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MEMORANDUM OF UNDERSTANDING WITH THE INTERNATIONAL SLAVIC UNIVERSITY

11.12.2014

On 11.12.2014 at the International Slavic University "Gavrilo Romanovich Derzhavin", Sv. Nikole, a Memorandum of Understanding between the Federation of Trade Unions of Macedonia (CCM) and the International Slavic University "Gavrilo Romanovich Derzhavin", Sveti Nikole was signed.



Signing of the Memorandum of Understanding

The memorandum was signed by the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski and the Rector of the University, PhD Dusan Nikolovski. The signing of the memorandum was attended by senior representatives of the university, including the CEO, M.Sc. Borce Serafimovski, the Rector, PhD Alexander Grozdanovski and the Dean of the Law Faculty, PhD Aleksandar Ilievski.

The two parties have signed a commitment that the cooperation will be realized through mutual education of workers and students.

After the signing of the Memorandum a press conference was organized. On the press conference the President of CCM, PhD Mitrevski expressed his satisfaction with the signing of the memorandum and stressed the need for this kind of cooperation that for CCM has a great significance in terms of raising and strengthening the capacities of employees and the entire membership. Through this form of cooperation students will be educated on the the importance and role of the trade union, and also this cooperation is of a great importance due to the opening of the education center in CCM which will require hiring eminent professors from the area of law and OHS. The University is the only university in Macedonia that provides education for OHS.

This event President Mitrevski used for a working meeting in the University. The university representatives explained the overall structure and functioning of the university, their commitment and the manner of work to the President Mitrevski.

THE UNIONS OF SGIP AND SSHDE- EQUAL MEMBERS IN THE EUROPEAN FEDERATION OF BUILDING AND WOOD- WORKERS (EFBWW) UNDER THE CONSTITUTIONAL NAME

16.12.2014

On 19.11.2014 the Trade union for Construction, Industry and Planning of the Republic of Macedonia (SGIP) and Trade union of the workers in Forestry, Wood Industry and Energy of the Republic of Macedonia (SSHDE) were affiliated as members of the European Federation of Building and Wood Workers (EFBWW) representing the Republic of Macedonia under its constitutional name before the unions from the EU Member States.

This event is very important for our unions and for the Republic of Macedonia since the European Federation of Building and Wood Workers (EFBWW) has Trade Unions only from the European Union countries as its members. With this affiliation, the Unions of SGIP and SSHDE have entered the family of trade unions of construction and wood industry from EU countries and will participate in the activities on a European level in the interest of its members. By this the Unions of SGIP and SSHDE has become members of another international organization, in order to improve the rights of its members. With regard to the affiliation of the unions in EFBWW a joint press conference of the President of SGIP, Pavle Trendafilov and the President of SSHDE, Zivko Mitrevski was held.



Press-conference

A PRESS CONFERENCE ON THE AMENDMENTS REFERING TO FREELANCERS

16.12.2014

On 16 December in the Federation of Trade Unions of Macedonia a press conference on the amendments referring to the payment of contributions to freelancers was held. On the press conference his address had the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski.

On the press conference the Federation of Trade Unions of Macedonia supported the legislative changes relating to the payment of contributions of freelancers.

- "The standpoint of CCM is clear and had been told a month ago, as well as on the meeting of ESC, where all social partners have supported the changes. For us as a trade union is important that these workers will be entered into the system of social insurers – every work to be evaluated and the pension and health insurance to be paid. The adoption of this law will eliminate unfair competition and will eliminate a large proportion of workers working in the grey economy who cannot be protected. According to analysis part of the employees work in the private sector and receive a minimum wage, part of them were abused, were engaged as freelancers and were eliminated from all workers' rights," said the President of CCM, PhD Zivko Mitreski.

A PRESS CONFERENCE ON THE AMENDMENTS REFERING TO FREELANCERS

17.12.2014

On 17 December in the Federation of Trade Unions of Macedonia a press conference on the amendments to the Labor Law was held regarding the payment of contributions of freelance workers. On the conference his address had Angelko Angjelkovski, General Secretary of CCM, and at the same time, President of the Trade Union of the Workers in textile, leather and shoe industry of the Republic of Macedonia, (STKC) and Metodija Dimevski, President of the Union of Transport and Communications of the Republic of Macedonia (SRSVM).

