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Subject:RV: IRREGULARITIES WE FOUND REGARDING LEONOR LIZARRALDE MAIZTEGUI

Date:Thurs, 7 Jan 2021 17:10:55 +0100

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Good afternoon,

The first irregularity that we found when we took over the Community's labour law advisory services was that the contract entered into with Leonor was for 10 hours per week, and the social security coefficient was 0.750, in other words for 30 hours per week. The attached documents show that from 2018, when she became a permanent employee, she had a coefficient of 0.750. Subsequently, in March 2020 we changed the coefficient to the correct one, as shown in the attached documents.

The second irregularity that we found is that none of the contracts were registered with the SEPE [State Public Employment Service].

The third irregularity is the manner in which the gardeners' payslips were prepared, since on the basis of the collective bargaining agreement the amounts should be the following:

Base Salary - 1142.22

Seniority bonus - 70.18

Prorated extra pay – 303.10 (the gardening collective bargaining agreement has 3 extra salary payments, the payslip had only prorated 2)

Transport bonus – 115.69

Conservation and maintenance bonus – 34.71

Hazard bonus- 13.59 per day (days when hazardous tasks are performed)

The payslip was prepared with these amounts:

Base Salary - 1275

Seniority bonus – 64.84

Prorated extra pay – 212.50

Transport bonus -136.61

Conservation and maintenance bonus – 32.07

Hazard bonus – 33.38

Regards