



# New Collective Bargaining Agreement applicable to cleaning workers

*Companies and unions have agreed to a global revision of the Collective Bargaining Agreement applicable to the cleaning sector after 15 years of deadlock.*

Recently published, the new collective bargaining agreement signed between the Portuguese Association of Facility Services, and the Portuguese Union of Concierge Workers, Surveillance, Cleaning, Housekeeping and Various Activities ("STAD") and the Federation of Trade Unions of Industry and Services ("FETESE"), establishes new rules for the employment relationships between employers engaged in hygiene and cleaning activities in buildings, industrial equipment, pest control and hygiene, disinfection, and employees at their service, represented by the signatory associations.

On March 16, an Extension Order for the said collective agreement was also published, widening the scope of the collective agreement to all companies dedicated to the provision of facility services, even if subsidiary or complementary to their main activity and to the workers at their service.

Among the new rights foreseen in the collective agreement we highlight the following:

- Allocation of a minimum wage of €638.00 for early-career employees with the category of cleaning worker and of €1,100 for employees at the top of the supervisor-general career;
- Increase in meal allowance from €1.85 to €3.00 in 2020 and to €3.50 in 2021;
- Payment of a 100% increase for the work performed on public holidays;
- Possibility of an increase in the employee's vacation days, between 1 and 3 days, according to the absences in the related year;
- Provision for an arbitration mechanism for situations in which the parties, in future negotiations, do not reach an agreement.

The new instrument further establishes that in cases of loss of a workplace, the new entity has to ensure the activity of the employer and it is responsible for the maintenance of the employment contracts. The employees will maintain all their rights, privileges and seniority, transmitting the obligations arising from the employment agreement to the new company.

The new rules that are now coming into force have not been revised as a whole since 2004.

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