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Spain’s cooked-food delivery sector signs a national labor deal through 2029

The contract covers chains like Telepizza and Domino’s Pizza, sets a 3.13% raise for 2026, reduces annual hours to 1,770 by 2029

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A new national labor agreement for Spain’s cooked-food delivery production segment will raise wages and cut working time through 2029, a change that affects a defined part of the hospitality and restaurant business rather than the whole sector. According to FeSMC-UGT, the agreement covers workers who prepare cooked products for home delivery and sale, including staff at chains such as Telepizza, Domino’s Pizza, Papa John’s and Pizzerías Carlos.

FeSMC-UGT said on Thursday, November 19, that the agreement was signed on Tuesday, November 17, after nearly a year of negotiations. The union identified the deal as the national collective agreement for Elaboradores de Productos Cocinados para su Venta a Domicilio, known as PRODELIVERY, and said it will run from 2026 to 2029. The text is still pending review by the labor authority, formal registration and publication in Spain’s Official State Gazette, or BOE.

The wage package is one of the central changes. According to the union, the agreement sets a 3.13% pay increase for 2026, retroactive to January 1, a 4% increase for 2027, and 3% increases for both 2028 and 2029, applied under the agreed pay tables and conditions. The deal also includes two consumer-price-index review mechanisms, with the possibility of extra increases of up to 1% in each of the 2026-2027 and 2028-2029 periods.

FeSMC-UGT said the agreement also includes a minimum annual wage increase of 1.5% for 2027, 2028 and 2029 for workers whose pay is above the contract tables but below €30,000 a year, as long as they meet the agreed conditions. The union said that clause is non-compensable and non-absorbable, meaning companies could not offset it against other pay items. In practice, the measure is aimed at preventing wage freezes for employees who are above the minimum rates in the agreement but are still below that income cap.

The other major change is working time. The annual schedule will fall gradually from 1,788 hours in 2026 to 1,770 hours in 2029, according to FeSMC-UGT. The union said it negotiated a system under which the cut will be taken as real rest time through full shifts, with no recovery of hours and no loss of pay for full-time workers. By the end of the agreement, that reduction will amount to two full working days and one additional shift less of effective work, the union said. For part-time employees, the lower annual total would improve the value of each hour worked.

The agreement also changes rules that are important in a business with heavy use of part-time staffing. FeSMC-UGT said workers will be able to consolidate every two years 35% of the average complementary hours they have actually worked, under the agreed conditions. In Spain, complementary hours are additional hours worked by part-time employees beyond their ordinary schedule. The union said the new rule is intended to give those workers greater contractual stability over time.

Another provision limits changes of workplace. According to the union, any extra commuting time caused by a transfer to another work center will be capped at 35% of the worker’s daily schedule, calculated from the worker’s usual home address. FeSMC-UGT described that point as especially relevant in a segment where part-time contracts are common and schedule changes can have a large effect on workers’ daily routines.

The agreement also broadens protections during temporary disability leave. FeSMC-UGT said the new text strengthens coverage in several cases and gives special treatment to certain cancer-related processes, with coverage from the first day and for up to 12 months. It also includes leave related to chemotherapy, radiotherapy and dialysis treatment.

Beyond pay and hours, the agreement updates labor and social rights in several areas, according to the union. Those changes include revised and expanded leave entitlements, protections related to gender violence and vicarious violence, and a requirement for companies to negotiate protocols on vacations, LGTBI equality, harassment prevention and severe weather conditions.

In occupational safety, the union said the agreement reinforces duties tied to delivery vehicles, including review and maintenance obligations. It also adds protections linked to adverse weather and information rights for worker representatives regarding the use of algorithms and artificial intelligence. Those provisions reflect a part of the food-delivery business where route planning, shifts and workload can be shaped by digital systems as well as by weather conditions that affect drivers and riders.

FeSMC-UGT presented the agreement as a significant step for the workforce in this branch of hospitality and food service. The union said it played a central role at the bargaining table and framed the deal as the result of months of work by union representatives and workplace delegates. Because the announcement came from the union side, the figures and implementation details remain subject to the formal administrative process that still has to be completed before publication in the BOE.

The agreement matters for hospitality because it applies to a specialized segment that sits between restaurant operations and delivery-focused food preparation. It does not rewrite conditions for the entire hotel, bar or restaurant sector, but it does set new national standards for a growing business that supplies prepared meals for home delivery through branded chains and similar operators. For companies covered by the contract, the combination of higher pay, shorter annual schedules and stronger rules on scheduling, transfers and leave will change labor costs and staffing arrangements over the next four years.