



# MONTHLY BULLETIN

Publication of the Federation of Trade Unions of Macedonia  
Published: on a monthly base  
No. 9, September, 2014

## ANOTHER SUCCESSFULLY COMPLETED CAMPAIGN- ACCEPTED CCM'S DEMANDS REGARDING AMENDMENTS TO THE OHS LAW

**09/15/2014**

On 15.9.2014, in the Ministry of Labour and Social Policy, the 24th session of the Economic and Social Council was held, attended by the social partners, members of ESC.

The session reviewed several laws. The demands of the Federation of Trade Unions of Macedonia regarding the draft amendments to the Law on Health and Safety at Work, the draft amendments to the Minimum Wage Law and the draft Law on the prevention and prohibition of performing unregistered activity have been accepted. Regarding the demands of CCM, the social partners also gave their support.

## SIGNING OF AMENDMENTS TO THE COLLECTIVE AGREEMENT OF EMPLOYEES IN FORESTRY - IMPLEMENTATION OF BWI PROJECT

**09/03/2014**

On 3.9.2014, at the premises of the Federation of Trade Unions of Macedonia the amendments to the Collective Agreement of employees in forestry i.e. the workers in PE Makedonski Sumi was signed.

In front of the members of the Presidency of the Trade Union of the Workers in Forestry, Wood Industry and Energy of RM (SSHDE), Presidents of trade union organizations, representatives of youth and women sections and the management team, the President of SSHDE, PhD Zivko Mitrevski, together with the President of the Management Board of PE Makedonski Sumi, Goran Anastasovski and the CEO of PE Makedonski Sumi, Zarko Karadzovski, signed the amendments

Signing of the CA with the management of PE Makedonski Sumi

to the Collective Agreement. At the same time, the consolidated text and prolonged implementation of the collective agreement for the next 2 years was defined.

In the collective agreement several adjustments with the amendments to the Labor Law as well as other laws have been made, i.e. determination of the minimum wage and several new chapters have been introduced which represents a novelty in the collective agreement.

In this sense a new chapter dedicated to informing and consulting has been introduced, which determines the manner and procedure for informing and consulting and introducing trade union representative for information and consultation.

A new chapter is dedicated to the prohibition of psychological harassment (mobbing) in which part of the newly enacted Law on protection against harassment at workplace has been operationalized as well as more precise definitions of several provisions related to allowances.

The signing of the Collective Agreement was realized within the project, which is implemented with BWI dedicated to raising skills especially for women and youth, OHS and collective bargaining. Regarding project implementation, SSHDE with the signing of this collective agreement has proven that such trainings have results and are necessary for the implementation of the negotiation process, collective bargaining and OHS.

# CONTINUATION OF SIGNING OF COLLECTIVE AGREEMENTS OF TRADE UNIONS AFFILIATED IN CCM -SIGNED CA OF THE PROTECTIVE ASSOCIATIONS OF MACEDONIA



09/25/2014

Signing of the CA for Protective Association of Macedonia

Within the strategy of the Federation of Trade Unions of Macedonia (CCM) for social dialogue development and further regulation of the rights and obligations of employees on 25.9.2014, in the premises of CCM the Collective Agreement for the protective associations by the Trade union of the workers in Catering, Tourism, Communal And Housing Economy, Handicraft And Protecting Associations Of Macedonia (SUTKOZ) and the Federation of Protective Associations of Macedonia (ZAPOVIM), member of the Organization of Employers of Macedonia (ORM).

In his address regarding the signing of this collective agreement, the President of CCM, PhD Zivko Mitrevski expressed the satisfaction with the reached agreement between the social partners and wished successful implementation of the provisions stipulated in the collective agreement in practice. The signing of this collective agreement is the result of the continuity in the social dialogue nourished by the signatories and more importantly, since it refers to a specific group of workers and protective associations, the significance of the signing of this collective agreement is of an extremely high importance.

In their speeches the President of ORM, Angel Dimitrov, and the President of SUTKOZ, Darko Dimovski also emphasized the importance of the collective agreement and highlighted the features that refer to the regulation of the rights and obligations of employees in the companies. Namely, according to the legislation this collective agreement is concluded for a period of two years, and defines the amendment procedures, working conditions of trade unions, protection of workers' rights, introduces a new chapter for information and consultation on health and safety at work, contributions, allowances, wages, while the text is aligned with the amendments to the Labor Law .

