



MONTHLY BULLETIN

Publication of the Federation of Trade Unions of Macedonia
Published: on a monthly base
No. 4, April, 2014

PRESS CONFERENCE- WORLD OHS DAY AND ANNOUNCEMENT OF ACTIVITIES FOR 1ST OF MAY

04/28/2014

28.04.2014 is the World Day for Occupational Health and Safety at Work.

The Federation of Trade Unions of Macedonia contributes to overall efforts to promote and improve the extremely important human right - the right to work in safe and healthy conditions, which is a key factor for social development and progress of the Republic of Macedonia and every country around the world.

Unfortunately there is still space and challenges for action in promoting safety and health at work, yet a large number of accidents and injuries, which ended fatally, occupational diseases related to workplace happen. Thus, the cost of treating workers have been increasing, exhausting the resources of health care systems, reducing productivity, as opposed to the business interests and the interest of the entire society.

In this occasion we would like to emphasize that for safety and health at work are not only the employers responsible, but without exception, all stakeholders. We must all contribute together to raise the awareness



President Mitrevski on the press conference

among workers and employers for the importance of safety and health at work.

CCM will continue vigorously to take activities and insist on taking measures at national and local level that will be in the direction of providing a safe and healthy working conditions for the workers, improving the working and living environment, safe and secure working places.

Although CCM believes that the law is a good basis for creating a complete legal system for safety and health at work, the analysis of the practical application of the law have indicated the need for amendments to the current law that will contribute to its clarification and improvement.

It is particularly important to clarify the provisions of the role and importance of the president of the trade union organization i.e. trade union representative of the majority union and OHS representative.

The President of CCM, PhD Zivko Mitrevski has noted that in order to provide safe and secure jobs, despite the official OHS representative in the company the president of the trade union organization should be included in the implementation of all activities, which will provide an adequate place in the framework of the implementation of all activities under the OSH Law, starting with his presence in the creation of plans, statements, records, reports and ensuring control of the union in providing OHS measures.

In a sign of the contribution to the celebration of this day, CCM will continue its celebration on May 1st, the International Workers' Day with concrete action, beginning of an Initiative on amending the OHS Law under the motto "FOR SAFE WORKPLACES".

Activities regarding the celebration of the International Labor Day, 1st of May, according to the Decision of the Presidency of CCM are planned to begin at 10.00 at the square "Macedonia" in the center of Skopje with a presentation of branch unions affiliated to CCM and will end at 11.30.

SECOND WORKING MEETING OF NATIONAL TEAMS OF THE PROJECT TAXES, INFORMAL ECONOMY AND CORRUPTION IN THE WESTERN BALKAN COUNTRIES

04/01/2014

In the Federation of Trade Unions of Macedonia the second meeting of the national teams of the Project: Taxes, informal economy and corruption in the Western Balkans countries" was held. The meeting was attended by Grigor Gradev, an ITUC/PERC expert on informal economy, the President of CCM, PhD Zivko Mitrevski, Pavel Trendafilov, President of SGIP, Angelko Angelkovski, President of STKC, Slobodan Antovski, President of UN-ASM, Ljubica Dekovska, economic expert from CCM, Biljana Chklamovska, legal expert from UN-ASM and Lidija Stamenkova, communications/campaign expert from KSS.



President Mitrevski on the meeting of national teams

The main topic of today's working meeting was the informal economy in the Western Balkans countries. The ITUC/PERC expert on informal economy, Grigor Gradev pointed to the impact of the informal economy in countries from Southeast Europe. In all countries, especially in the Western Balkan countries, trade unions should have a dual role, to protect the people, as well as the state, stressed Gradev.

What was emphasized by the President Mitrevski was the need for joint action and solidarity of trade unions, mobilization of new members and establishment of trade unions in companies where there are no unionization of workers in order trade unions to be legitimized in the protection of workers' rights.

WORKING MEETING OF PRESIDENT MITREVSKI IN TU SUBSIDIARY OF PE MAKEDONSKI SUMI, OHRID

04/04/2014

On 04.04.2014 in Ohrid, the President Mitrevski held a working meeting with the employees in the subsidiary of PE Makedonski Sumi on which employees were informed on the current situation in PE Makedonski Sumi, the payment of field allowance as well as on the procedure and manner of determining the amount of points in the subsidiaries of PE Makedonski Sumi.

On the meeting the President of the Trade Union of Workers in Forestry, Wood Industry and Energy of Macedonia, PhD Zivko Mitrevski was informed by the employees on the activities for improving of the production in the subsidiary as well as for the trade union activities.

The meeting was held in the presence of Marija Novakovska, President of TU subsidiary, Galicica- Ohrid.

