vinetur

Valencia hospitality workers secured a four-year contract with 13% wage increases through 2029

The provincial deal covers more than 100,000 workers and sets new rules for night shifts, subcontracting and seasonal recalls

Wednesday, November 18, 2026



Valencia’s hospitality industry has agreed to a new four-year labor contract that will raise wages by 13% through 2029 and set new rules on night work, subcontracting and seasonal hiring for more than 100,000 workers across the province.

The agreement was signed on Tuesday, November 17, by unions and employer groups that make up the negotiating committee for the provincial intersectoral hospitality collective bargaining agreement, according to HOSBEC, the hotel and tourism business association that was one of the signatories. HOSBEC said the final text was signed at the headquarters of the Confederation Empresarial de la Comunitat Valenciana, or CEV, after eight negotiating sessions in a process that formally began on February 3 and produced a pre-agreement on September 21.

The contract covers the period from January 1, 2026, through December 31, 2029. According to HOSBEC, it applies to workers in hotels, tourist apartments and other lodging, as well as restaurants, cafeterias, bars, nightlife venues, catering, institutional food services and spas across Valencia province.

HOSBEC said the agreement affects a business base of more than 11,400 incorporated companies, including 10,185 in food service and 1,281 in lodging, in addition to thousands of self-employed operators. That gives the deal broad importance for the hospitality and restaurant trade in the province because it sets the wage floor and key labor conditions for a large share of the sector.

The central economic measure is a cumulative 13% wage increase over the life of the agreement. HOSBEC said the pay scales include a 4% rise for 2026, followed by 3% annual increases in 2027, 2028 and 2029. The association said the 2026 increase effectively comes to 5% in practice when combined with an update applied at the start of negotiations to compensate for an inflation gap.

The agreement also includes an inflation safeguard. According to HOSBEC, if cumulative consumer inflation over the four-year term exceeds 13%, the wage tables for the first year of the next contract in 2030 will start from the 2029 wage scale increased by 1%, before any new increase is negotiated.

For employers, the agreement means labor costs will rise in a predictable schedule over four years rather than through shorter bargaining cycles. For workers, it sets pay growth in advance and adds several new or clarified benefits and protections.

One of the most significant changes is a new night-work premium. HOSBEC said hours worked between 10 p.m. and 12:30 a.m. will carry a supplement of 10% of base salary, while hours worked between 12:30 a.m. and 6 a.m. will carry a 20% supplement. The association said that provision will apply from the month after the agreement is published or, at the latest, from January 1, 2027.

The contract also revises the rules for fixed-discontinuous employment, a common form of seasonal hiring in Spanish tourism. HOSBEC said the new language clarifies the deadlines and methods for calling workers back to duty, including by email, text message or WhatsApp. It also defines justified reasons for not reporting when called and confirms that this type of contract may be arranged on a part-time basis.

Another clause addresses temporary disability leave. HOSBEC said the agreement introduces measures aimed at controlling unjustified absenteeism while preserving protections for workers in cases involving workplace accidents, occupational illness and serious illness. The source did not provide further operational details on how those controls will work.

The subcontracting language is likely to draw close attention from hotel and restaurant operators because it extends labor standards into outsourced services. According to HOSBEC, companies that outsource dining room, restaurant, bar, kitchen, front desk, housekeeping or cleaning work will have to ensure that subcontracted workers receive at least the wage conditions set by the hospitality agreement and remain subject to its rules on working time and rest periods. That requirement could affect cost structures and vendor contracts for businesses that rely on outside service providers.

The agreement keeps the sector’s standard working schedule at 40 hours a week and 1,794 effective hours a year, HOSBEC said. It also preserves two consecutive days of weekly rest and two personal days a year.

On training and professional standards, HOSBEC said the existing training bonus remains in place and the parties agreed to work toward a Hospitality Professional Card that would certify each worker’s training, job category and experience. The agreement also adds measures on equality and non-discrimination for LGTBI workers and a protocol for responding to disasters and adverse weather events.

The signatories on the labor side were FeSMC-UGT and CCOO Servicios, according to HOSBEC. On the employer side, the parties included HOSBEC, the Valencia hospitality business federation and its member associations, the hotel association of Gandía and La Safor, and the association of spas and thermal resorts.

The agreement has been signed but is not yet fully in force. HOSBEC said the text will now be submitted to the labor authority for registration, deposit and legality review, followed by publication in the Official Gazette of Valencia province. The association said the agreement will be fully applicable once that publication takes place.