



## MONTHLY BULLETIN

Publication of the Federation of Trade Unions of Macedonia  
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### THE FEDERATION OF TRADE UNIONS OF MACEDONIA, A PILLAR OF THE LEGAL PROTECTION OF WORKERS' RIGHTS IN THE REPUBLIC OF MACEDONIA BEFORE THE COURTS AND OTHER COMPETENT INSTITUTIONS



Press Conference

2/25/2014

The Federation of Trade Unions of Macedonia in accordance with its statutory provisions provides free legal protection of labor rights of its members.

Trade union membership in CCM receives a direct protection of their employment rights primarily through the activities of the Department of Labor Relations, Legal Protection and Collective Bargaining in CCM and relevant Trade Unions where workers are members.

Activities for protection of workers' rights have been realized by the authorized legal representatives and trade union representatives in 10 regional trade union subsidiaries (Skopje, Bitola, Veles, Delcevo, Kavadarci, Kumanovo, Ohrid, Prilep, Tetovo, Stip) and in trade union offices (Resen, Sv. Nikole, Berovo, Vinica, Kocani, Gevgelija, Negotino, Kriva Palanka, Debar, Struga, Makedonski Brod, Gostivar, Kicevo, Strumica, Probishtip, Radovish).

During 2013 the Federation of Trade Unions of Macedonia has recorded 3633 complaints on labor rights protection, as compared to 2012, with an increase of 844. The Department of Labor Relations, Legal Protection and Collective Bargaining in CCM, trade union offices and regional subsidiaries and trade unions take all legally available measures and actions to achieve maximum exercise of labor rights. The free legal protection that CCM and trade unions provide to their members allows workers professionally and effectively to enforce their labor rights, with no financial costs.

In this way providing an organized, professional and effective legal protection for its membership, CCM a significant part of its funding is using for this purpose as one of the most important program tasks of the Trade Union.

Most of the complaints are from the following trade unions:

- Trade union of the workers in catering, tourism, communal and housing economy, handicraft and protecting associations of Macedonia (SUTKOZ);
- Trade Union of the workers in agro industrial complex of the Republic of Macedonia, (AGRO);
- Trade Union of Industry, Energy and Mining of Macedonia, (SIER) and
- Trade Union of Construction, Industry and Civil Engineering (SGIP).

Number of complaints on separate legal bases

Most based on:

- overdue salaries, benefits and allowances - total 2119,
- dismissal of business reasons- 689,
- rights in bankruptcy proceedings- 200,
- trade union rights- 171,
- changed employment contracts-153 and
- overtime work - 124.

Actions taken

- given advice- 1596
- Prepared opinions -267
- Prepared claims - 611
- Complaints - 565
- Claims -99
- Hearings- 347
- Positive verdicts- 360
- Agreements- 58
- Appeals- 286
- Proposals of proceedings- 147
- Bankruptcy proceedings- 323 - allocated 1.623.960,00 MKD

If all these listed legal actions workers would have taken private, through lawyers, more than 17.841.094,00 MKD would be required to be allocated.

## CONSTITUTIVE SESSION OF LESC SKOPJE



**02/10/2014**

During the session was discussed on and was adopted the Draft Rules of Procedure of LESC and the Plan on future activities within the project USAID (Network YES).

In the presence of representatives from USAID and the President of CCM, PhD Zivko Mitrevski a chairman and vice chairman of LESC were elected. As a chairman of LESC was elected Tihomir Klimovski representative of CCM, President of the Macedonian Police Trade Union as well as Vice President for the public sector in CCM.

Constitutive Session of LESC Skopje



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Representatives of CCM in the work of LESC Skopje are Robert Simonoski, President of SSES and Vice President for organizational development in CCM and Zoran Georgievski, President SUTKOZ.

## Working Meeting of the President of CCM, PhD Zivko Mitrevski in the subsidiary "BOR" Kavadarci



President Mitrevski on the working meeting in the subsidiary "BOR" Kavadarci

**02/13/2014**

The meeting which was held on 02.13.2014 in the subsidiary "BOR" Kavadarci, PE Makedonski Sumi was attended by PhD Zivko Mitrevski, President of the Federation of Trade Unions of Macedonia and President of the Trade Union of Forestry, Wood Industry and Energy of the Republic of Macedonia, Gjorgji Portarski, Assistant Director of Production, PE Makedonski Sumi, Goce Cvetanoski, Commercial Director, PE Makedonski Sumi, Director of the subsidiary "BOR" Kavadarci, General Secretary of CCM, RTUO Kavadarci, number of trade union members, members of Executive Board, managers, engineers and other workers from different sectors in the subsidiary. At the beginning of the meeting, the presidents of the trade union organization in the subsidiary "BOR" Kavadarci informed on the content of the requirements and propose attendees to give answers.



