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CCM - LEADER AND GUARANTOR OF THE DEFENSE AND PROTECTION OF LABOR RIGHTS (LEGAL PROTECTION)

1/16/2015

In the Federation of Trade Unions of Macedonia a press conference on the given Legal Protection of CCM for the period of 2014 was held.

The President of CCM, PhD Zivko Mitrevski emphasized that the Federation of Trade Unions of Macedonia according to its statutory provisions provides free legal protection of labor rights of its members.

The union membership in CCM directly receives labor rights protection, primarily through the activities of the Department of Labor Relations, Legal Protection and Collective Bargaining in CCM and the relevant unions where workers are members.

The activities for the protection of workers' rights are being implemented by the authorized legal representatives and union representatives in 10 regional trade union offices (Skopje, Bitola, Veles, Delhevo, Kavadarci, Kumanovo, Ohrid, Prilep, Tetovo, Stip) and trade union offices (in Resen, Sveti Nikole, Vinica, Kocani, Gevgelija, Negotino, Kriva Palanka, Debar, Struga, Makedonski Brod, Gostivar, Kicevo, Strumica, Probistip, Radovis). During 2014 the Federation of Trade Unions of Macedonia has registered **2243** claims (on different legal bases) for labor rights protection. (**In 2013, 3633 claims** for labor rights protection were registered)

The Department for Labor Relations, Legal Protection and Collective Bargaining, regional TU offices and the unions take all available legal measures and actions to maximize the realization of the workers' rights. Unions with greatest number of claims in 2014:

- Trade Union of Workers in the Agro industrial complex of RM (**AGRO**) - **779**
- Trade Union of Industry, Energy and Mining of the Republic of Macedonia, (**SIER**) - **570**
- Trade Union of Workers in Catering, Tourism, Utilities and Handicraft of Macedonia (**SUTKOZ**) - **300**
- Trade Union of Construction, Industry and Planning of RM (**SGIP**) - **207**
- Independent Trade Union of the Workers in Health, Pharmacy and Social Care of Macedonia - **61**
- Trade Union of the Workers in Forestry, Wood Industry and Energy of the Republic of Macedonia - **47**
- Trade Union of the Workers in Administration, Judicial authorities and Citizens' Associations of the Republic Macedonia (**UPOZ**) - **66**
- Trade Union of the Workers in Transport and Communications of the Republic Macedonia (**SRSVM**) - **21**

Number of claims on separate legal bases during 2014

Most of the claims refer to unpaid wages, benefits and allowances, total **1241** claims, claims on the basis of bankruptcy procedure rights - **538**, claims regarding the right to annual leave and recourse for vacation - **161** and on the basis of overtime work - **125**.

DATA ON SUBMITTED COMPLAINTS TO CCM REGARDING RECOURSE FOR VACATION

The Federation of Trade Unions of Macedonia according to its analysis for 2014 and the information and data received by the workers on the payment/ nonpayment of recourse for vacation states that fewer employers have not fulfilled the obligation for payment of recourse for vacation in the amount of at least 40% of the average monthly net salary per employee in Macedonia. In the first ten days of 2015 CCM has received information regarding the non-implementation of the General Collective Agreement for the private sector in the area of economy in terms of payment of recourse for vacation by e-mail from companies in the textile industry from Tetovo and Bitola and companies from the agricultural sector in Sveti Nikole.

For these complaints, CCM has submitted a request for inspection by the State Labor Inspectorate. Also CCM has received anonymous phone complaints from employees regarding the nonpayment of the recourse for vacation from three apparel companies from Kocani, Veles and Skopje, the three construction companies from Skopje, several media, security agency, brokerage houses, and several restaurants in Skopje and a company from the agricultural sector in Veles.



President PhD Mitrevski on the press conference

For three companies CCM has submitted a request for inspection and for 17 companies for which the employees have anonymously reported by telephone in CCM. In total CCM has received twenty complaints.

Despite the complaints regarding unpaid recourse for vacation, some of the complaints refer to the fact that the employer has reduced the wages of the workers, and then has paid the recourse for vacation.

