



AVTALSNYTT

Hotell- och restaurangfacket
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Collective agreement signed – The strike will not break out

The Hotel- and restaurant Workers' Union (HRF) and the employer organisation Visita have agreed on a new collective agreement for the majority of hotel- and restaurant employees. The agreement assures pay rise with a special investment on low wage workers and time to adjust if your working hours are being sliced (hyvlade). Thus, we recall our strike notice, and no strike breaks out tomorrow, Wednesday 19 April.

The new collective agreement gives pay rise of 1 650 SEK over a three-year period. During the first year this will assure 540 SEK pay rise per month for full-time employees, 550 SEK a month the second year, and 560 SEK a month the third year. The agreement includes the LO coordination, improvement for low wage workers and benefits for employees with higher education and experience in terms of pay.

It is no longer possible to slice working hours for employees from one day to another. HRF has received the right for employees to have time to adjust to sliced working hours corresponding to the Employment Protection Act (LAS).

– We have fought home low-wage improvements with the help of hard-working members and support from our sister union. Many thanks to all those involved, without you this would not have been possible, says **Malin Ackholt**, Federation of Hotel and Restaurant Workers' Union (HRF).

– We have made improvements for employees work security and received time to adjust in case of working hours are being sliced. But we also need changes in the law to make a definite stop for slicing working hours, says **Malin Ackholt**.

HRF has worked to improve the working environment of the hotel housekeepers for a long time. HRF have gained a joint working party that will work to create a sustainable and healthy working environment for hotel housekeepers.



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*THANK YOU to all members, sister unions and all other that have been engaged and supported us.
Without you we would not have succeeded!*



The agreement follows the coordination of LO and is applicable over three years: 2017-2020

Summary of the new collective agreement:

Pay rises

- The agreement assures 1 650 SEK. When divided for a full-time worker this provides:
Year 1: 540 SEK/month
Year 2: 550 SEK/month
Year 3: 560 SEK/month
- Employees with work experience are rewarded in terms of pay.
- Other compensations of the agreement will be increased by 6.5 percent.
- Security Workers in the mountains (ski patrol workers) should be placed in pay group 1, which means that this group of workers occupational training is valued higher and therefore will be provided with higher wages.

Secure employments

- The so-called slicing of working hours can no longer be made from one day to the next. Employers are now entitled to time to adjust corresponding to the Employment Protection Act (LAS).
- A joint working party to survey hotel housekeeper's workload have been established. The aim is to improve hotel housekeepers working environment.

Schedule and working hours

- Clarifications to prevent the employment status of employment on-demand to be overused.

Other

- The new collective agreement is applicable over 36 months.



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