WORKING VISIT OF BWI REPRESENTATIVES



Representatives of SGIP and SSHDE with BWI representatives

04/07/2014

In Skopje on 8 and 9 April 2014 a seminar on collective bargaining will be held in organization of Building and Wood Worker's International (BWI) with the support of the Friedrich Ebert Foundation. The focus of the seminar would be the infrastructural projects in the country.

The seminar is being organized for the countries in Southeast Europe on which the OHS Director of BWI, Fiona Murray will participate.

Within the activities the director Fiona Murray had a working visit in the Trade Union of Construction, Industry and Civil Engineering (SGIP) and the Trade Union of the workers in Forestry, Wood Industry and Energy of RM (SSHDE).

Also, representatives of SGIP had a meeting with the Director of the State Labor Inspectorate, Mr. Naser Bajrami.

CONFERENCE ON SOCIAL DIALOGUE IN SOUTH EAST EUROPE



04/09/2014

On 8 and 9 April 2014 in the hotel "Molika" Bitola a conference on social dialogue in South East Europe was held organized by the Independent Trade Union of Energy, Mining and Industry of Macedonia.

The conference was attended by trade unions from Macedonia, Turkey, Bulgaria, Romania, Serbia and Montenegro. The conference was opened by the President of SSERI, Dimce Damcevski. On the conference the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski

Participants on the Conference

was also present who in his opening remarks emphasized the importance of social dialogue and its challenges in times of global crisis.

Republic of Macedonia, especially from 2010 onwards has a constant improvement of social dialogue and is a one of few examples where social partners in times of crisis have shown significant results. President Mitrevski pointed out the need to fill the gap in the functioning of social dialogue in companies in newly established industrial areas where such social dialogue is lacking, as well as the existence of problems associated with signing of collective agreements and weak union organizing.

Representatives of trade unions has opened discussions and exchanged experiences on the functioning of the social dialogue in their countries and came to a conclusion that organizing such conferences and seminars is needed due to importance of sharing experiences of different countries, especially those that are members of the European Union.

20TH SESSION OF THE COUNCIL OF THE INDEPENDENT TRADE UNION OF HEALTH, PHARMACY AND SOCIAL PROTECTION OF THE REPUBLIC OF MACEDONIA



04/11/2014

On 04/11/2014, in hotel Riviera, Ohrid under the new concept of work of the Council of the Independent Trade Union of Health, Pharmacy and Social Care of RM the 20th session of the Council was held.

The council session was opened and chaired by the President of the Independent Trade Union of Health, Pharmacy and Social Care of RM, Ljubisa Karanfilovski. On the Session the President of the union Karanfilovski gave a complete report on the financial operations of the union

Members of the Council

in 2013 and presented a draft decision for the XVIII TU School. He especially focused on the latest amendments regarding the Law on Health Care.

The session was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski who informed the members with the latest activities of CCM regarding the celebration of the forthcoming event, 1st of May, the International Labor Day.

WORKING VISIT OF THE MANAGEMENT OF CCM IN JSC EDINSTVO STRUMICA



Visit the leadership of CCM in the factory

04/15/2014

Within the frameworks of the program for visits in companies and working meetings with members of social partners, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the President of Trade Union of Textile, Leather and Shoe Industry of Macedonia, Angelko Angjelkovski, also General Secretary of CCM, visited the clothing factory JSC "Edinstvo", Strumica.

On today's meeting President Mitrevski had discussions with the director of the factory Dimitar Popovski on the amendments to the collective agree-

ment for workers in the textile industry, as well as the implementation and application of the new General Collective Agreement for the private sector of the economy.

President Mitrevski gave a special emphasis on the ratified ILO Convention No. 94. This convention is of particular interest because it represents an essential tool for how to integrate social aspects in public procurement and contracts. Convention No. 94 provides labor and social clauses in public contracts, add Mitrevski.

This means that only companies that operate regularly will have the right to participate in public tenders: have trade union organizations, paid salaries and contributions to employees and all other liabilities to the state, i.e. met all legal norms. The aim is to limit the ability to use social dumping as a tool in the area of public procurement, which will reject unfair competition. This in the past has meant that on public tenders the work was received by companies without employees that then hire subcontractors such as large companies. Put in one word, the new regulations would end the speculations and corruption in public procurement tenders.

The factory was founded in the distant 1966 and has about 250 workers. The production is exclusively for export to England of the official program - production of military and police uniforms and student program - uniforms for students, said the director of clothing factory Popovski.

JSC "Edinstvo" is a reputable recognizable apparel factory in the world market, with a high level of social responsibility for employees, application of collective agreements, regular payment of salaries, benefits and allowances.

