



ADITIVO

Reajuste Salarial e Valor Fixo Acima do Teto

AS PARTES, SINDICATO NACIONAL DA INDÚSTRIA DE COMPONENTES PARA VEÍCULOS AUTOMOTORES - **(SINDIPEÇAS)** e FEDERAÇÃO DOS SINDICATOS DE METALÚRGICOS DA CUT NO ESTADO DE SÃO PAULO - **FEM-CUT/SP**, Entidades Sindicais signatárias já devidamente qualificadas na Convenção Coletiva de Trabalho firmada em 03 de setembro de 2024, por seus Representantes Legais e Procuradores abaixo assinados, **em cumprimento a cláusula 3ª, Item I, alínea “b” do mencionado Instrumento Normativo**, explicita que os salários vigentes em 31.08.2024, serão aumentados a partir de 01 de setembro de 2024 pelo percentual acumulado da variação do INPC entre set/23 a agosto/24 e mais 1,2% (um vírgula dois por cento) de aumento real, perfazendo um reajuste salarial de **4,95%** (quatro vírgula noventa e cinco por cento), a ser aplicado para os salários **até o teto de R\$ 10.000,00** (dez mil reais).

Para os salários **ACIMA do teto salarial de R\$ 10.000,00** (dez mil reais), será somado o VALOR FIXO de **R\$ 495,00** (quatrocentos e noventa e cinco reais).

Reitera-se que ficam ressalvados os valores e as condições específicas mais favoráveis aos empregados, já praticados por algumas empresas, nos salários, nos pisos e no teto salarial, por via de Instrumentos Coletivos de Trabalho anteriormente firmados.

Ratifica-se todas as demais cláusulas da Convenção Coletiva de Trabalho, firmada em 3 de setembro de 2024, que faz **parte integrante e complementar deste documento**.

Rubrica
ALS

DS
kE

Rubrica
RO

Rubrica
EPDS



São Paulo / São Bernardo do Campo, 10 de setembro de 2024

**SINDICATO NACIONAL DA INDÚSTRIA DE COMPONENTES PARA VEÍCULOS
AUTOMOTORES – SINDIPEÇAS**

Assinado por:

Adilson Luis Sigarini

3CF0F9A3D965439

ADILSON LUÍS SIGARINI
Diretor Executivo

DocuSigned by:

Kelly Escobar

74B4C8080A90478

KELLY ESCOBAR SANTINHO
Relações Trabalhistas

FEDERAÇÃO DOS SINDICATOS DE METALÚRGICOS DA CUT – FEM-CUT/SP

Assinado por:

ERICK PEREIRA DA SILVA

FC9BF0A59CBA4AB...

ERICK PEREIRA DA SILVA
Presidente

Assinado por:

Raimundo Oliveira

FC9BF0A59CBA4AB...

RAIMUNDO PEREIRA DE OLIVEIRA
Assessor Jurídico - OAB/SP 101.380

Certificado de Conclusão

Identificação de envelope: EFE21CA30B4545858367AAD66468F79F

Status: Concluído

Assunto: Aditivo Sindipecas e FEM CUT.pdf

Envelope fonte:

Documentar páginas: 2

Assinaturas: 4

Certificar páginas: 5

Rubrica: 4

Assinatura guiada: Ativado

Selo com Envelopeld (ID do envelope): Ativado

Fuso horário: (UTC-03:00) Brasília

Remetente do envelope:

Kelly Escobar

Rua Guanabara 110

Imperatriz, MA 65903-380

kescobar@sindipecas.org.br

Endereço IP: 189.121.200.146

Rastreamento de registros

Status: Original

Portador: Kelly Escobar

Local: DocuSign

11/9/2024 | 16:48

kescobar@sindipecas.org.br

Eventos do signatário

Adilson Luis Sigarini

asigarini@sindipecas.org.br

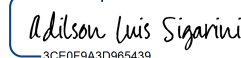
Diretor Executivo

Sindipecas

Nível de segurança: E-mail, Autenticação da conta (Nenhuma)

Assinatura

Assinado por:



3CE0F9A3D965439...