On the press conference the unions supported the amendments in the legislation referring to freelancers.

- "The Federation of Trade Unions of Macedonia supports all the amendments that are aimed to regular employment of workers, stipulated by the law, and that is, employees to be registered, to exercise their social and economic rights through legal regulations and their work to be evaluated. This change will certainly help in reducing the informal economy in terms of declared and undeclared work", said Angelko Angjelkovski, General Secretary of CCM and President of STKC.



The President of STKC, Angelko Angjelkovski and the President of SRSVM, Metodija Dimevski on the press conference

PROMOTED THE STRATEGIC PLAN OF THE LOCAL ECONOMIC AND SOCIAL COUNCIL OF THE CITY OF SKOPJE 2014-2018



The Chairman of LESC - City of Skopje, Tihomir Klimovski

1.12.2014

On 1.12.2014 in the hall of the Council of the City of Skopje, The Local Economic and Social Council- LESC of the City of Skopje, in cooperation with the USAID project YES Network organized a panel on "Mentoring students in companies - needs and benefits" and promoted the strategy of the City of Skopje- LESC. The Council was chaired by the President of the Macedonian Police Union, Tihomir Klimovski, and attended by the President of the Federation of Trade Unions of Macedonia- CCM, PhD Zivko Mitrevski and the President of the Independent Trade Union of the workers in energy and economy of Macedonia- SSES, Robert Simonoski.

The emphasis on the discussion was placed on the Question how to improve the quality of the practical classes performed by the mentors in the companies - employees in companies, as well as by teachers and students themselves. The second part of the event was also used to promote LESC strategy of the City of Skopje.

LESC- Skopje is an advisory body to the City of Skopje and the Council of the City of Skopje, which covers questions of socio-economic sphere, with an emphasis on problems related to employment of young people.

The strategic plan (2014-2018) in the city of Skopje was promoted by the Chairman of LESC - Skopje, Tihomir Klimovski.

LESC Skopje is a tripartite body which is composed of representatives of trade unions, employers and the municipal administration of the City of Skopje. The panel was also attended by the advisers of the Council of the City of Skopje, members of

LESC- Skopje, heads of sectors in the municipal administration, representatives of private sector and NGOs, as well as representatives from USAID project YES Network, which has given a support to the Economic and Social Councils in Macedonia.

IMPLEMENTATION OF OHS PROGRAM– MEDICAL CHECK UP OF THE EMPLOYEES IN CCM



2.12.2014

In compliance with the OHS Program and Plan for 2014 and in compliance with the Law on OHS, the Federation of Trade Unions of Macedonia organized a medical check up for its employees.

In compliance with this Program other activities and educations for the employees of CCM have been realized.

MEETING OF THE TRADE UNION OF FORESTRY, WOOD INDUSTRY AND ENERGY OF THE REPUBLIC OF MACEDONIA

16.12.2014

Trade union members were informed of the ongoing activities of the union and the accession of SSHDE as full member of the European Federation of Building and Wood Workers- EFBWW where the Union will represent the Republic of Macedonia under its constitutional name before other unions from the EU Member States.

The General Director of PE Makedonski Sumi, Zarko Karadzovski, informed trade union representatives on the latest activities of the public enterprise, which in the context of amendments to the Law on Forests and the Criminal Code provide a number of innovations, especially in forest keeping service, the manner of selling timber, realization of assets and supplies, enhanced control and penal policy regarding forest theft, monitoring of timber outputs and inputs etc. and other issues relevant to the operation of the enterprise.

On the meeting, the changes that will follow regarding the alignment of the Law on State Administration and the impact of the Law upon employees' contracts in PE Makedonski Sumi were also emphasized.

At the end of the meeting a general conclusion was that a social dialogue on a high level should be fostered and all conflicts, lawsuits and proceedings and other actions in the context of providing better financial and social security for employees of PE Makedonski Sumi should be eliminated.

Also, a general conclusion is that transparency and exchange of information and their transfer to all employees will provide a greater understanding of the reforms and activities in the enterprise.



