

WE'RE ORGANISING

TO WIN A LIVING WAGE

FOR CLEANERS – ARE YOU IN?



CONTRACT CLEANING ERO IS BACK!

So what is an ERO and what does it mean for contract cleaners?

- ➔ **An Employment Regulation Order (ERO) is an agreement that is negotiated between union members and employers for their sector.** It deals with the minimum rate of pay and conditions of employment for workers.
- ➔ **Four years after the courts struck down wage regulation for cleaners, the introduction of our ERO** means it has been re-established! This didn't happen by accident. It came about through a sustained campaign of lobbying and tough negotiations by contract cleaners working through their union, SIPTU.

The new ERO offers real protections for contract cleaners and will provide a new minimum rate of pay for cleaners in the industry.

KEY POINTS OF THE NEW ERO

€9.75
IS JUST
THE START!

- **A new minimum rate of pay - €9.75**
- **Trade union representation rights**
- **Overtime rates**
- **Death in Service benefit**
- **Good Friday treated as public holiday for workers employed before August 2012**
- **Certificate showing length of service**
- **30 day notice of change of contractor**

NOW, IT IS OVER TO YOU!



Teresa Thompson,
Shop Steward in
Cavan General
Hospital and
Member of Contract
Cleaning Joint
Labour Committee

Your negotiating team has worked hard to establish an ERO. They have won an increase in pay for many of our members. This new order also provides vital protections for cleaners at work, so if you are a member of the union, you have the right to be represented by your union, SIPTU.

Now that we have an ERO, let's campaign for a Living Wage for Cleaners! A new rate of €9.75 for contract cleaners is the first step in achieving this.

The campaign for a Living Wage for Cleaners starts now – are you willing to play your part?

**"Cleaners deserve a Living Wage.
It's up to us all to fight for it"**

WHAT DOES THE FUTURE LOOK LIKE FOR YOU?



Contract cleaners deliver essential cleaning services in hospitals, schools, workplaces and public transport. But when you think of the future what do you see? This is an important question we will be asking our contract cleaning members as we prepare to start negotiations on the next ERO.

You can influence your future employment terms by becoming an active member of SIPTU and having your views heard. Contract cleaners need to **STAND TOGETHER** and through their union build power and shape the future. Together we can win for contract cleaners.



Valerie Chambers
Contract cleaner in
Mayo General Hospital
and member of the
Joint Labour
Committee (JLC)

"Now that we have the mechanism to negotiate with employers – let's build our union to get better pay and conditions of employment"



HOW DO YOU

GET A WAGE INCREASE?

The answer is simple – by joining the union and joining the campaign to secure a Living Wage for cleaners!

When you choose to join SIPTU, you are increasing the power you have to influence decisions that are made about your working life – so why let others make decisions for you? Join in, be informed and become involved.

Why not log on to the campaign's Facebook Page: **FairDeal ForCleaners** or contact us directly for more information or to arrange a meeting.



Nasim Kalkokha
St. Luke's Hospital

"€9.75 is the first step towards a decent wage. Let's support each other through our union, SIPTU, to build on this"



Lilian Gunning
Contract Cleaning
JLC

"When you and your colleagues decide to join SIPTU you are strengthening the power we have to get a fair deal for cleaners across Ireland"



Diane Jackson

Tel: 087 6784773 • email: djackson@siptu.ie

Eira Gallagher

Tel: 087 9858371 • email: egallagher@siptu.ie

SIPTU Contract Cleaning Sector: 01 8586389

SIPTU Strategic Organising: 01 8586411

ALL TOGETHER WE ARE STRONGER

JOIN ONLINE
www.siptu.ie