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SEASONAL CONTRACTS IN HOSPITALITY & TOURISM: VACATION RIGHTS AND HOW TO HANDLE SUMMER LABOR INSPECTIONS

LABOR LAW

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THE REALITY OF SUMMER

💬 High season means more customers, more staff... and more inspections. Labor authorities increase workplace inspections in hospitality and tourism every summer.

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SEASONAL CONTRACTS: WHAT THE LAW REQUIRES

💬 A seasonal contract must be justified by real seasonal demand. It must specify: duration, working hours, duties, and the reason for temporary hiring.

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RIGHTS OF SEASONAL WORKERS

💬 Even temporary workers have the right to:

- Proportional vacation days
- Weekly rest
- Reliable time-tracking
- Payment or compensation for overtime

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VACATION MANAGEMENT DURING HIGH SEASON

💬 Vacations must be planned in advance. They cannot be denied due to “workload peaks.” The company may organize schedules, but cannot eliminate the right to rest.

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WHAT LABOR INSPECTORS CHECK IN SUMMER

- Poorly justified temporary contracts
- Missing Social Security registrations
- Excessive working hours
- Unpaid overtime
- Insufficient rest periods

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DOCUMENTATION

💬 To avoid penalties, keep:

- Updated time-tracking records
- Properly drafted contracts
- Proof of seasonal justification
- Shift schedules and rest periods
- Payroll and overtime documentation

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MOST COMMON MISTAKES

- Using seasonal contracts for permanent roles
- Not recording working hours
- Not respecting rest periods
- Not paying overtime

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PROFESSIONAL RECOMMENDATION

💬 Prevention is the best strategy. Proper legal guidance protects your business from sanctions and reputational damage.

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HIGH SEASON SHOULD NOT BECOME A LEGAL RISK

Compliance protects your company, your team,

and your long-term stability.

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