Thus this factory is an example of a developed social dialogue in this sector.

WORKING VISIT OF THE LEADERSHIP OF CCM IN JSC FROTIRKA COMPANY DELCEVO



CCM's leadership with the staff of the Factory JSC "Frotirka Company" - Delcevo

04/24/2014

Within the program of visits and meetings in the companies, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the President of the Trade Union of the Workers in the Textile, Leather and Shoe making industry in Macedonia, Angelko Angjelkovski, also General Secretary of the Council of CCM, today visited the factory JSC "Frotirka Company"- Delcevo and had discussions with the non- executive director, Stojne Stankov and executive director coordinator, Dejan Stankov.

The focus of the discussion was the implementation of the General Collective Agreement for the private sector in the economy, the application and the respect of the rights in the collective agreement for the

textile industry, as well as the latest amendments to the collective agreements in the field of textile. The Factory JSC Frotirka Company - Delcevo deals with production of terry and fabrics in Macedonia.

The factory has 180 employees who are members of the Trade Unions of the workers in textile, Leather and Shoe making industry of Macedonia, also member of the Federation of Trade Unions of Macedonia.

WORKING MEETING WITH THE FEDERATION OF TRADE UNIONS OF SERBIA- SSSS



President Mitrevski with the representatives of SSSS

04/28/2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the Presidents of several branch unions affiliated in CCM had a meeting with the President of the Federation of Trade Unions of Serbia, Mr. Ljubisav Orbovic and his Chief of Cabinet and Protocol, Ms. Svetlana Mancik.

On the meeting activities of trade unions in both countries were discussed, with a particular focus on labor legislation and its impact on workers' rights. Also the presidents exchanged experiences on the manner of man-

agement of crisis and its impacts.

By the President of CCM the amendments to the Labor Law and collective bargaining that now have been applied were elaborated which represent a good example of how to deal with the current crisis.

Both unions have agreed to work together and exchange experiences on workers' protection.

EXTRAORDINARY MEETING ON THE POLITICS OF INTERNATIONAL FINANCIAL INSTITUTIONS IN SOUTHEASTERN EUROPE

04/28/2014

On 28 and 29 April 2014 in the hotel Arka, Skopje an International Conference on "Challenges of crisis and responses of global trade unions and international institutions" is being held organized by the International Trade Union Confederation.

The meeting was attended by presidents of major trade unions from Republic of Serbia, Albania, Bosnia and Herzegovina, Kosovo and the



President Mitrevski on the meeting

presidents of the Federation of Trade Unions of Macedonia, Confederation of Free Trade Unions of Macedonia and the Union of Independent and Autonomous Trade Unions of Macedonia.

On the conference their speeches had Grigor Gradev, Secretary of PERC, Peter Bakvis, Director of the Office of Global Unions Washington and Enisa Salimovik, regional coordinator of ITUC – PERC, Sarajevo.

Special focus was dedicated to the three measures of global unions such as measures to support the economic recovery, measures for the creation of decent jobs and change in inequality and measures for effective financial regulation and taxation.

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski in his address highlighted the measures taken in this regard, in particular the measures to increase the minimum wage and measures to promote employment. He specifically pointed to the necessity of building a regional strategy of trade unions on these issues.

CELEBRATION OF APRIL 28 –WORLD DAY FOR OCCUPATIONAL HEALTH AND SAFETY

04/28/2014

In Skopje, h. Holiday Inn, in organization by the International Labor Organization, Office Skopje and the Macedonian Association for Occupational Health and Safety, ILO/CIS Coordination Center, 28th April, the World Day for Health and Safety at Work was celebrated.

Today's event was attended by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, the President of MOSHA, Milan Petkovski, representative of the Ministry of Labor and Social Policy, National Coordinator of ILO in Macedonia, Emil Krstanovski, head of department at



Address by the President of CCM

OSH State Labor Inspectorate, Sladjana Andonovska, coordinator of the ILO/CIS, Nikola Georgiev, Executive Director of ORM, Belinda Nikolovska and Acting President of KSS, Violetka Spasevska.

Topic of this year's celebration of the World OHS Day is: Health and Safety at work and the use of chemical substances. Special attention has been placed on the current situation regarding the use of chemical substances and their impact on the workplace and the environment, including different national, regional and international efforts for their resolution.

On this event the annual report on accidents at work in Macedonia was presented which MOHSA prepares seven years in a row. Also the National award for good practice in OSH in 2013 has been awarded to the companies Pivara Skopje, Mermeren Kombinat JSC Prilep and Imperial Tobako JSC Skopje.

