present Convenio. It shall consist of twelve members, six from each of the parties and appointed by them, whose vote shall be weighted on the basis of the electoral representation obtained in the trade union elections to representatives of the teaching and research staff hired by the Boral. The members may be different at each meeting and, in case of change, shall be signed by each of the parties. Up to two advisers may be appointed for each party and meeting, with a voice but without a vote.



Article 99. *Functions.*

1. Without prejudice to the duties assigned by labour law, CIVEA shall have the following:
  - a) Application, monitoring and interpretation of this Convention.
  - b) Knowledge and resolution of collective disputes arising from the application or interpretation of the Convention.
  - c) Preparation and adoption of its Rules of Procedure.
  - d) Creation and establishment of the appropriate specific working and study and training commissions.
  - e) Any other expressly attributed to you in the Convention.
  - f) Update annually the remuneration table of research staff in relation to the legislation that, where appropriate, applies.

2. The Interpretation, Monitoring, Study and Application Commission is empowered to analyse the efficiency of the structure provided for in the tables contained in Article 60.1 and the use of the substitute teacher's hourly contract to adopt the appropriate arrangements for the weekly, month or course to measure both the teaching hours carried out and the number of contracts signed by the same person, if they are understood to be excessive.

3. Conflicts that arise during the validity of this agreement as a result of the divergent interpretation of any or some of the clauses conventional by the signatory parties, must be presented to the CIVEA who will resolve them by written agreement within a maximum period of 20 teaching days. The possible discrepancies surgidas, as well as the cases of non-application of the Collective Agreement, will be submitted to the non-judicial systems of settlement of disputes established by the interprofessional agreements of state or regional scope provided for in the Statute of Workers.

4. Being aware the parties to this agreement of the desirability of reaching an out-of-court settlement of collective disputes that may occur within the framework of the relations governed by this Agreement, undertake to negotiate, and include in the rule of operation, a procedure for the out-of-court settlement of disputes within the maximum and unrepeatable period of 1 year from the entry into force of this Collective Agreement.

### CHAPTER XIII Disciplinary regime

Article 100. *Disciplinary regime.*

In general, and within the framework of Article 58 of the Law on the Statute of Workers, teaching and research personnel falling within the scope of this Convention shall be subject to the disciplinary regime relating to officials of university teaching bodies. The labour legislation shall apply supplementary to what is not provided for in this chapter and in the rules that the civil service laws dictate in development of the disciplinary regime contained in the Basic Statute of Public Employees.

Article 101. *Procedure.*

1. The penalties for serious and very serious misconduct will require the prior processing of the disciplinary tooth expe, the initiation of which will be communicated to the representatives of the workers and to the person concerned, giving a hearing to the latter and those in it being heard, prior to the possible agreement of precautionary measures that could be taken by the competent authority to order the investigation of the file. In the event that the worker is affiliated with a trade union and the University of Zaragoza is aware of this, he shall give a prior hearing to the corresponding trade union delegate.

2. In the event of a classification as unfair dismissal by a final judgment of the competent juris diccion referring to indefinitely recruited teaching and research staff, the option between readmission or compensation shall be for the worker concerned.

### CHAPTER XIV Prevention of occupational risks

Article 102. *The right to effective occupational health and safety protection.*

1. All personnel falling within the scope of this Convention have the right to effective protection in the field of health and safety at work, as well as a corresponding duty to observe and implement measures adopted by law and regulation in order to ensure prevention against occupational hazards.



2. Without prejudice to the competences of the Occupational Risk Prevention Unit of the University of Zaragoza in the field of psychosocial risks, the labor PDI may go to the Office of Psychosocial Care of the University of Zaragoza for the provision of information and guidance services on issues related to emotional well-being, through psychological counselling, programs and comprehensive mental health resources developed within the framework of their functions.

*Article 103. Applicable rules.*

The provisions of Law 31/1995 of 8 November 1995 on the Prevention of Occupational Risks and its implementing regulations shall apply. Likewise, the regulations and agreements in force at all times adopted in the field of occupational risk prevention and health protection for all staff at the service of the University of Zaragoza shall apply within the scope of this Agreement.

