

Verification sheet · figures, articles and limits

Educational material derived from this pill; not an official document or employment advice.

This is not a legally validated sheet. The PNG says 16 weeks for childbirth, but current article 51.1 says 19; it also omits the document confirming the animal's death from the leave requirements (46.1.j). It has printed article numbers, not clickable citations. It does not contain El Roble's fictional two-day note.

Clínica El Roble is a fictional educational case. Its two personal days are a fictional improvement at that practice, not the entitlement in the national agreement or a note included in the downloadable PNG.

What came out at El Roble

What went on the notice-board sheet, checked against the BOE text on 7 October 2026. To apply it to a particular case, read the article.

Your pay

	Now (III Agreement)	Art.
Pay increase	New. 4% in 2026, 2027 and 2028; if annual CPI exceeds 4%, a review of up to 1.25%	24.4
Mileage allowance for your own car	New. €0.26/km (previously 0.22)	37.1

Your time

	Now (III Agreement)	Art.
Annual working time	New. 1,780 h in 2026, 1,770 h in 2027 and 1,760 h in 2028 (previously 1,780)	38.1
Irregular distribution of working time	New. Up to 10% from 2027, with 5 days' notice (previously not provided for)	38.2
Break during an uninterrupted working day	20 min if it exceeds 6 h; 45 min if it exceeds 9 h	38.9
Rest periods	12 h between working days, 36 consecutive hours each week and one free weekend in every four	40
Holidays	30 calendar days	42

Your paid leave

	Now (III Agreement)	Art.
Death of your animal or your partner's	New. 1 day, with its health record and the document confirming its death	46.1.j
Unable to get to work because of a disaster or severe weather	New in the agreement. Up to 4 days	46.1.i

	Now (III Agreement)	Art.
Marriage or registered partnership	15 calendar days	46.1.a
Death of a relative up to the second degree	3 days	46.1.b
Serious illness or hospitalisation of a relative	5 days	46.1.c
Moving house	1 day	46.1.e
Personal days	1 day a year, with 7 days' notice	46.1.g
Family force majeure	Up to 4 days a year	46.1.h
Medical appointments or school meetings	10 h a year	46.3

Family

	Now (III Agreement)	Art.
Suspension of the employment contract for childbirth	New. 19 weeks (previously 16)	51.1
Infant-care leave	1 h a day until 9 months, half an hour less working time or 21 consecutive calendar days	52.1

And at the bottom, as a practice note: *At El Roble, there are two personal days.*

The tool finds the article for you. Reading it, and deciding what goes on the notice board, is your job.

Details to check when applying the articles

The 1.25% in article 24.4 is a payment of the CPI differential with the cap and calculation basis defined there, not a promise of a permanent additional pay rise. The four days in article 46.1.i are not an absolute cap: leave can continue while the circumstances persist. Article 40.4 excludes specific weekend contracts. Article 46.1.j requires proof of ownership, the health record and proof of death. Also read notice periods, supporting evidence, family relationships and the conditions in article 52.1.a.

BOE

- [III · BOE-A-2026-19605](#)
- [II · BOE-A-2023-21910](#)

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