## TWINNING PROJECT "SUPPORT TO THE EMPLOYMENT AGENCY ON THE IMPLEMENTATION OF LABOR MARKET'S ACTIVE MEASURES AND SERVICES"

9/03/2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski attended the "Museum of the Macedonian Struggle" on the occasion of the ceremony for the beginning of the Twinning project "Support to the Employment Service Agency on the implementation of active measures and services on the labor market", funded by the European Union, which is a joint project of ESA, the Ministry of Labour and Social Affairs of Germany and the Ministry of Social Protection and Labour of Lithuania.

Besides the institutions, beneficiaries of this project present were the Minister of Labour and Social Policy, Dime Spasov, the Director of the Employment Service Agency of Macedonia, Vlatko Popovski, the Ambassador of Germany, Christine Althauzer, the Head of International Cooperation- Delegation of the European Union, Martin Klauke and representatives from the Secretariat for European Affairs.

The main objective of the project is to improve the quality, efficiency and impact of the services provided by ESA, in order to reduce the unemployment and to prevent persons who are employed to become unemployed. The project also aims to improve the services and measures for employment for people that are in a more disadvantaged position on the labor market and number of unemployed persons who benefit from the services of the Employment Agency.

From this project it is expected the Employment Service Agency to build the capacity to assess the relevance, performance and results of the active policies and measures on the labor market in terms of the needs of the unemployed and employers, to strengthen the capacity of ESA for development and commencement of new and improving existing active policies and measures on the labor market, to strengthen the active policies and measures on the labor market financed by IPA and certainly to improve the services of employment as a continuation of the modernization of the Agency.



## WORKING VISIT OF THE PRESIDENT OF SSHDE IN SERBIA



President Mitrevski with the President of the Trade Union Organization, Pero Necak

**09/18/2014**

The President of the Trade Union of the workers in Forestry, Wood Industry and Energy of the Republic Macedonia (SSHDE), and at the same time President of the Federation of Trade Unions of Macedonia (CCM), PhD Zivko Mitrevski 18.9.2014, had a coordination meeting with the President of the Independent Trade Union of the workers in Forestry and Wood Processing of Serbia, Radomir Stevic.

On the meeting the presidents discussed the situation with the forestry and timber industry in Macedonia and Serbia and in the public enterprises "Serbia Shume" and "Makedonski Sumi". Also on the meeting experiences were shared regarding the trade union organizing in

these two branches, collective bargaining and the membership of these branches in Building and Wood Workers International- BWI.

In this regard, topics related to the organization of the European Committee of Building and Wood Workers International- BWI were discussed.

Also, President Mitrevski had a meeting in the PE "Srbija Sume", where he had discussions with the management and the President of Trade Union Organization, Pero Necak.

In the Union of Autonomous Trade Unions of Serbia, the President had a working meeting with the General Secretary of SSSS, Zoran Mihajlovic, with whom he discussed the activities of the unions regarding labor legislation, pension systems and the need for exchange of experiences regarding these issues.

On this meeting the need for social dialogue development was emphasized, and in this context joint activities in the framework of the Project for development of social dialogue in the countries of South-Eastern Europe SEE were agreed.

## 42nd SESSION OF THE PRESIDENCY OF CCM

**09/23/2014**

The Presidency of the Federation of Trade Unions of Macedonia held its 42nd session on which several information have been reviewed: Information on the status of signed collective agreements and collective bargaining; information on the activities of CCM regarding the payment of annual leave allowances; information on the meeting of the Economic and Social Council and other current issues.

On the session of the Presidency of CCM most of the presidents of the branch trade unions affiliated in CCM have been present while absent were: Pece Grujovski, President of UPOZ, Pece Ristevski, President of SIER and Milovan Arsovski, President of GIFIH.

In his opening speech the President of CCM, PhD Zivko Mitrevski emphasized the importance of the collective bargaining and legitimizing of trade unions in the process for establishment of legal obligations between workers and employers. What was stressed was that this process must continually be realized with a commitment to establish appropriate committees in charge of part of branch activities within the structures of employers where they do not exist and to make joint efforts for their realization as well as the need to intensify the position of the relevant ministries in order to stimulate the process of collective bargaining. After the extensive discussion several conclusions were adopted as following:

- The system of collective bargaining established in labor legislation which is set on 3 basis with a possibility to sign collective agreements at employer's level, branch level and general collective agreements in the private and public sector at the moment corresponds to the needs of the social partners for regulation of the legal working obligations and at this time the same should not be changed;
- The Presidency of CCM deems that due to the intensification of the collective bargaining process and signing of collective agreements in the future amendments to the Labor Law a new article is needed to be defined referring to commitment and responsibilities of the social partners to encourage the process of collective negotiation;
- Due to the implementation of the intensifying collective bargaining process, the Presidency of CCM deems that it is necessary to hold a separate meeting with the Organization of Employers of Macedonia, as a representative organization of employers and member of ESC, as well as holding a special conference on collective bargaining;
- Conducting a cycle of trainings for collective bargaining on employer's level and Meeting with the Director of TIRZ.