All complaints CCM submits to the State Labor Inspectorate for further processing and for these complaints CCM shall further take appropriate legal actions to protect this labor law stipulated in the General Collective Agreement which is mandatory for all workers in the private sector in the area of economy.

CCM in the following period in cooperation with the Ministry of Labor and Social Policy and the State Labor Inspectorate will supervise the payment of the recourse for vacation and at the same time we do make an appeal to the State Labor Inspectorate to carry out frequent inspections in the private sector in terms of payment of the recourse for vacation in 2014, emphasized President PhD Mitrevski.

The State Labor Inspectorate has received 70 complaints of which 62 are by identified submitter and 8 are anonymous. The complaints refer to unpaid recourse in 54 companies in which it was found that 19 employers have paid recourse to 118 workers, after the decisions by the labor inspectors. For 35 employers, procedures are ongoing. During 2014 CCM has received claims of workers from 30 companies who are not members of unions.

If all these legal actions would have been taken private, by lawyers, the workers would have a cost of approximately 13,461,342 MKD (last year costs amounted to 17,841,094.00 MKD) For 538 bankruptcy proceedings the costs amount to 2.517.840 MKD (last year- for 323 bankruptcy proceedings – cost- 1,623,960.00 MKD)

The President of CCM, PhD Zhivko Mitrevski has announced that a proposal on amending the Labor Law regarding the annual leave shall be submitted to the Economic and Social Council (the second part of the annual leave to be used in several turns and the employees to have the right instead one day to use two days of annual leave when they need).

Also in the next period CCM shall demand that the employment in the Republic of Macedonia to be on an indefinite period of time for all workers, including workers in the economic zones and also made an appeal the cost of living to be reduced as a result of the reduction in energy prices.

CAPACITY BUILDING SEMINAR WITH THE EUROPEAN TRADE UNION CONFEDERATION “PROMOTING AND REINFORCING SOCIAL DIALOGUE”

1/22-23/2014

On 22 and 23 January 2015 in Belgrade, Serbia, in organization by the European Trade Union Confederation- ETUC, a capacity building seminar "Promoting and reinforcing the social dialogue" was held. The seminar was attended by the social partners from the Republic of Macedonia, Montenegro and Serbia. The delegation of the Federation of Trade Unions of Macedonia was headed by the President of CCM, PhD Zivko Mitrevski, and consisted of: Angjelko Angjelkovski, President of STKC and General Secretary of the Council of CCM, Pavel

Trendafilov, President of SGIP, Zivko Danevski, President of AGRO Union, Zoran Mironovski, President of SHNM and Milovan Arsovski, President of GIFIH. Also, this seminar was attended by other representatives of the social partners in Macedonia, the Confederation of Free Trade Unions of Macedonia (KSS) and the Organization of Employers of Macedonia (ORM), as well as representatives of the Business Confederation of Macedonia (BCM).

The main objective of this seminar was to present the European social dialogue and its outcomes; the role of European and national level organizations; presenting the situation of collective bargaining at the national level and tools for implementation and monitoring of the European social dialogue.

Also, on the seminar the best practices and examples of national and sectoral social partners were presented by the European and international officials. The focus of this seminar was the creation of future activities and cooperation among social partners due to finding the best ways for building their capacities.

In accordance with the previous working programs, the European social partners have organized a series of seminars in the EU member states and candidate countries in order to promote and strengthen the social dialogue. This seminar was held in the framework of their current work program and the Integrated Projects of the EU Social Dialogue, 2014-2016, dedicated to building the capacities of the candidate countries.

During the seminar separate meetings with representatives of the employers and trade unions were held as well as joint plenary sessions.