President Mitrevski and the management team of PE Makedonski Sumi on the meeting

14TH SESSION OF THE COUNCIL OF CCM



The participants on the meeting

25.12.2014

The Federation of Trade Unions of Macedonia held its Fourteenth Session of the Council of CCM on 25.12.2014 in Ohrid.

On this session, the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, informed the present members of the Council regarding the given legal protection for the period January to September 2014; on this session the Program regarding 19th Congress Acts was adopted, (the Congress will take place next year) and it was decided to amend and supplement the Statute of CCM with a provision by which presidents of Youth and Women Sections become members of the Council of CCM by function.

REFORM PROGRAMME ON EMPLOYMENT AND SOCIAL POLICY



17.12.2014

On December 17, 2014 in Skopje, at the Museum of the Macedonian Struggle, a kick-off meeting marking the official launch and promotion of the new mechanism of social and economic dialogue between Macedonia and the European Union was held, which will provide a new phase in the relations and intensifying the dialogue between the European Commission and the Republic of Macedonia, as a candidate country for EU membership.

The meeting was attended by Mr. Dime Spasov, Minister of Labor and Social Policy, Mr. Avio Orav, Head of the Delegation of the European Union, in the Republic of Macedonia, Mr. Fatmir Besimi, Deputy Prime Minister for European Affairs, Mr. Thomas Bender the European Commission representative, Head of Unit, DG Employment, Social Affairs and Inclusion and the President of the Federation of Trade Unions of Macedonia, PhD

President Mitrevski in his address

Zivko Mitrevski as well as other representatives from the Employment Service Agency in R. Macedonia, Ministry of Finance, etc.

As part of this process the dialogue regarding the programs, policies and reforms that need to be implemented in the labor market, employment, education and social policy will be significantly intensified, and in cooperation with the European Commission a significant strategic document will be prepared, the so-called Reform program in employment and social policy.

By the European Commission the preparation of the document is foreseen as a strategic process that will follow and accompany the process of European integration of the candidate countries, as a main mechanism of dialogue on priorities in the areas of social policy and employment and which will be structured according to the model of the strategy "Europe 2020". In the past the European Commission has initiated the process of preparation of the reforms in employment and social affairs (ESKP) with candidate countries that started negotiations for EU membership - Turkey, Serbia and Montenegro. The Minister of Labor and Social Policy, Dime Spasov had his address on the initial meeting on which the official launch and promotion of the new mechanism of socio-economic dialogue between Macedonia and the European Union has been marked.

Also, on the meeting his address had the President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski who highlighted the challenges and priorities of CCM regarding policy creation and measures in the reform of employment and social policy area. The President Mitrevski, noted that The Federation of Trade Unions of Macedonia, with the first signs of the crisis, have demanded from the state: Subsidies for wage and workplaces, as a measure aimed at the economy to preserve jobs and prevent reduction of the number of employees; Increase of investments in infrastructure; Research and development, public services and production of healthy food, which will allow opening of new jobs; Introduction of more public work programs; Introduction of programs that would include the informal economy and illegal work in the area of formal economy and employment; Promoting human resource investment and providing better conditions and acquisition of new skills for workers of all age groups; Introducing more retirement conditions, as one of the ways and employment opportunities for young people etc.

In this context, according to the work of the 18th Congress of CCM, the acquired experiences from the current implementation of the educational activities in CCM and the need of further coordination, developing and adapting to new requirements, standards, needs and interests of CCM and affiliated unions in CCM, a new Centre or Institute for training and education is in the process of establishment. Also the president noted that the efforts of CCM will be highly appreciated by European partners and that they will not be simply declaratory, i.e. the cooperation will be at a high level, which means that the European partners in the implementation of the projects will use the services of the Center.

At the end he welcomed and supported the idea of the European Commission to engage in this kind of a mechanism of social and economic dialogue between Macedonia and the European Union.

