

## **Conflict information**

### **Negotiations regarding the collective agreement**

In a collective bargaining, HRF negotiates with the employer association regarding the content of our collective agreements. It concerns our working conditions, for example our wages and our working hours.

Of course, we want the terms to be as good as possible! If we don't agree with the employer association we have the possibility to take industrial actions, such as strike.

HRFs executive committee have the overall responsibility in all questions concerning the collective bargaining. HRFs local departments are responsible for the immediate work during the conflict.

### **Conflict rooms – a meeting place**

If there is a conflict, HRFs local departments opens conflict rooms in several cities. All members are welcome here to receive information and to meet and talk.

### **Strike guards – prevent work during strikes**

To make sure no work is being performed in workplaces that HRF have put in strike, strike guards will be located outside the workplace. They will be easy to recognize because they will be wearing a banner with the words “strejkvakt”.

### **Conflict, a fact**

If you are taken out to strike by HRF or if you are locked out by your employer, you can't go to your workplace to work.

Immediately locate your conflict room to announce yourself and receive further information. In the conflict room, you will receive a specific strike card, which gives you the right to receive conflict reimbursement.

If you work even though you've been taken out to strike, you will be reported as a strikebreaker and will risk to be eliminated as a member from HRF, which also means you will lose your reimbursement.

Interns and students at restaurant schools are not allowed to work in the workplace without a supervisor during the conflict. They should contact The Swedish public Employment Service (Arbetsförmedlingen) immediately.

An employee who have started, or is about to start, a vacation by the time the conflict begins should take their holiday as planned. Other kinds of requested and granted time off, such as time off for studying, should be taken as planned.



During conflict the employer has no right to refuse to pay earned salary.

## **Conflict reimbursement**

All members taken out to strike by HRF or are locked out by the employer can receive economic reimbursement from HRF's conflict fund.

To receive conflict reimbursement you need to have been a member of HRF, or any other LO-association, for at least three months (HRF's executive committee can decide on exceptions). The executive committee decide the replacement level.

If you are sick when the conflict starts you will keep receiving sick payment from your employer. If you recover during the conflict you will go over to receive conflict reimbursement from your first day of recovery. If you get sick during the conflict you will continue to receive conflict reimbursement.

## **Payment of reimbursement**

To be able to receive reimbursement you need to have announced yourself in your conflict room. There you will also receive your conflict card which needs to be filled in and submitted to your local department.

The conflict reimbursement will be paid by bankgiro or postgiro. The executive committee decides whether the reimbursement will be paid from the first day of conflict.

## **When the conflict has passed**

When HRF and the employers agree on a new collective agreement, all industrial actions will be cancelled.

The agreement will immediately be sent to all conflict rooms.

Your employment will continue as normal and you will go back to work as soon as possible.

Your employer can not terminate your employment because you have been a part of the conflict.

## **You will help, won't you?**

The result of a conflict will greatly depend on you. It is important that you are a part of the effort.

**Together we are strong!**

**For more info go to: [www.hrf.net](http://www.hrf.net)**



**HOTELL- OCH RESTAURANGFACKET**