

labour

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CORRECTION OF ERRATA IN ROYAL DECREE-LAW 3/2012, OF FEBRUARY 10, 2012, ON URGENT MEASURES TO REFORM THE LABOR MARKET

This law update summarizes the key elements of the **correction of errata** in Royal Decree-Law 3/2012, of February 10, 2012, on urgent measures to reform the labor market, published in the Official State Gazette on February 18, 2012.

The most important corrections to the original wording of Royal Decree-Law 3/2012 are summarized below:

- With respect to the reductions to employer social security contributions for training and apprenticeship contracts, the law provided that unemployed persons have to be registered at the employment office prior to January 1, 2012. The new wording simply requires workers to be registered at an employment office, without the need for this to be on any specific date.
- Uneven distribution of working hours (Article 34.9 of the Workers' Statute): The original wording provided that "*in the absence of an agreement to the contrary, companies can distribute five percent of working hours on an uneven basis over the course of a year*". The corrected wording refers simply to "*in the absence of an agreement*" (the phrase "*to the contrary*" has been removed).
- With respect to the appointment of the negotiating committee under Article 41.4 of the Workers' Statute (material modifications to working conditions), the wording provided that the committee could be appointed by the "*industry's most representative*" labor unions. The corrected wording specifies that the appointment may be carried out by the labor unions that are the most representative and the **representative** labor unions in the industry.
- With respect to the transitional rules governing the activities of temporary employment agencies as placement agencies, the previous wording referred to those that have **not** already received administrative authorization. The word "not" has been eliminated and the wording is now in the affirmative, referring to "*temporary employment agencies that have received administrative authorization to operate when this law comes into force*".

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