*Article 104. Legal assistance in cases such as consequences of teaching performance.*

Upon the informed request of the person concerned and with the express authorisation of the Rector, lawyers of the Legal Service may assume the defense in trial of the public employees of the University in judicial proceedings directed against them for actions or omissions directly related to the legitimate performance of their respective functions or positions and subordinate to the defense of the rights and general interests of the University of Zaragoza.

#### ADDITIONAL PROVISIONS

*First.- Contracts within the scope of application.*

For the purposes of Article 3, and without prejudice to the rules affecting the different contractual terms of employment of the IDP and the IP after the entry into force of this Agreement, it applies to the following categories and contracts:

A) Article 3.1(a) IDP.

Teachers hired Doctor Professorship Collaborating.  
Teaching Assistant Doctor of Organic Law of Universities.  
Associate professorship Organic Law of Universities.  
Teaching staff with interinuity contracts.

B) Article 3.1(b) IP.

Predoctoral contract.  
Contract of access to the Spanish System of Science, Technology and Innovation  
Distinguished Researcher Contract.  
Contract for scientific-technical activities.  
Contract for work or service for the realisation of research aid programs, the realisation of projects and for the execution of public plans and programs for scientific and technical research or innovation (Ramón y Cajal, Juan de la Cierva Incorporación, N1, N2, N3, N3.1 and N4).  
Contract for work or service determined for the development of specific scientific or technical research projects (N1, N2, N3, N3.1 and N4).

*Second.- Teachers from the old Social School of Zaragoza.*

The conditions resulting from the Agreement of the Governing Board of the University of Zaragoza of 8 June 1994, issued in execution of the final judgment of the Supreme Court of 18 March 1993, which recognises the right of certain teachers from the former Es Cuela Social de Zaragoza to be brought into line, under an indefinite employment relationship, with the legal regime of teachers holding a university school, are guaranteed to be maintained on an ad personam basis and to be extinguished, with the express inclusion, among other things, of a guarantee of equalisation of their remuneration to teachers holding a university school that will not be absorbable or compensable, in any case, considering, in turn, minimum guarantees of the teachers concerned.

*Third.- Remuneration of certain categories of teachers.*

1. The associate professors of foreign nationality hired at work during the validity of Organic Law 11/1983, of 25 August, on University Reform to undertake specific teaching and/or research functions, shall maintain the remuneration they received at the date of entry into force of this Agreement. They may also receive the productivity tranches for the evaluation of the research activity provided for



teaching bodies in Royal Decree 1086/1989, of 28 August and, if they have carried out teaching activities, of teaching merits.

2. Teachers recruited on an employment basis from the integration of the Social Studies Units under the Ministry of Labour are equated for remuneration purposes to the category of university teacher/teacher. They will also be able to receive the sections for teaching and productivity merits by evaluating their investigatory activity provided for the teaching bodies in Royal Decree 1086/1989, of 28 August.

3. Teachers who were declared permanent work personnel by a final judgment shall maintain the remuneration they received at the date of entry into force of this Agreement. They may also receive the sections of productivity by evaluation of their investigatory activity provided for teachers in Royal Decree 1086/1989 of 28 August and, if they have carried out teaching activity, of teaching merits.

*Adaptation of the remuneration of teaching and research staff to the regulation of the remuneration system of teaching and research staff.*

In view of the terms of comparability between the remunerations of teaching and research staff and civil servants who determine the regional regulations and the present Collective Agreement, the CIVEA will adapt the remuneration of labor personnel according to what is determined in the framework of the Staff Regulations of Teachers and Researchers.

*Fifth.- Special conditions relating to the hiring of substitute teachers.*

1. Within the specific instruments for the selection of substitute teachers, as set out in Article 80(1)(a) of the LOSU, the University of Zaragoza has adopted the Agreement of 27 September 2023, of the Governing Council, regulating job exchanges for the hiring of substitute teachers, regulation. pre-negotiated and agreed by the representation of the PDI. That agreement forms part of that agreement in its entirety.

2. The agreement referred to in the previous paragraph provides in its Second Additional Provision for the revision of the regulations governing job exchanges based on their experience applied in the courses 2024-25 and 2025-26. In this case, the amendment will be negotiated with the representation of the workers and will be incorporated as content of this Collective Agreement.