The delegation of the Federation of Trade Unions of Macedonia led by the President, PhD Zivko Mitrevski

GREATER DISSEMINATION OF INFORMATION TO THE INSURED REGARDING PENSIONABLE SERVICE



Information for the media

1/27/2015

The Federation of Trade Unions of Macedonia considers the Project foreseen in the Law on Pension and Disability Insurance extremely important, which aims to increase the awareness of the insured regarding the rights of pension and disability insurance, in which the obligation of the Fund for Pension and Disability Insurance of Macedonia at the beginning of the year to submit the data on years of service and salaries for each insured has been introduced.

At the beginning these data will be submitted by the employer who has an obligation to submit the data that are maintained in the records of the Fund, and from June 2015 onwards an electronic data access shall be allowed. During the whole process the regulations governing the protection of personal data shall be applied.

Namely, pursuant to the Law on Pension and Disability Insurance, the Fund prepares a report data from the official records of the insured for each insured person who is registered in the compulsory social insurance twice a year, (until 15th of February and 15th of July) each year. The Fund within three days submits the review on salaries and seniority to the taxpayer for data reporting, self-employed person or individual farmer in hard copy or in electronic form in accordance with the regulations governing the protection of personal data. Upon receipt of the review, an employer who is liable for re-

porting data is obliged to submit the report in paper or electronic form in accordance with the regulations governing the protection of personal data to the insured.

For self-employed persons and individual farmers the reports shall be delivered to the address submitted in the establishment of receiving the mandatory pension and disability insurance.

Through this method of informing regarding the data of insurance and pay the following will be allowed:

- Information to insurers for their data of insurance and pay;
- Type of insurance;
- Duration of service of insurance;
- Whether there is insurance with extended duration and whether insurance contribution for the extended duration has been paid;
- Working hours on which registration in the compulsory social insurance has been done;
- The amount of the base on which social contributions have been paid;
- Correction of any incomplete or incorrect data from the Fund of Pension and Disability Insurance
- Contact info for additional information or correction data procedures.

The insured will have access to the data for the wages and years of service, in particular in the part whether he/she has been registered as full-time or less than the full-time and whether contributions for pension and disability insurance have been paid on the lowest base or on the actual salary.

By this way the information will further enhance the efficiency in making decisions on the rights of pension and disability insurance, because the data for service and pay will be complete and accurate and will represent a good base for rapid decision on the right and amount of pension.

The submission of a review data from the official records of the insured for each insured which is reported in the compulsory social insurance started from January 15, 2015, by submitting reviews data on 60,000 insurers employed at 31 employers (mostly). The data have been submitted on CD (encrypted) and by e-mail. A further submission of reviews of other insured is ongoing.

In the implementation the Federation of Trade Unions of Macedonia shall be actively involved.

WORKING VISIT OF THE LEADERSHIP OF CCM IN THE FLOODED AREAS OF PELAGONIJA



The leadership of CCM in the flooded areas

2/5/2015

The President of the Federation of Trade Unions of Macedonia (CCM), PhD Zhivko Mitrevski, and the Vice President for organizational development, and President of the Independent Trade Union of Workers of Energy and Economy of Macedonia (SSESM), Robert Simonovski and the General Secretary of CCM and President of the Trade Union of the Workers in Textile, Leather and Shoe Industry (STKC), Angelko Angielkovski visited the flooded areas of the Prespa region.

During the visit the most affected areas in the municipalities Mogila and Novaci were visited. A special interest was dedicated to the activities and working conditions of the employees in ZK "Pelagonija" - Bitola, whose surfaces are among the most affected by the climate disaster. The visit was focused on the manner of implementation of the new employees' duties in this largest agricultural plant as well as OHS conditions regarding the newly occurred situation.

The leadership of CCM emphasized that the problems which workers and citizens are being faced with in these areas will be transferred to the highest level of CCM and appropriate steps shall be taken in order a help to the victims to be provided.

WORKING MEETING OF PRESIDENTS OF SSESM AND CCM WITH THE STAFF FOR DEFECT REMOVAL FROM EVN

2/5/2015

On February 5, 2015, the President of the Independent Trade Union of Workers of the Energy and Economy of Macedonia (SSESM), Robert Simonovski, together with the President of the Federation of Trade Unions of Macedonia (CCM), PhD Zhivko Mitrevski visited the employees who are designated for removal of electricity defects from EVN Macedonia in order to get acquainted with the working conditions and manner of removal of electricity defects which has occurred as a result of the bad weather conditions.