Adoção de assinatura: Estilo pré-selecionado

Usando endereço IP: 78.94.214.114

Assinado com o uso do celular

Registro de hora e data

Enviado: 11/9/2024 | 16:57

Visualizado: 11/9/2024 | 17:02

Assinado: 11/9/2024 | 17:02

Termos de Assinatura e Registro Eletrônico:

Não oferecido através do DocuSign

Kelly Escobar

kescobar@sindipecas.org.br

SINDICATO NACIONAL DA INDUSTRIA DE

COMPONENTES PARA VEICULOS

AUTOMOTORES

Nível de segurança: E-mail, Autenticação da conta (Nenhuma)

DocuSigned by:



74B4C8080A99478...

Adoção de assinatura: Estilo pré-selecionado

Usando endereço IP: 189.57.182.114

Enviado: 11/9/2024 | 17:02

Visualizado: 12/9/2024 | 08:24

Assinado: 12/9/2024 | 08:24

Termos de Assinatura e Registro Eletrônico:

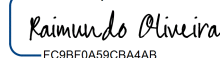
Não oferecido através do DocuSign

Raimundo Oliveira

oliveira.raimundo70@gmail.com

Nível de segurança: E-mail, Autenticação da conta (Nenhuma)

Assinado por:



FC9BF0A59CBA44B...

Adoção de assinatura: Estilo pré-selecionado

Usando endereço IP: 186.220.197.109

Enviado: 12/9/2024 | 08:25

Visualizado: 12/9/2024 | 09:40

Assinado: 12/9/2024 | 09:42

Termos de Assinatura e Registro Eletrônico:

Aceito: 12/9/2024 | 09:40

ID: cfa7c46a-4a34-4356-9326-df1e10559afe

ERICK PEREIRA DA SILVA

oliveira.raimundo70@gmail.com

Nível de segurança: E-mail, Autenticação da conta (Nenhuma)

Assinado por:



FC9BF0A59CBA44B...

Adoção de assinatura: Estilo pré-selecionado

Usando endereço IP: 186.220.197.109

Enviado: 12/9/2024 | 09:42

Visualizado: 12/9/2024 | 09:58

Assinado: 12/9/2024 | 09:59

Termos de Assinatura e Registro Eletrônico:

Aceito: 12/9/2024 | 09:58

ID: 033ddd76-9ba4-4adc-a565-6f986d9043d7

Eventos do signatário presencial**Assinatura****Registro de hora e data**

Eventos de entrega do editor	Status	Registro de hora e data
Evento de entrega do agente	Status	Registro de hora e data
Eventos de entrega intermediários	Status	Registro de hora e data
Eventos de entrega certificados	Status	Registro de hora e data
Eventos de cópia	Status	Registro de hora e data
Eventos com testemunhas	Assinatura	Registro de hora e data
Eventos do tabelião	Assinatura	Registro de hora e data
Eventos de resumo do envelope	Status	Carimbo de data/hora
Envelope enviado	Com hash/criptografado	11/9/2024 16:57
Entrega certificada	Segurança verificada	12/9/2024 09:58
Assinatura concluída	Segurança verificada	12/9/2024 09:59
Concluído	Segurança verificada	12/9/2024 09:59
Eventos de pagamento	Status	Carimbo de data/hora
Termos de Assinatura e Registro Eletrônico		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To advise SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at info@snia.org.br and in the body of such request you must state: your previous email address, your new email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to info@snia.org.br and in the body of such request you must state your email address, full name, mailing address, and telephone number.

To withdraw your consent with SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to and in the body of such request you must state your email, full name, mailing address, and telephone number. . .

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES during the course of your relationship with SINDICATO NACIONAL DA INDUSTRIA DE COMPONENTES PARA VEICULOS AUTOMOTORES.