3. Within the framework of the provisions of Article 60 of this Collective Agreement, the substitute teacher may receive compensation for the overtime he or she may have made as a result of an unbalanced distribution of the teaching assignment and, in view of the complexity involved in adjusting the contract to the hours to be performed. It shall be determined at the time of termination of the employment contract on the completion of the objective cause of substitution.

*Sixth.- Commitment negotiator.*

The parties undertake to negotiate a supplement on research merits when the regulations governing the evaluation of the research activity are established for the research staff and, in addition, there is budget coverage.

*Seventh.- Specific support for newly-incorporated teachers.*

The University will seek specific support to newly recruited faculty, in particular substitute teachers, in order to maintain the public service it provides under the best conditions.

The centres and departments will draw up reception plans for the new faculty.

*Eighth.- Review and update of the Concilia Plan of the University of Zaragoza.*

Within the framework of the actions of the II Igualdad Plan of the University of Zaragoza, a new agreement is envisaged to replace the agreement on the reconciliation of personal, family and work life of the public employees of the University of Zaragoza, of November 22, 2006, and adapt to the legislation in force taking into account the gender perspective in the activities carried out by the employees and public employees of the University of Zaragoza. Once the agreement has been negotiated and approved, it shall form part of this Convention.

*Ninth.- Establishment of the Committees of the Convention.*

Commissions established in this Agreement which do not have a date or deadline for their establishment shall be constituted, preferably, within one year of



the entry into force and, in any event, before the end of the term of the Convention laid down in Article 4.1 thereof.

Tenth.- *Extension of the reduction by representation and its recognition for the purposes of accreditation.*

1. The labour PDI with the status of representative of the workers who enjoy the reductions by representation of the PDI established in the collective agreement on trade union rights and trade union activity at the University of Zaragoza, of July 10, 2018, and promotes the teaching bodies of the University of Zaragoza may maintain these reductions, but charged to the exchange of trade union hours regulated in Article 8 of said agreement. To this end, the trade union organisation to which the PDI belongs will request in writing the allocation of trade union hours to the University of Zaragoza.

2. In the committees, committees and other bodies of a similar nature that emerge from this Collective Agreement and which are chaired at some point by the representation of the University of Zaragoza, the members, members and alternates, who form them, will receive a nominal amount from the Vice-Rector with competence in the matter, only for the period of work in that committee and for the purpose of having recognition with effect from the competent national and regional agencies.

Tenth first.- *Measures to address the gender gap.*

1. In accordance with the provisions of articles 43 of Organic Law 3/2007 of 22 March 2007 for the effective equality of women and men; 17.4 and 24.2 of Royal Decree Le Gislativo 2/2015 of 23 October 2015 approving the consolidated text of the Law on the Status of Workers; articles 65 and 75 of Organic Law 2/2023 of 22 March on the University System, as well as in Article 4ter of Law 14/2011 of 1 June 2011 on Science, Technology and Innovation. Taking into account the II Equality Plan of the University of Zaragoza; the report Women and Science at the University of Zaragoza 20002020. Report on the situation of teaching and research staff at the University of Zaragoza with regard to gender, as well as the final report 2023 on the gender pay gap in Spanish public universities, the following positive action measures are adopted.

a) The University of Zaragoza will guarantee participation in the research activities of women in its PDI staff in order to enable the development of their research career and quality research. For this purpose, the University Institute of Research itself that requires admission conditions based on the exemption of research sexeniums or relevant research merits or equivalent lenses, shall exempt from those requirements when the interested party, who must have the contractual status of a full-time PDI at the University of Zaragoza, accompany the application for assignment of reliable justification of the difficulties that prevent her from fulfilling these requirements by reason of the reconciliation of family and work life. Transcompleted ten uninterrupted years from the beginning of the first contract as a full-time PDI, the incorporation will be carried out in the terms established in the regulatory standards of the corresponding University Research Institute.