President of CCM, PhD Zivko Mitrevski noted that trade union demands regarding the payment of wages, payment of health contributions are already settled. Then he informed the workers about the activities of the union in cooperation with the Board and management of PE Makedonski Sumi, such as: regular and timely salaries, closure of the issue on PDI and health contributions, new employments, etc.

It was pointed out that the problem has been solved and the reached decision of on-site allowances has been realized. Also the update of the H.T.Z will be realized as well as the renovation of vehicles.

By the Assistant Directors of PE Makedonski Sumi, the attendees were familiar with how to deliver supplies of fuel, payment of allowances, management of subsidiaries and the need for regular communication between subsidiaries structures etc.

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## Working Meeting with the leadership of the Crafts Chamber of Macedonia



Working meeting between representatives of CCM, BCM and Crafts Chamber of Macedonia

02/17/2014

On the meeting the possibilities of trade union organizing of the employees affiliated in the Crafts Chamber of Macedonia have been reviewed. President Mitrevski has noted the conditions and benefits of trade union organizing of the employees in the crafts subjects in CCM. We are speaking of lot of possibilities that will provide legitimacy and institutional modeling of interests.

# TWENTY-FIRST SESSION OF THE ECONOMIC - SOCIAL COUNCIL



**02/24/2014**

On the session the two draft laws proposed by the Government have been discussed that are in a direction of encouraging employment of young people.

On the meeting the representatives of the MLSP explained that these laws are aimed at achieving the goals of the national strategy for encouraging the employment of young people in Macedonia and that these laws will provide to the employers an opportunity to strengthen their potentials with new young people and to take the benefits by the state.

On this session where the Draft Law on Amending the Law on Pension and Disability Insurance and the Draft Law on Employment and Insurance in Case of Unemployment were discussed representatives from CCM were the President of CCM, PhD Zivko Mitrevski and the President of SIER, Pece Ristevski.

## Regional Trade Union Subsidiaries and Offices

### **RTUS Skopje**

Realized more meetings and consultations with staff and presidents of basic trade union organizations in JSC ZIM, JSC ZUAS and JSC GIM. In JSC ZIM- Skopje- activities on the new members joining the union of SGIP.

On 01.01.2014 the employees of JSC ZUAS are sent on forced leave with several unpaid wages.

An employed in JSC GIM has been fired and the legal service of the Council of CCM has started a court procedure.

### **RTUS Tetovo**

The Basic Court Tetovo a session was held with the Board of Trustees of JSC Polet Tetovo where a decision to calculate the interest and requirements of employees as of 31.12.2013 has been reached.

Meetings and consultations with staff from JSC Teteks, Jugohrom, Polet- Tetovo regarding the new law on compensation to re-employment or retirement, for those who qualify with work experience of 25 years, which covers employees of 2000-2013, with dominant state ownership.

Visit and meeting of the General Secretary of the Council of CCM, Angelko Angjelkovski, General Secretary of RTUS Tetovo, Trifun Cvetkoski, the President of JSC Teteks, Ljupco Radevski and members of trade union board. The purpose of the meeting was the new members joining JSC ETKO and JSC Teteks Jarn.

### **RTUS Kumanovo**

Meeting with employees of the enterprise Jug Turist on which it was discussed on the procedure of affiliation of new members. Meetings with former employees of Kumanovo Tobacco on the delay in payment of compensation and assistance with preparing appeals to the Administrative Court for exercising their rights.

Protest of redundant workers from Kumanovo before TU premises and their meeting with the general Secretary of RTUS Kumanovo, Mile Spasovski who supported their claims and agreed in writing to submit further requests to the Council of CCM.

### **RTUS Prilep**

Visit of the President of the union of UPOZ, Peco Grujovski and meeting with staff in the prison in Prilep for their affiliation. Also, the President of SUTKOZ, Zoran Georgievski had a working visit and met with staff from JPK Komunalec.

Guests in the local TV Channel Vizija on the clarification of the provisions of the acquisition of compensation for redundant workers.

### **RTUS Bitola**

Recruiting new members from factory Schubert and Kronbert, zone Zabeni and efforts for new affiliation of staff in the Agency for Agricultural development in Bitola.