CELEBRATION OF 50TH ANNIVERSARY OF THE GAZETTE BITOLSKI VESNIK

04/29/2014

On the occasion of the celebration of the 50th anniversary of Bitolski Vesnik, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the President of the Independent Trade Union of Health, Pharmacy and Social Care of Macedonia attended the ceremony organized at the National Theatre in Bitola.

In the presence of a large number of guests several awards and plaques were given to the founders of the gazette and esteemed workers in the newspaper. This newspaper was founded in 1964. Regarding the great jubilee, the President of CCM gave a special review to the monograph of Bitolski Vesnik and an interview.



President Mitrevski with Mende Mladenovski, Director and Editor-in-Chief of Bitolski Vesnik

ANNOUNCEMENT ON TRADE UNION ACTIVITIES REGARDING CELEBRATION OF FIRST OF MAY

04/30/2014

On May 1, 2014 (Thursday), the Federation of Trade Unions of Macedonia will celebrate 1st of May, the International Workers' Day with several activities:

- meeting and presentation of the Branch Trade Unions on the Square Macedonia in Skopje starting at 10.00 till 11.30
- Solemn Session of the Council of CCM- 12.00, meeting room, XII floor on which the Campaign will be presented- Initiative on amending the Law on Occupational health and Safety with the presence of the members of the Council and guests.



REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

RTUS Tetovo

A meeting with former employees of "Polet" regarding the bankruptcy proceeding, where a decision on allocation of property of bankruptcy creditors has been reached.

RTUS Veles

On 04.04.2014 a meeting with the director of the company that hires seasonal workers in Negotino, Rosoman, Gradsko and Karaslari was held. On the meeting their membership in the AGRO union was initiated. This company has over 200 seasonal workers, half of which have signed affiliation cards. These activities are finalized and are in coordination with the President of AGRO union.

On 07.04.2014 in the office of RTUS Veles a working meeting of the President of SIER, Pece Ristevski and part of unsatisfied workers from DMM Drexel Meyer- Macedonia Kavadarci was held. On the meeting was discussed on their problems and membership in the union of SIER. 5 objections to dismissals have been prepared which were without dismissal notice.

On April 16, 2014 a meeting was arranged with the employer of the clothing company Somi Velteks for their membership in the union of STKC. For this meeting the President of STKC, Angjelko Angjelkovski was informed.

On 23.04.2014 in the office of RTUS Veles a group of 14 workers employed in Zito Vardar Veles had a meeting. The purpose of this meeting was the dissatisfaction regarding unpaid wages for a period of 5-6 months. For this the President of AGRO union, Zivko Danevski was informed who will further take coordination activities.

RTUS Kavadarci

Given legal assistance to 40 employees, held two hearings and meeting with 20 redundant workers from MiK Kavadarci, meetings with employees from PHI Kavardaraci and Municipal Center for Social Work.

RTUS Ohrid

Established new union organizations in EMO LLC Ohrid with 60 members and EMO Mont LLC Ohrid with 53 members.

Meetings with employees for their affiliation and labor rights from JSC "Hotel Metropol" Ohrid, Inc. "Lihnida", "Europa Peneli" LLC Ohrid, private company for production of fireplaces TD "MKE" Ohrid LLC.

Meeting of the President of AGRO union, Zivko Danevski with the individual farmers in the region of Ohrid.

RTUS Prilep

Celebration of April 4 – the day work of tobacco workers and April 7 – the day health workers with solemn meetings on which the regional trade union council was invited.

Meetings with employees from PCE Komunalec Prilep, Prilep Eurokompozit and the Director of the Employment Agency, Prilep regarding the exercise of the right to compensation from companies that are mainly state owned.

RTUS Kumanovo

Meeting with staff from Kumanovo FZC regarding unpaid health insurance and meeting with the bankruptcy trustee of Zito Mel Kumanovo regarding reported claims of former employees and solving their status in the Employment Agency.

RTUO Gostivar

Given legal assistance to employees in the Electric Power Company of Macedonia- Gostivar.

RTUO Sveti Nikole

On April 1, 2014 a meeting with employees, union members in the union in "MIK Sveti Nikole" and the President of AGRO union, Zivko Danevski was held.

On 14.04.2014 a meeting with employees from the Health Center in Sveti Nikole was held. The purpose of this meeting was to overcome the problems of payment of dues to employees in the union of health, pharmacy and social work. It was proposed a new union leadership in the Health Center to be elected.

Federation of Trade Unions of Macedonia
Str. 12ta Makedonska Brigada 2a,
1000 Skopje, Macedonia
Contact: 02 3161374, 02 3225 937