This provision shall not apply to mixed or seconded University Research Institutes when it contravenes their creation agreement.

b) The University of Zaragoza will facilitate the development of research activities necessary for the professional development of women in its workforce linked to the codirection and tutoring of doctoral theses. To this end, the Academic Commission will authorise the codirection of the thesis by female doctors who do not meet the requirement of accredited research experience of sections of research productivity exempted by Article 2.9 of Royal Decree 99/2011 of 28 January 2011 regulating official doctoral education, when they demonstrate limitations in their research career due to the reconciliation of family and work life. The exception will be maintained for eight years from the date of defense of your own doctoral thesis.

c) In accordance with the provisions of Article 13.2 of the LOSU and objective 2.1.4 of the II Equality Plan of the University of Zaragoza, the calls for support for research specific to the University of Zaragoza will include gender parity in the research teams as an additional evaluation criterion in the granting of grants to research projects.

2. The University of Zaragoza will ensure that women included in the scope of application of the agreement hired full-time can apply a reduction of up to 30 hours per academic year, with a maximum of 20 % of their dedication before applying other

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reductions to which he or she was entitled, during two of the five courses following the birth of his or her son or daughter, to the judicial decision constituting the adoption, or to the administrative decision of custody for the purposes of adoption or placement. This reduction is cumulative to others, so if the sum of the reductions for management, research and transfer is less than 120 hours, the number of hours will be added to the 120 hours, not exceeding in any case the maximum of 30 hours per academic year. To make use of this reduction, the interested woman must inform her Department during Phase 0 of the Teaching Management Plan (POD) of the course in which she wishes to make it effective. In the case of teachers linked the maximum hours to reduce will be 22.5 hours respecting the minimum dedication contemplated in the applicable regulations.

Twelfth second.- *Adjustments of the salary tables according to the salarial increments for the public employee generally determined by law of budgets.*

The salary tables that work both in the articles and in the transit provisions and annexes are fixed prior to the application of the 0.5 % increase in the remuneration of staff in the public sector, approved by Resolution of 4 October 2023, of the Secretariat of State for Public Service, approving this increase. They will have to comply with this and other modifications, taking into account that the agreement program, in term 2026, among other salary improvements, the equalisation of the salary of the assistant professors doctorate to that of the rest of the teachers hired permanent full time, the increase of the specific supplement of the collaborating professorate Organic Law of non-doctoral Universities by EUR 44.97 and the increase in the remuneration of the associated teachers by a percentage of 10 percent.

#### TRANSITIONAL PROVISIONS

First.- *Transitional regime referring to the dedication of teachers to the teaching activity.*

The provisions relating to the dedication of teachers will, in general, apply from the 2024-25 academic year, depending on the provisions of the tenth transitional provision of the LOSU.

Second.- *Dedication of teachers doctoral assistants, in order to equate the activity of teachers hired to the teaching activity.*

1. As long as contracts of professor/aid doctor based on calls prior to the LOSU are in force, a formula is sought to equate the teaching activity of this faculty with that contracted under the full force of the LOSU, in the terms of this provision.

2. The professors and assistant professors will carry out teaching tasks up to a maximum of 180 teaching hours per academic year, whether or not the calls for places prior to the entry into force of the LOSU. For this purpose, teaching hours shall be understood as actual teaching hours in classroom, seminar or laboratory, which are those which according to paragraph 19 of the consolidated text of the Guidelines for the establishment and modification of the list of jobs of teaching and research staff of the University of Zaragoza are related between types 1 to 4.

The department may also assign them other teaching assignments. These additional orders may be:

- In hours equivalent to school hours, when by the characteristics of the activities, for example, to be taught in English, they are calculated on the basis of an increase coefficient;
- In hours for carrying out activities whose measure requires equivalences by their very nature, such as the management of doctoral theses, final degree work, work within the framework of the planning of a particular subject or subject or academic guardianship of external practices.

The obligation to provide these other teaching assignments shall be a maximum of 60 equivalent hours.

3. In the case of areas/specialties of knowledge that their own characteristics present an unbalanced order in favor of teaching activities other than those referred to in the first paragraph of the previous section, the general regulations for the assignment of teaching will contemplate this peculiarity, in order to articulate an optimal assignment of the position.