Regarding the second item on the agenda an analysis on implementing the obligation of employers to pay annual leave allowances has been made and in relation to the information regarding the held meeting of ESC, the President of CCM informed that with the adoption of the amendments to the Law on Health and Safety at work once again the campaign of CCM has been strengthened and implemented which began on the occasion of the celebration of First of May and is dedicated to the amendments of this law upon a request of CCM for amendments that strengthen the positions in this area, especially in the control of the President of the trade union organization and trade unions in general. Also at the session of ESC held on September 15, 2014 the amendments to the Law on minimum wage were accepted in the area of increasing the penalties, which also gives an opportunity for closure of certain legal entities that do not paid minimum wage stipulated by the law. At this session of ESC a support to the Law on prohibition and prevention of unregistered activity was also given.

At the end of the session the President of CCM gave information regarding the activities of CCM for the establishment of the Center for training and education.

### III CAMP OF THE YOUTH BOARD OF REGIONAL TU COUNCIL "SOLIDARNOST"

18-21.9.2014

From 18 to 21 September in Marija Bistrica, Croatia the III Camp of the Youth Board of the Regional TU Council "Solidarnost" was held on which a total of 46 members of the unions from Bosnia and Herzegovina, Montenegro, Croatia, Macedonia, Slovenia and Serbia participated. Guests of the camp were representatives from Austria, members of the trade union confederations OGB and PRO-GE.

The Federation of Trade Unions of Macedonia had its delegation consisted of four young trade union members from Youth Sections of the branch trade unions of CCM.

This camp is part of the regional project of the Friedrich Ebert Foundation, which is implemented



Participants on the camp

with the aim of holding youth camps that would elaborate trade union activities among youth with a primary target-contribution of trade unions in the EU integration of the candidate countries, and networking and cooperation of young trade unionists in the region, thus contributing to raising youth activities, ideas development, as well as sharing experiences and good practices of the unions of the countries of this region with the active support of experts engaged by the Foundation "Friedrich Ebert" who follow the directives of the EU, ILO Conventions and promote trade union cooperation.

The specific topic for this camp was "Youth in Trade Unions" i.e. promotion and exchange of mutual experiences for new ways of communication and organizing youth.

Within the first day of camp a short presentation from Youth Sections of the unions was presented, including presentation of the Youth Section of CCM.

The presentation presented the activities of the youth section of CMM in period of one year in the field of communication with youth, organizing and recruiting young people as new members of the branch unions thereby increasing the membership of CCM.

A good example from practice was presented by the Youth Section of the Macedonian police union- CCM "Moja34" Project which evoked interest in all present. As an overall conclusion was that this project is a good example which has its own specific purpose, activities, tangible results in the field of recruiting young people in the union. During the second and the third day of the camp the youth members prepared mini campaigns on the subject of communicating with young members of trade unions, as well as adjusting the available capacities of individual youth sections after the camp. Ideas for possible mini- communication campaign have been discussed.

Also participants worked in small groups on topics such as: OHS, how to represent the union in its best light, what does it offer for young workers and a campaign to recruit new union members in certain sectors and trade union organizations and individual enterprises.

In the working session of the camp the guests from Austria, OGB and PRO-GE had their presentation. They presented the organizational structure of their union, with particular reference to their work in the area of communication and trade union organizing in all stages from school to employment.

As a general conclusion of the camp was to establish a concrete idea for a campaign that will arise from the activities of all youth sections in the respective countries, in order to prepare a campaign and plan a specific project with a specific definition of the objective, target groups and expected results, choice of communication tools and precise definition of all activities and necessary steps for successful implementation of the campaign.

# 18TH TRADE UNION SCHOOL OF THE INDEPENDENT TRADE UNION OF HEALTH, PHARMACY AND SOCIAL PROTECTION OF THE REPUBLIC OF MACEDONIA

26-28.9.2014



Address of the President of CCM, PhD Zivko Mitrevski

From 26 to 28 September 2014 in Ohrid, the 18th consecutive Trade Union School of the Independent Trade Union of Health, Pharmacy and Social Care of RM was held.

