

Do you work in a MELIÁ hotel? Know your rights!

The IUF and Meliá Hotels International, the Spanish-headquartered hotel chain with over 38,000 employees worldwide, have signed an agreement confirming Meliá's commitments to respect fundamental rights at work, including but not limited to the right to join a union and collective bargaining. The agreement applies to all hotels under Meliá's brands, whether they are owned, managed or franchised.

The international agreement was signed on December 9, 2013 by Meliá CEO Gabriel Escarrer and IUF General Secretary Ron Oswald.



IUF General Secretary Ron Oswald commented, "This agreement provides a concrete tool to help ensure that Meliá workers across the world have access to their fundamental rights. With this agreement we should be able to assure that Meliá's commitment to human rights will be concretely visible wherever the company operates."

"Our Company carries out its activities in some 40 countries, and managing diversity, including in the world of work, is a great challenge. That is why the agreement we are signing today with the IUF is an important step in our relations with Meliá's most important interest group, its more than 38,000 workers worldwide", said Meliá CEO Gabriel Escarrer.

Meliá's global growth



Commitments to rights

- MELIA confirms its commitment to respect the right of workers to freely join trade unions and to collective bargaining.
- MELIA and IUF mutually confirm that MELIA employees may access and exercise these rights without any fear of retribution, punishment, or any other form of discrimination.

The Agreement: what is in it?

Fundamental rights

MELIA is committed to ensuring that all employees have access to the fundamental rights to

- equal treatment for men and women
- no discrimination
- health and safety protection in the workplace

Many workers are employed at Meliá hotels under outsourcing arrangements, for example housekeepers. The agreement stipulates that in its outsourced activities Meliá will not use companies that violate the principles of the IUF/Meliá agreement.

Freedom of association, trade union recognition, and collective bargaining

Following the recognition of a union as the representative of workers, local "MELIA" managers and local union representatives of the IUF affiliate(s) agree to make every good faith effort to conclude a collective agreement.

The IUF: organise, fight and win globally

The IUF is an international federation of over 400 affiliated trade unions representing over 10 million workers employed in agriculture and plantations; the preparation and manufacture of food and beverages; hotels, restaurants and catering services; and all stages of tobacco processing.

Working day

MELIA HOTELS INTERNATIONAL S.A, recognizes that the length of the working day will be agreed with trade unions.



Know your rights!

Join the union!

To learn more about your rights

- contact local hotel workers' union
- visit www.iuf.org