

# Information upcoming

## Collective bargaining agreement

Hotell- och restaurangfacket (Swedish Hotel- and Restaurant worker's trade union)  
Number 4, 2017-03-23

### Stop slicing!

**From one day to the other, employers can decide that you as an employee will work less hours and therefore also get lower income. The employer may do this without any premonition. This is what we call slicing (hylva in Swedish).**

This kind of slicing the working hours creates insecurity. It is time we do something about it!

### What is slicing?

When employers are cutting back on working hours that already exist in the workplace it is called slicing. The employer may decide that you should work less hours. For example, your working hours and income can be halved in just one day. Slicing can be done suddenly, without warning and when that happens there is no security for you as an employee.

Instead of terminate, the employer may slice your working hours. By slicing it is possible to avoid notice and priority rules of termination, which is regulated by Swedish law in the Employment Protection Act (LAS), and is applicable to a termination.

### How you are affected by slicing

- If you say no to working less hours you may risk termination – and can then be without compensation from the unemployment benefit (a-kassan) for up to 45 days.
- If you agree to reduce your working hours you will get a lower income – and all the problems which that may entail.

### We want regulation

A verdict of the Labour Court has given employers the right to slice. We want to introduce rules of the collective agreement to regulate slicing – to provide job security.

You can help us spread the Swedish mentioned hashtag **#slutahylva** (stopslicing) in social media.



**HOTELL- OCH RESTAURANGFACKET**

*We now find ourselves in wage negotiations. The 31<sup>st</sup> of March, at the latest, HRF and the employers' association VISITA need to come to an agreement concerning a new collective agreement. Join HRF, if you are not already a member. The more we are together, the stronger we become in the negotiations! You can become a member at [www.hrf.net](http://www.hrf.net)*