The School was opened by the President of the Union of Health, Pharmacy and Social Care of RM, MD Ljubisa Karanfilovski, and also his address had the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

In his address, the President Mitrevski made a retrospective of the activities of CCM in the previous period, highlighting the success of the campaign on First of May regarding the amendments to the Law on Health and Safety at Work. Also, he pointed out the amendments to the Law on labor relations in the pension system, emphasizing that the

union remained true to its promises regarding the voluntary base of increasing the age limit of the years of service.

The realization of the educational concept is extremely important to the unions and CCM, and the Trade Union of Health traditionally holds the TU School for the 18th time. Regarding the topic of employees in the context of Law on Public sector employees and Law on administrative service, the President Mitrevski pointed to the activities of the public sector unions and CCM, in the changing concept of these laws, the introduction of more labor rights, strengthening of the system of collective agreements for these employees, and union participation in the evaluation and disciplinary committee.

## CONTINUATION OF NEGOTIATION OF COLLECTIVE AGREEMENTS IN THE FOOD INDUSTRY AND WORKING VISITS OF CCM

09/30/2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, the President of the Union of Agro industrial complex, Zivko Danevski and the General Secretary of CCM, Angjelko Angjelkovski had a working visit in the company "MIK" Sveti Nikole.

Negotiations held within the company with the director Vlatko



President Mitrevski on the working visit in "MIK" - Sveti Nikole

Gjorgievski and the President of Organization of Employers of Macedonia, Angel Dimitrov, involved the continuation of the negotiations for the signing of the Collective Agreement for the food industry, as well as reactivation of trade union organizing and signing a collective agreement on a level of enterprise.

The present were acquainted with the realized activities in the company that has 400 employees.

# REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

## **RTUO Tetovo**

Working visits and meetings on current issues in trade union organizations and affiliation of new members in the publishing house "Napredok" LLC Tetovo and Teteks JSC.

## **RTUO Skopje**

Realized meeting on establishment of new trade union organization in the State Audit Office.

## **RTUO Ohrid**

Realized meetings due to establishment of new trade union organizations and mediation in resolving the current problems of trade union organization in JSC "Hotel Metropol", JSC "Lihnida" EMO "Production" Ltd., EMO "Mont" DOOEL- s.Kosel, Ohrid and PE Biljanini Izvori in Ohrid.

## **RTUO Veles**

Realized meeting for affiliation of new members with mediation of the President of Agro union, Zivko Danevski and the director of Vardar Gradsko and the Agency for seasonal workers. Given legal assistance to 4 workers.

## **RTUO Kumanovo**

Meetings in the Employment Agency for the implementation of the pilot project of ESA-Support in implementation of active employment measures and services.

Working visits in FZC "11 Oktomvri," Local Self- government, Kumanovo and "Zito Mel" Kumanovo.

Given legal assistance to 5 employees from Jug- Turist who are not trade union members.

## **RTUO Prilep**

Working visit of the President of the Union of SIER, Peco Risteski in Eurokompozit of Prilep.

Successful realizations of the payment of annual leave allowance, K-15, in "Vitaminska" – Prilep, "Prilepska Pivara" and soon in "Tutunski Kombinat" Prilep.

## **RTUO Kavadarci**

Working visit in PE Makedonski Sumi, subsidiary Bor, Kavadarci.

Meetings in Mik Kavadarci and PHI Zdravstven Dom.

Given legal protection.

## **RTUO Stip**

Meeting of workers in the Basic Court in Stip and establishment of working groups due to the signing of collective agreements in the primary trade union organization.

## **TUO Gostivar**

Establishment of new trade union organization in PE Komunalec, Gostivar.

## **TUO Kicevo**

Prepared a complaint and lawsuit of employee in JSC Tajmiste Kicevo due to termination of employment and hearing in Municipal Court Kicevo.

## **TUO Probishtip**

A meeting and given legal assistance to employees in PE "Nikola Karev".

Realization of the campaign of CCM on OHS and its application in PE "Strmos" Probistip.

## **TUO Radovish**

Meeting of the President of SUTKOZ, Darko Dimovski with employees in PE "Plavaja" Radoviš regarding employment contracts.

Federation of Trade Unions of Macedonia  
Str. 12ta Makedonska Brigada No. 2a, 1000 Skopje  
Contact tel. 02 3161374, 02 3225 937