

In the face of the Administration's refusal to negotiate, we take action!

On September 24, 2025, CCOO-Servicio Exterior, together with UGT-Exterior and CSIF-Servicio Exterior AGE, called a rally in front of the Ministry of Finance in Madrid to demand urgent salary and labor improvements for the PLEX. This mobilization, at a key moment following the last 0.5% pay increase in 2024, sought to highlight the critical situation and the breaches affecting our collective.

What are we demanding?

- **Enforcement of the 1990 Agreement**, which guarantees annual salary reviews.
- **Urgent update of the 2008 Agreement on Working Conditions**, incorporating basic rights such as telework/remote work, paid leave, and adequate health coverage.
- **Drafting of a job catalogue and fair salary equalization between categories, countries, and departments.**
- **Recovery of professional promotion opportunities**, both abroad and in Spain, currently excluded from the Public Employment Offer.
- **Reinstatement of the MAEC Social Action Plan for the PLEX**, suppressed in 2012 and never restored.
- **An end to the abusive use of technical assistance contracts**, especially in the consular network, which precarize our working conditions.

This collective action marks the beginning of a cycle of mobilizations that will continue until a real and effective dialogue with the Administration is achieved. The PLEX, an essential pillar of the Foreign Service, will no longer remain ignored or forgotten.



ADDIS ABABA, ETHIOPIA



ZAGREB, CROATIA



LJUBLJANA, SLOVENIA

Around the world, one demand: dignity for the PLEX

This simultaneous demonstration, held in Madrid and in numerous AGE centers around the world, demonstrates the enormous strength our struggle gains when we act together. The active and committed participation of the PLEX has been decisive in demanding—with a clear and firm voice—the fulfillment of pending agreements and real improvements in our working and salary conditions.

At CCOO-Exterior, we stress that only through unity and collective organization will we be able to break down the barriers that the Administration has maintained for years. Moving toward fair and dignified recognition requires preserving this common strength, because it is the collective energy that drives every achievement and makes our demands translate into effective results.

We want to express our gratitude to all colleagues in the Foreign Service who took part in this initiative for their commitment and courage. Without your support and determination, this struggle would not have had the visibility or the strength it has achieved this time. At the same time, we call on all personnel abroad—the entire PLEX—to join this common effort and this unity of action in future mobilizations, should the Administration fail to take firm steps toward opening our negotiating space in the coming weeks.



CARACAS, VENEZUELA



CONSULATE GENERAL IN MEXICO CITY



MONTEVIDEO, URUGUAY



COPENHAGEN, DENMARK



CULTURAL CENTER IN MEXICO CITY

Protecting Labor Rights Across the Spanish Foreign Service

CCOO-Exterior strengthens its union action in Cuba and Mexico



CUPLEX comes together in Madrid



CONSULATE GENERAL IN HAVANA



EMBASSY IN HAVANA



OCE-AECID
HAVANA



C.G. IN MEXICO CITY



On September 23, the delegates of the three organizations that make up the **CUPLEX**—CCOO, UGT and CSIF—met in Madrid to review pending matters and raise new concerns affecting our collective.

The meeting focused on the need to reactivate collective bargaining to move forward on issues such as the 2025 salary update and the revision of the 2008 Working Conditions Agreement, etc. In addition, the meeting addressed the reinstatement of the MAEC-PLEX Social Action Plan, as well as the problems arising from the inappropriate use of outsourcing contracts (sham contracts) within the Spanish Foreign Service.

At **CCOO-Exterior** we continue touring AGE centers abroad to maintain close contact with the PLEX collective and address their concerns firsthand. Recently, we visited **Cuba**, where we met with staff from the Embassy, the Consulate General, as well as the Labor, Trade and Spanish Cooperation Offices in Havana.

We also returned to **Mexico**, holding assemblies with staff from the Embassy, the Consulate General and the Cultural Center in Mexico City. As is customary, we met with both Spanish Ambassadors—to Cuba, Javier Hergueta Garnica, and to Mexico, Juan Duarte Cuadrado—as well as with the management teams of each center, in order to address key issues affecting staff through active listening and a joint search for solutions.