In Slatinska Planina, the presidents has a working field meeting on which they expressed their support and gratitude to the staff for their unselfish devotion and work in difficult conditions, in order to provide continuous and uninterrupted supply of electricity to the citizens of the Republic of Macedonia.



Presidents of SSESM and CCM on the working field meeting with the staff of EVN

HUMANITARIAN ASSISTANCE



The President of CCM, PhD Zhivko Mitrevski and the General Secretary of Crven Krst of R. Macedonia, PhD Sait Saiti on the press conference

2/10/2015

On the session of the Presidency of the Federation of Trade Union of Macedonia held on 9.2.2015, and on today's session of the Council of CCM, a decision to donate funds to the affected population in the flooded areas in Macedonia was reached.

This decision was stated on today's press conference held in front of CCM and attended by the President of the Federation of Trade Unions of Macedonia, PhD Zhivko Mitrevski, several Presidents of branch trade unions, members of the Council of CCM and the General

Secretary of Crven Krst of the Republic Macedonia, PhD Sait Saiti.

On the press conference, PhD Mitrevski emphasised that the aid of CCM shall be in the form of packaged food products, hygiene materials and water packages, as well as cash contribution from the unions to the account of Crven Krst of R. Macedonia.

At the end of the press conference, President Mitrevski made an appeal to all institutions to join the action of Crven Krst to help the victims in the floods depending on their possibilities.

SIGNED A MEMORANDUM OF COOPERATION BETWEEN THE FEDERATION OF TRADE UNIONS OF MACEDONIA AND THE COMMISSION FOR PROTECTION AGAINST DISCRIMINATION



Signed the Memorandum of cooperation between CCM and CPAD

2/11/2015

At the Federation of Trade Unions of Macedonia a Memorandum of Cooperation between the Federation of Trade Unions of Macedonia (CCM) and the Commission for Protection against Discrimination (CPAD) was signed.

On the press conference, the President of CCM, PhD Zhivko Mitrevski and the President of CPAD, Dusko Minovski clearly expressed the need for mutual cooperation and signing of this memorandum aimed at defining the field and scope of the cooperation between CCM and CPAD in terms of prevention and protection against discrimination, as well as promotion and affirmation of the concepts of equality, tolerance and non-discrimination.

Also, the President of CCM, PhD Zhivko Mitrevski highlighted the activities of CCM and CPAD which shall focus on organizing continuous training for their target groups, meetings and public appearances, and will aim to prevent and protect against discrimination, promotion and affirmation of the concepts of equality, tolerance and non-discrimination, as well as raising public awareness. CPAD will gather statistical and other data, will carry out studies and researches, will submit recommendations for specific cases of discrimination, will ask for opinions of CCM on certain complaints, and will carry out other activities of interest to both institutions, emphasized the President of CCM, PhD Zhivko Mitrevski.

#18FEB - HANDS OFF THE WORKERS RIGHT TO STRIKE



2/18/2015

The Federation of Trade Unions of Macedonia (CCM) joins the International and the European Trade Union Confederation in the defense of the right to strike,

which is under constant attack by employers and governments worldwide.

On this day, the unions around the world again refer to the importance of this fundamental workers' right.

Starting with the international labor standards and the European legislation in the Republic of Macedonia the right to strike is being regulated primarily by the Constitution as a fundamental legal act of democratic principles in the country.

In the chapter on fundamental rights and freedoms of citizens, Article 38 of the Constitution stipulates that the Republic of Macedonia guarantees the right to strike regulating the economic, social and cultural rights.

A more specific legislation on the method of exercising the right to strike as a means of exercise and protection of economic and social rights of workers is stipulated in the Labor Code.

