

## SOLPEC 3

### Enunciados de la PEC

#### PRIMERA PARTE: PERIODO DE PRUEBA, CAPACIDAD PARA CONTRATAR Y NULIDAD DEL CONTRATO

##### SUPUESTO 1:

Tu asesoría está especializada en el asesoramiento técnico-jurídico de empresas. En la actualidad tienes pendiente de resolver las siguientes consultas en materia de periodo de prueba:

- A. La empresa "A" te ha preguntado si sería posible incorporar una cláusula contractual fijando el periodo de prueba a los técnicos titulados de 10 meses. En la actualidad esta empresa cuenta con 50 trabajadores.

**PROPUESTA DE SOLUCIÓN:** depende. La respuesta a esta consulta se hace depender de lo que establezca el convenio colectivo que, en esta específica materia, tiene atribuida la facultad de poner regular el lapso probatorio sin ceñirse a los márgenes temporales indicados en el art.14 ET. En resumen, se podría incluir ese periodo de 10 meses siempre que el convenio así lo establezca (o indique un plazo superior a éste); en caso contrario (silencio del Convenio o remisión a la ley) no sería lícito, pues el art.14 ET que se aplica supletoriamente fija un periodo máximo de 6 meses para los técnicos titulados.

- B. La empresa "B" te consulta si puede extinguir la relación laboral durante la prueba convenida con un trabajador que se encuentra en situación de incapacidad temporal como consecuencia de un proceso gripal. En el contrato se había previsto que la incapacidad temporal interrumpiría el cómputo del plazo probatorio.

**PROPUESTA DE SOLUCIÓN:** aunque es posible que esta cuestión se matice por parte de nuestros tribunales a la luz de la Ley 15/22, de 12 de julio, integral para la igualdad de trato y la no discriminación al haber introducido expresamente como factor discriminatorio el relativo a la "enfermedad o condición de salud", lo cierto es que el empresario no encuentra óbice legal alguno para extinguir la relación laboral durante la baja laboral del trabajador, haya o no mediado acuerdo de interrupción al efecto.

Junto a aquellas cuestiones también has de resolver las siguientes consultas:

- C. La empresa "C" ha descubierto que uno de sus trabajadores ha mentido sobre su titulación. Esta persona dijo poseer el grado en relaciones laborales, cuando en realidad todavía le restaban por cursar dos asignaturas. No sabe si irremediablemente ha de seguir contando con este sujeto.

**PROPUESTA DE SOLUCIÓN:** si bien es cierto que la nulidad del contrato de trabajo es un efecto excepcional con base, fundamentalmente, en el principio de conservación del negocio y el derecho al trabajo (art.35 CE), existen determinadas situaciones que inexorablemente conducen a la nulidad total. De esta forma si la nulidad afecta a alguno de los tres elementos que conforman la validez del negocio jurídico, esto es, objeto, consentimiento y causa, no se puede más que declarar la inexistencia del vínculo jurídico.

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**Monthly Catalog of United States Government Publications** United States. Superintendent of Documents,1991

Electrical Palestine Fredrik Meiton,2019-01-15 Electricity is an integral part of everyday life so integral that we rarely think of it as political In Electrical Palestine Fredrik Meiton illustrates how political power just like electrical power moves through physical materials whose properties govern its flow At the dawn of the Arab Israeli conflict both kinds of power were circulated through the electric grid that was built by the Zionist engineer Pinhas Rutenberg in the period of British rule from 1917 to 1948 Drawing on new sources in Arabic Hebrew and several European languages Electrical Palestine charts a story of rapid and uneven development that was greatly influenced by the electric grid and set the stage for the conflict between Arabs and Jews Electrification Meiton shows was a critical element of Zionist state building The outcome in 1948 therefore of Jewish statehood and Palestinian statelessness was the result of a logic that was profoundly conditioned by the power system a logic that has continued to shape the area until today Scientific and Technical Aerospace Reports ,1985 *Abridged Final Report of the ... Session* World Meteorological Organization. Regional Association II (Asia),1955 **History of the ... Economic Censuses** United States. Bureau of the Census,1980 History of the 1977 Economic Censuses United States. Bureau of the Census,1980 **Resources in Education** ,1997 **Measuring the Effectiveness of Basic Municipal Services** Urban Institute,1974 **the quiver: an illustrated magazine for sunday and general reading.** ,1869

**Journal of the House of Delegates** ,1878 **The Solicitors' Journal and Reporter** ,1899 **Federal Energy Regulatory Commission Reports** United States. Federal Energy Regulatory Commission,1992-07 **The Routledge Handbook of the History of the Middle East Mandates** Cyrus Schayegh,Andrew Arsan,2015-06-05 The Routledge Handbook of the History of the Middle East Mandates provides an overview of the social political economic and cultural histories of the Middle East in the decades between the end of the First World War and the late 1940s when Britain and France abandoned their Mandates It also situates the history of the Mandates in their wider imperial international and global contexts incorporating them into broader narratives of the interwar decades In 27 thematically organised chapters the volume looks at various aspects of the Mandates such as The impact of the First World War and the development of a new state system The impact of the League of Nations and international governance Differing historical perspectives on the impact of the Mandates system Techniques and practices of government The political social economic and cultural experiences of the people living in and connected to the Mandates This book provides the reader with a guide to both the history of the Middle East Mandates and their complex relation with the broader structures of imperial and international life It will be a valuable resource for all scholars of this period of Middle Eastern and world history Beekeeping: A Compressive Guide to Bees and Beekeeping D.P. Abrol,2013-07-01 This book shall serve as a reference book for students teachers and researchers and for all those interested in bees and beekeeping This book will be useful to all those who wish to

make beekeeping their hobby or as profession entrepreneurs and even layman Besides the information provided in this book will be useful to pollination biologists students teachers scientists of agriculture animal behaviour botany conservation biology ecology entomology environmental biology forestry genetics plant breeding horticulture toxicology zoology seed growers and seed agencies It will be highly useful to motivate the young generation to fascinating world of honeybees and adopt beekeeping as a profession Book as a guide for their problems evolving strategies     Congressional Record United States. Congress,1955     **Report** Botanical Society and Exchange Club of the British Isles,1932 List of members

*Journals of the House of Commons ...* Great Britain. Parliament. House of Commons,1807     **Journal of the Senate, Legislature of the State of California** California. Legislature. Senate,1974     Cobbett's Parliamentary Debates Great Britain. Parliament,1868     **Hansard's Parliamentary Debates** Great Britain. Parliament,1868

## **Read Pec 31 Full Report** Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has are more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Read Pec 31 Full Report**," compiled by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we shall delve into the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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