4. This provision is effective from the date of signature of this Agreement and during the following two full courses. The following course, 26-27, the obligation to give these other teaching assignments will be, at most, 30 equivalent hours. In the courses if...

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Guientes, the dedication of the teaching assistant doctor will develop teaching tasks of any type, whether it be teaching hours or other possible teaching assignments, with a maximum of 180 hours. This will be without prejudice that CIVEA evaluates the situation and examines the regulation of the dedication of teachers in this category.

Third. — *Transitional scheme relating to the remuneration of teachers to apply du rante from 2023 to 2025.*

1. During the years prior to 2026, the amount of personal allowances granted on individual merits laid down in section 4 shall be received progressively, with the following sequence:

Year	Percentage
2025	90 %
2024	75 %
2023	35 %

The percentages in the table above indicate the minimum percentages of application, and the percentage applied to personal complements by teaching merit can be increased once the process of recognition of teaching merits of the Labor PDI is completed and there is certainty about its exact number, if this were lower than previously estimated by both parties.

2. The sections for individual merits recognised from the second call, with effect from 1 January 2024, will be 100 % provided that they correspond to periods that could not be requested in the first call.

Those who retire from 1 January 2023 and before 31 December of the calendar year in which the 100 % percentage is applied shall be paid the difference between the amounts received for the teaching and research tranches and 100 % thereof.

3. The sequence of paragraph 1 of this provision shall apply in the same way to the accommodation of part of the salary of the teaching assistant doctor to the remuneration of teachers of pre-university education and to the improvement of the perception (complement is specific) of non-doctoral collaborating teachers, until the amounts set out in the salary tables of the articles of this Collective Agreement are reached. In particular, the remuneration path of these salary improvements will be as follows:

Year	Improvement applicable to the salary of Assistant Doctoral Teachers	Improvement applicable to the specific complement of non-doctoral Collaborating Teachers
2023	92,54	24,33
2024	197,39	51,89
2025	236,87	62,27

Likewise, the sequence indicated will be applied to the improvement of the perception (salary and complement of destination) of the associate teachers, established at 10 % for the year 2026, until reaching the amounts provided for in the articles of this Agreement for the year 2026 in accordance with the remunerations contained in Annex III.

4. Teaching staff members within 6 hours who remain employed according to the transitional arrangements of the LOSU shall receive the following remuneration, in the light of the provisions set out in paragraph 1 of this provision.

	2023		2024	
	Salary	Destination add-on	Salary	Destination add-on
AS6 Doctor	483,98	460,84	502,68	478,74
AS6 non-doctor	483,98	279,83	502,68	290,65

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Remuneration shall be increased in accordance with the provisions of the General State Budgets Act for public employees in general.

5. The accrual system and the amount of the extraordinary salaries of the teaching assistant doctor will be accommodated so that in 2026 they will be equated with those regulated for the officials of Subgroup A1.

For this purpose, the remuneration path in respect of these items shall be as follows:

Year	Destination add-on	Specific add-on	Pay extra	Additional pay
2023	780,15	298,22	1895,82	298,22
2024	799,19	307,38	1717,52	307,38
2025	806,32	310,81	1650,66	310,81

6. Given the accommodation of the remuneration of substitute teachers to that of associate teachers, the improvement applicable to the salary of associate teachers, as set out in the last section of point 3 of this transitional provision, shall be extended to substitute teachers taking into account the equivalence with the associate teachers established in Article 60 of this Collective Agreement.

7. In order to allow the minimum percentages to be applied, the Vice-Rectorate for Teachers shall adopt measures that allow savings on staff cost items related to job vacancies and with the recruitment of teachers, without affecting the rights of stabilisation and promotion, which will be negotiated at the sectoral table of IDPs.

*Application of the seventh transitional provision of the Organic Law of the University System.*

Before December 31, 2024 and in accordance with the provisions of Law 20/2021, of December 28, the University of Zaragoza must articulate stabilisation processes for those places of professors and associate professors who meet the requirements laid down in Article 79(b) of the LOSU.