CONFIRMATION OF THE IMPORTANCE OF THE YOUTH AND WOMEN SECTIONS IN CCM

30.12.2014

The Federation of Trade Unions of Macedonia on its Fourteenth Session of the Council of CCM, which was held on 25.12.2014 in Ohrid, has reached a decision for amending the Statute of CCM by which the importance of the Youth and Women Sections has been confirmed regarding the development of the labor movement and the Presidents of the Youth and Women Sections by function become members of the Council of CCM.

CCM follows the trend of European and world trade union movement i.e. the International Trade Union Confederation- ITUC and the European Trade Union Confederation- ETUC.

THE SUPREME COURT OF THE REPUBLIC OF MACEDONIA VERIFIED THE LEGITIMACY OF THE STRIKE IN MERMEREN KOMBINAT JSC PRILEP

30.12.2014

The Supreme Court of the Republic of Macedonia has rejected by a Decision the revision submitted by Mermeren Kombinat JSC Prilep regarding the strike organized by the Trade Union on 19-22.11.2012. Thus, the trial has ended in favor of SGIP, while for the union members this is the beginning of the realization of their labor rights. The Trade Union Organization of Mermeren Kombinat JSC Prilep through the Union of SGIP has finally received a decision that proved the legitimacy of the strike and the demand of the workers for their economic and social rights, stipulated in the Labor Law and the Constitution of the Republic of Macedonia. The whole process started in November 2012 with the filing of the lawsuit of Mermeren Kombinat JSC Prilep on the declaration of the two strikes as illegitimate, as well as for a compensation of 1.5 million MKD.

This decision is of historical significance, because for the first time in the country a trade union to be taken to a court for organizing a strike. As a reminder, the requirements for both strikes in Mermeren Kombinat JSC Prilep organized in 2012, were aimed at increase of wages which have not been changed for ten years, and the cost of living have increased by 30 percent and the company has worked profitably. The management team of the company has responded with filing claims of illegitimacy of strikes and suffered damage due to disruptions during strikes. For the members of SGIP the most important is that SGIP through the TUO in Mermeren Kombinat JSC Prilep will make efforts to improve the labor rights through the collective agreement, signed during the strike, in which labor relations have been regulated and the way for dialogue at the highest level with the leadership of Mermeren Kombinat JSC Prilep has been opened.

WORKING MEETING OF THE PRESIDENT OF CCM WITH THE MINISTER OF ECONOMY AND TU REPRESENTATIVES FROM "EMO"- OHRID



President Mitrevski, PhD, the President of SIER and TU representatives from JSC EMO- Ohrid

12.12.2014

The President of the Federation of Trade Unions of Macedonia, PhD Zivko Mitrevski, the President of the Union of Industry and Energy of RM, Pece Ristevski together with part of the union leaders from most organizations of JSC "EMO" - Ohrid, had a working meeting with the Minister of Economy of the Government of Republic of Macedonia, Bekim Neziri.

The meeting was held at the Ministry of Economy at the initiative of the trade union organizations within the company, regarding solving the problem with payment of salaries and allowances of approximately 185 employees. On the meeting it was agreed a detailed analysis of the work of the company to be made, the latest offers for a strategic partner to be reviewed and adequate conclusions by the Government of RM to be reached for which the unions will be informed within 10 days period.

REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

RTUO Skopje

On 10.12.2014, attendance of the 4th Session of LESC in Gazi Baba.

RTUO Kumanovo

Attendance on the recruitment fairs, held meetings with employees in the factory of welded pipes and profiles, which have strike since 22.12.2014, due to unpaid salaries and benefits. A meeting of the employees in Local Self- Government and the President of UPOZ, Peco Gruevski.

RTUO Prilep

On 25.12.2014, Skopje- protest of employees in Eurokompozit AD Prilep and EMO Ohrid. On 27.12.2014, decision to strike of employees in Eurokompozit due to unpaid salaries and benefits. The strike is active from 29.12.2014 year. Participation in negotiations for the redundant workers in Tobacco AD Prilep. Participation in the conference organized by the OHS Organization, Bitola held on 24.12.2014 in Prilep.

A meeting with employees of the Public Revenue Office, due to membership in the union of UPOZ and meeting with trade union organization in JPK Komunalec due to payment of wages.

TUO Gostivar

Legal assistance to employees in Pelagonia AD Gostivar.

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