Meetings with members of the leadership of REK Bitola, from mine Termoto and FOD, on the discontent manifested in the work of the local Union. These talks should continue at a higher level to return the membership within CCM.

Contacts with the newly formed company resulting from tin factory "Pelagonija" – Bitola, Municipality Bitola, Hospital in Bitola about the possibility of affiliation of new members in the union.

Intensified talks and meetings with the mayor's office in connection with the Local Economic and Social Council.

Pleas from the redundant workers to the RTUS Bitola from companies "Frinko", "Bitolateks", "Goce Radosavljevic", "Kozara" regarding the Law on redundant workers that were further submitted to the Employment Agency.

### **RTUS Kavadarci**

Legal assistance and protection to 34 clients from Kavadarci and 4 from Negotino. Two hearings were held: Session of the Board of Trustees of MIK Kavadarci- in bankruptcy in the Basic Court in Veles and Session of the Assembly of Trustees of MIK LLC Kavadarci- in bankruptcy, Basic Court in Veles.

Meetings on two occasions with staff from PE Makedonski Sumi, subsidiary "Bor" - Kavadarci attended by the President of the Council of CCM, PhD Zivko Mitrevski, Assistant Director of Production, Commercial Director and Acting Director of the subsidiary "Bor" Kavadarci, on which it was discussed on the previously submitted Claim to the General Director of PE Makedonski Sumi in which several demands had been requested such as protection equipment, reassignment of employees to other subsidiaries, payment of annual leave allowance for 2010 and annual awards.

### **RTUS Delcevo**

Organized meetings and provided legal assistance to staff members in' Frotirka, Granit, 11to Gradiliste Delcevo, Palteks, Tehnozavod, and Sasa, Makedonska Kamenica.

### **TUO Gostivar**

Given legal assistance to employees in JSC Gorni Polog - Gostivar in consultation with the agriculture union regarding the new bankruptcy law, compensation and protection against unemployment.

A meeting with the president of the union of UPOZ, Peco Grujovski, the Mayor of Gostivar and representatives of local- self government in connection with the termination of employment of a large number of employees who are trade union members.

### **TUO Kicevo**

Meetings and visits to local- self government and the Department of PRO Kicevo with union members of UPOZ by the President of UPOZ, Peco Grujovski and President of the PRO Vase Najdenov regarding the new Administration Law, financial assistance from the Solidarity Fund of UPOZ and affiliation of new members from municipalities Zajas, Vranesnica and Oslomej.

### **TUO Makedonski Brod**

Initiative for affiliation of new members of LLC "SUMBRO - TRADE" s. Samokov - Makedonski Brod on the working meeting attended by the President of SIER, Peco Ristovski, General Secretary, Mare Anceva and the General Secretary of RTUS Prilep, Laze Angeleski. Meetings with staff from PE "Vodovod i Kanalizacija" - Makedonski Brod and given legal assistance to employees in PE Makedonski Sumi, Sandanski- Makedonski Brod.

### **TUO Sveti Nikole**

Agriculture union represented by the President, Zivko Danevski and legal representative Ljupco Mitev held meetings on the Consolidation of farmers in trade unions in several places in the municipality of Sveti Nikole, Erdzelija, Lozovo Karatmanovo, Crniliste, Anzibegovo and Dorfulija. The interest was enormous with a great attendance on the meetings. The working visit with employees from MIK Sveti Nikole for their affiliation. A hearing on mobbing of a member of the agriculture union represented by legal representative, Ljupco Mitev in the Court in Sveti Nikole was held.

### **TUO Probistip**

A group of redundant workers from Stip who are not covered by the Law on bankruptcy had met with the trade union office Coordinator, Vanco Trajcevski in the local- self government Stip in the presence of a local television. The problem of Stip redundant workers is that they do not have paid 25 years of experience recorded in workers' accounts. 20 employees of JP Nikola Karev, Probistip – had become CCM members from KSS and now SUTKOZ has 48 members out of 80 employees, with a tendency that number to be increased. The presence of trade union leadership of opening a new plant in Factory "TAB MAK" where 30 new workers have been employed.

### **TUO Debar**

Meetings and consultations with trade union representative of PE "Makedonski Sumi", Debar, Re- Stogovo, Mentor Lata.

### **TUO Radovis**

Visits and meetings with employees in the Health Centre- Radovis and employees in the factory for decorative canvases "Dekorteks".

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