*Fifth.- Application of the eighth transitional provision of the Organic Law of the University System.*

Depending on the implementation of the plan to increase public expenditure on education for the period provided for in Article 155.2 of Organic Law 2/2006, of 3 May, as long as the University of Zaragoza has more than 20 percent of its teaching staff, computed in cash, with employment contracts of substitute teachers and teachers, visiting teachers, distinguished teachers and associate teachers, excluding associate professors of health sciences, the content of the eighth transitional provision of the Organic Law on the Uni Versitarian System will apply.

*Sixth.- Teachers with an interim contract regulated by Article 10bis of Decree 84/2003, of 29 April, which regulates the legal and remuneration regime of teaching and research staff hired at the University of Zaragoza, in the wording given by Decree 206/2018, of November 21.*

1. They may be maintained in accordance with the regulations that gave them coverage and until their termination the contracts of teachers with an interim contract regulated by Article 10bis of Decree 84/2003, of 29 April, by which regulates the legal and remuneration regime of personal teacher and researcher hired at the University of Zaragoza, in the wording given by Decree 206/2018, of November 21.

2. Notwithstanding the provisions of the previous section, positions of professor/aide doctor will be convened insofar as the persons occupying these positions are placed in a position to compete for the corresponding places. These calls would preferably be carried out with those corresponding to the first phase of the teacher planning of each year, without prejudice to the possibility that a special call may be made before 31 December 2023 in accordance with the transitional provision tenth primere of the LOSU.

3. As long as the contracts are maintained, the monthly remuneration will be that provided for in the Agreement of the Interpretation, Monitoring, Study and Application Commission of the First Collective Agreement of the Teaching and Research Staff of the University of Zara—

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it enjoys on 25 January 2019, relating to the working and remuneration conditions of this person. At the time of signature of this agreement, the monthly remuneration is the following:

Such remuneration shall be updated in accordance with the provisions of the tenth additional

Category	Salary	Destination add-on	Specific add-on
Professor with an interim contract doctor	1.025,21	767,23	291,62
Professor with non-doctor interinuity contract	1.025,21	526,03	261,22

provision.

The salary shall be adjusted in the case of a general provision or a final judgment of mine the total or partial assimilation to any of the figures contained in this Agreement.

Seventh.- Transitional regime relating to the stability of teachers with an interim contract referred to in the previous provision.

1. As long as the validity of the Second Transitional Provision is maintained, the following questions will be addressed in order to reduce the uncertainty in the process of transformation of teachers with an interim contract generated by the LOSU.

2. In the event that, in the process of transformation from Interim Contracting Teachers to Assistant Doctoral Teachers, the position is obtained by a candidate or candidate who requested the transformation, since she will occupy the transformed post, a new position of interim contracted teachers will be created in order to keep the person applying for the transformation in the employment.

3. The procedure of the previous point will be applied for a single time for each person who requests the transformation, provided that this person has submitted to the competition, has done all the tests, and whenever there are teaching needs in the area of knowledge.

For the calculation of the teaching needs of the area of knowledge will not be taken into account, in any case, the teaching activity that can be developed by the professional assistant doctor under the category of "other teaching assignments".

4. If it happens that in the area of knowledge there are no teaching needs that justify the creation of a new position, the person who promoted the transformation may be hired by a single extra course under the conditions established by the Universidad, without being able to reduce the existing ones in his contract until the competition. During the term of the new contract, this person will not be able to benefit from any of the reductions provided for in this Agreement for teaching and will make all the substitutions of teaching that are given in the area of knowledge until reaching the 240 hours assigned to teaching tasks of any kind, whether they are teaching hours or other possible teaching assignments.

5. Also, by default, Professor Assistant Doctor is incorporated into the ordinary competition procedure that proceeds from a transformation of Interim Hired Teachers the obligation to carry out an objective test to assess the aptitude and capacity of the contestants in relation to the skills necessary for the teaching, which must necessarily be face-to-face.

Its assessment will be that contemplated in the objective criteria approved by the respective departments. In cases where objective proof is not included in the criteria approved by the department, or these do not provide for associated score, the selection committee concerned may increase the score obtained by the candidate to 10 % of the rest of the assessment of the criteria established for that competition.

Selection committees may exclude from the obligation to carry out the objective tests those candidates whose aptitude does not give them doubts, giving reasons for them. This will apply in particular to those who have already been hired as a teacher, in places in the area/specialty of knowledge and subspecialty or profile equivalent to those of the competition to be developed.