The Federation of Trade Unions of Macedonia as a social partner in the country stands for social dialogue and tripartite participation in the creation of national strategies and policies in Macedonia, but in the agenda of our actions, CCM is applying the method of pressure and strike in cases where the method of achieving a peaceful realization of workers' rights is not functioning i.e. when negotiating with the social partners our demands are not being respected.

The International Trade Union Confederation organized a series of activities that promote the right to strike. These activities can be found on the following link: <http://www.ituc-csi.org/18feb>

In addition we present the address of Bernadette Segol, the General Secretary of the European Trade Union Confederation (ETUC) on the occasion of this day, 18th of February.

#18FEB - HANDS OFF THE WORKERS RIGHT TO STRIKE

The right to strike is under attack, by employers and by governments. The right to strike is basic, fundamental and historic. The right to strike must be, will be defended. Without the right to strike there is no democracy, no sanction to protect workers from exploitation.

We have suffered enough in these years of crises. We will not suffer the indignity of losing the right to strike. As General Secretary of the European Trade Union Confederation I join the international trade union movement in saying the right to strike is not negotiable.

Hands off the workers right to strike.

WORLD DAY OF SOCIAL JUSTICE

2/20/2015

The Federation of Trade Unions of Macedonia is especially focused on the part of the celebration of social justice. CCM will continue to put efforts for respect and promotion of labor rights by improving labor legislation and legislation in line with the international labor standards, by strengthening the social dialogue, collective bargaining, by respecting the right to strike with all rights and freedoms, by application and increase of the minimum wage, reducing the number of unemployed, combating poverty, providing material welfare and security of the workers and citizens of the Republic of Macedonia.

We have showed and proved this by series of specific steps beginning with the historic introduction of the minimum wage, ceasing the decline of labor rights, taking care for the jobs, avoiding mass layoffs, increasing wages and the minimum wage, taking care of age limit of pension years of service, adoption of the Law on mobbing, Law on OHS, signing of new collective agreements, recourse for vacation and many other activities.

The Federation of Trade Unions of Macedonia is dedicated to protection of workers' rights on a collective and individual base in the private and public sector in the country. CCM will continue to pursue its strategic activities aimed at promoting the dignity of social justice, elimination of inequality and fight against poverty by improving the social and economic security of the citizens and workers in the country.

RECOGNITION OF THE ACTIVITIES OF THE TRADE UNION MOVEMENT IN MACEDONIA



President Mitrevski as Chairman of the Forum "Solidarnost"

2/24 -25/2015

On the plenary meeting of the Regional Trade Union Council "Solidarnost", held on 24 and 25 February 2015 in Belgrade, Serbia, besides reviewing the main agenda items for the project "Promoting and strengthening of the social dialogue", the Federation of Trade Unions of Macedonia, received with great honor the presidency of the Council comprised with the Federation of Independent Trade Unions of Srbija (SSSS), Nezavisnost- Serbia, the Trade Union of the Republic of Srpska, the Federation of Autonomous Unions of Bosnia and Hercegovina- SSSSBiH, the Federation of the Independent Trade Unions of Hrvatska- SSSH, the Federation of Trade Unions of Crna Gora- SSCG, The Union of Free Trade Unions of Crna Gora- USSCG and the Federation of Independent Trade Unions of Slovenija- ZSSS. The chairman of the Council was elected Zhivko Mitrevski, PhD, President of CCM.

The Presidency has a mandate of one year and during this period experiences regarding labor legislation, social protection and application of international conventions in this region shall be exchanged. Simultaneously the regional forum "Solidarnost" will develop the union solidarity in solving everyday issues in the respective countries.

The recognition comes in time when CCM with its activities represents an example in the defense and promotion of labor laws and labor rights in the region.

CONTINUATION OF THE ACTIVITIES OF SIER AND CCM REGARDING THE STATUS OF THE EMPLOYEES IN EMO OHRID- JSC

2/27/2015

On 27.2.2015, the President of the Trade Union of Industry, Energy and Mining of Macedonia, SIER, Pece Ristevski, the President of the Federation of Trade Unions of Macedonia, CCM, PhD Zhivko Mitrevski, together with the representatives of the Executive Board of JSC EMO Ohrid, had a working meeting with the Minister of Economy, Mr. Bekim Neziri. On the working meeting once again the problem with the current situation in EMO JSC Ohrid was discussed and reviewed as well as the status of employees, unpaid wages and backlog in paying contributions.