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**ANNEX I. COMPARISON OF TEACHERS' SALARY TABLES WITH MAXIMUM VALUES  
DEFINED BY THE DECREE OF THE GOVERNMENT OF ARAGON 84/2003**

Category	Annual remuneration agreement	Reference Government Decree Aragon	Maximum amount Decree Government Aragon	% representing by value Decree Government Aragon
Professor hired doctor LOU or permanent work LOSU	37.425,88	70 %/100 % of the remuneration of a university professor	37.425,88	100 %
LOU Collaborating Professor with Doctoral Degree	32.994,60	75 %/100 % of the remuneration of a university school teacher	32.994,60	100 %
Collaborating Professor LOU no doctor	32.044,28	75 %/100 % of the remuneration of a university school teacher	32.994,60	97.11 %
Assistant Professor Dr. LOU or LOSU	32.788,14	75 %/100 % of the remuneration of a university school teacher	32.994,60	99.37 %

**ANNEX II. REMUNERATION OF PERMANENT TEACHING STAFF TO PART-TIME**

Dedication	Monthly salary	Monthly Destination Supplement	You pay extra
TP 6	558,10	630,50	1949,78
TP 5	465,08	525,42	1624,83
TP4	372,06	420,33	1299,85
TP3	279,05	315,27	974,93

**ANNEX III.WAGE RATES OF ASSOCIATE TEACHERS**

**YEAR 2023**

CATEGORY	SALARY	TARGET ADD-ON
AS4 Doctor	EUR 322,66	EUR 307,24
AS4 non-doctor	EUR 322,66	EUR 186,56
AS3 Doctor	EUR 241,98	EUR 230,45
AS3 non-doctor	EUR 241,98	EUR 139,91

**YEAR 2024**

CATEGORY	SALARY	TARGET ADD-ON
AS4 Doctor	EUR 335,13	EUR 319,12
AS4 non-doctor	EUR 335,13	EUR 193,76
AS3 Doctor	EUR 251,34	EUR 239,36
AS3 non-doctor	EUR 251,34	EUR 145,31

**YEAR 2025**

CATEGORY	SALARY	TARGET ADD-ON
AS4 Doctor	EUR 339,81	EUR 323,57
AS4 non-doctor	EUR 339,81	EUR 196,46
AS3 Doctor	EUR 254,85	EUR 242,70
AS3 non-doctor	EUR 254,85	EUR 147,34

## ANNEX IV. SALARY TABLES FOR RESEARCH STAFF 2023

Category	Monthly amount (*)	annual amount (12 payments)(*)
<b>Indefinite contracts</b>		
Excellent Researcher Contract	EUR 3.926,16	47.113, EUR 88
Doctor researcher contract	EUR 3.118,82	37.425, EUR 88
Contract for scientific activities technical		
N.1	3,073, EUR 76	EUR 36.885,08
N.2	EUR 2.532,83	30.394, EUR 00
N.3.1	EUR 1.970,05	23.640, EUR 65
N.3	EUR 1.576,04	18.912, EUR 52
N.4	EUR 1.470,97	17.651, EUR 68
<b>Fixed-term contracts</b>		
Predoctoral contract		
Annuality 1	1.470,97	17.651,68
Annuality 2	1.470,97	17.651,64
Annuality 3	1.576,04	18.912,52
Annuality 4	1.970,05	23.640,65
Access contract for medical research personnel		
Senior Doctor Contracts	3.073,76	36.885,08
"Novel Doctor" contracts	2.532,83	30.394,00
Distinguished researcher contract (**)	3.073,76	36.885,08
Fixed-term contracts by Additional Provision 5 of RD Law 32/2021 and Contracts due to production circumstances		
N.1	3,073, EUR 76	EUR 36.885,08
N.2	EUR 2.532,83	30.394, EUR 00
N.3.1	EUR 1.970,05	23.640, EUR 65
N.3	EUR 1.576,04	18.912, EUR 52
N.4	EUR 1.470,97	17.651, EUR 68
Replacement contract	Those to be contemplated in the post it replaces	