SIER and CCM asked for an urgent commencement of the procedure regarding finding solutions for the current situation. Analyzing the activities related to EMO Ohrid, the Ministry of Economy and the Government of the Republic Macedonia had promised that the problem will be put on the agenda of the first session of the government, in order the current situation in EMO Ohrid to be reviewed. By the union the issue regarding Eurokompozit, Prilep was also imposed.



The Presidents of SIER and CCM with representatives of the Executive Board of EMO JSC Ohrid on the working meeting with the Minister of Economy, Bekim Neziri

REGIONAL TRADE UNION SUBSIDIARIES AND OFFICES

RTUO Skopje

Working visit of JSC ZUAS, Public Revenue Office Skopje and Health Centre Bit- Pazar.

Participation on the Regional Conference on Skopski Saem: Civil society organizations as active social actors in promoting OHS standards.

Participation on the workshop on 25 and 26.02.2015 in hotel Arka, Skopje, functioning of the ESC at national and local level and preparation of an action plan for implementation of agreed recommendations.

RTUO Veles

A press conference in the premises of RTUO Veles regarding unpaid wages in the food company Negotino and submitted a request to the labor inspection referring to this issue.

Given legal assistance to 15 workers regarding unpaid vacation recourse.

RTUO Tetovo

Meetings and given legal assistance to employees of JSC "Teteks" and JSC "Polet".

RTUO Kumanovo

On 1.1.2015, the strike in the factory for welded pipes was put on hold due to the fulfillment of the requirements regarding unpaid wages to employees.

Working meeting with the President of TUO Polplast and the bankruptcy trustee of Zito-Mel, Kumanovo, regarding finding solutions of redundant workers.

Participation on the workshop on 25 and 26.02.2015 in hotel Arka, Skopje.

RTUO Kavadarci

Participation on the workshop on 25 and 26.02.2015 in hotel Arka, Skopje and the 26th Trade Union School of the Union of UPOZ on 27.02.2015 in hotel Car Samuil, Bansko, Strumica.

Attended court hearing in Veles, on PE Makedonski Sumi, subsidiary Demir Kapija and given legal assistance to employees of MIK Kavadarci in bankruptcy, PE Komunalec-Negotino, PE Makedonski Sumi, subsidiary Bor, Kavadarci, Feni Industri and the Hospital Kavadarci.

RTUO Prilep

Establishment of a new trade union organization in PCE Pelagonia, Krivogashtani, Prilep and its registration within the union of SUTKOZ.

Commenced strike in 11 Oktomvri- Eurokompozit, Prilep on 29.12.2014 was put on hold on 16.01.2015 and was activated on 29.01.2015 and on 13.02.2015 again was put on hold.

Participation in the negotiations in Tutunski Kombinat Prilep, regarding conditions under which 535 workers were declared redundant and payment of their retirement benefits.

Given legal assistance and advice to employees in PCE Komunalec, Prilep, Hospital Prilep and AMD Prilepec.

RTUO Probishtip

Presence on the local television Protel regarding the payment of vacation recourse.

Interventions in the company JSC Bargala, Stip and the mine IMM from Probishtip due to vacation recourse payment, which has been conducted in several installments.

Given legal assistance in PCE Nikola Karev- Probistip and JSC Bargala, Stip.

TUO Sveti Nikole

Held meeting in the union office with the President of Agro Union regarding labor issues, payment of contributions for pension and disability insurance, health insurance, overtime work, public holidays, breach of CA etc. Visit the company where they observed problems.

TUO Gostivar

Meeting with the President of TUO in Komunalec, Gostivar in relation to the payment of membership fees.

Given legal assistance and advice to clients.

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