



Informative FENASCON

Year 2 • Edition 7 • May 2014



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A debate to integrate actions

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SERVICES SECTOR LEADERS POINT WAYS TO STRENGTHEN UNION UNITY IN BRAZIL



The political participation in the bases and government, the renewal of young and female leadership, trainings for unionists, the reversal of the Public Labor Prosecutor intervention and the infiltration of political activists in trade unions were some of the issues discussed in

Fenascon National Meeting that gathered 200 union leaders from May 8th to 11th in João Pessoa, Paraíba. The strengthening of representativeness all over the country by means of a labor single agenda and claims was also part of the debates.



“We, union leaders, are responsible for increasing our representativeness and assert workers’ rights”, claimed Fenascos President, Moacyr Pereira. The vice-president and federal deputy Roberto Santiago, UGT president Ricardo Patah and local authorities have pointed out the importance of representativeness in governmental forums that rule the creation of public policies for the Cleaning and Services segment by taking into account the basis of the social pyramid.

“Alone, the worker loses every battle. It is important that unionists get together and change the focus of the discussion. After all, the employers are united”, stated the prosecutor Geraldo Emediato de Souza. Roberto Santiago, also Femaco president and regarded as the “Deputy of the street cleaners” said: “Everyone is able to join politics, they just have to want. When we invest in each one of you we are also investing in all of us”.



The disclosure of the activities report during the Work Structure Regional Meetings has pointed to some of the next steps when they itemized priorities to be pursued. “Services is part of imports segment on the grounds that international companies rule it in Brazil”, alerted UGT Studies Director Roberto Nolasco. He emphasized the importance of promoting the citizen union and the search for efficiency. “The target is our positioning towards the bases and society”.



The social director Maria Donizete has renewed the ideal “to be an example of union organization” and the director André Santos has reminded us that “qualification is essential, because the union movement is discredited”.

For Neucir Paskoski, from Fevasc, “there must be a daily agenda among unions and their bases”, but Benilson Hipólito, from Seeaceam, has reported the difficulty to ideally represent workers in regions such as Amazon where the main means of transportation is boats. To sum up, Moacyr Pereira made a point about the need to engage in order to “grow together”.

NO TO THE DEGRADATION OF WORKING RELATIONS

It looks like a joke, but it is not. The federal government wants to degrade working relations in our country even more.

The Ministry of Work and Employment, run by PDT - a Party originally composed by working ideals, intends to propose an ordinance to make temporary workers hiring more flexible by the private sector. Those hirings, at first, aimed only at the FIFA World Cup - the leading soccer entity that has been giving orders to our national sovereignty. Unfortunately, the Minister Manoel Dias supports the fight against Slavery Work and defends Decent Work, but in the backstage his subordinates work towards actions that make Brazilian workers feel like slaves.

In the government, such measure, nicknamed 'Magazine Luiza PM' is at full speed, the second largest retail chain in Brazil run by Luiza Trajano who refused president Dilma's invitation to become Minister of Micro and Small Enterprises, but even so she influences the president. There is great lobby, and, in case it happens, it will be, in practice, the biggest disrespect to the CLT - Consolidation of Labor Laws, to the Federal Constitution and, mainly, to the Brazilian working class, as 'We have never seen in this country before'.

The proposal allows companies, mainly industries and retailers, to have temporary contracts directly to the workers for 14 renewable days (with a gap of 7 days in a row) up to the limit of 60 days a year. And who are the ones that gain with that? Undoubtedly, the biggest retailers, among which Magazine Luiza that claims such measure will reduce workforce costs on the grounds that a worker with no working bonds to the company will not have social benefits such as retirement pension, besides being totally unprotected in case of labor accidents.

It is important to mention that since 1974, that is, for 40 years the Law 6019/74 has been in force. Such law is related to the hiring of Temporary Workers. According to that law, workers are hired by means of a specific company that provides services to the service takers. Based on this model of hiring, workers have the right to the 13th salary, paid vacations, FGTS - except for the 40% fine, same remuneration of regular workers and, mainly, they are protected by Labor Laws in force.



The UGT - Workers General Union, the third Brazilian union trade center and the first in Paraná, nationally run by Picardo Patah, and the Commerce Workers Union of São Paulo (the biggest union in Latin America) launched a campaign in 2013 against the labor informality. Such campaign had the support of the Ministry of Social Security aiming at formalizing temporary work on the grounds that we believe that this is one of the ways we can guarantee the right to decent retirement pension for all working class.

By keeping the principle of coherence and practice of a citizen, ethic and innovative unionism, UGT cannot and must not support such PM (Magazine Luiza PM) that increasingly degrades the rights of workers in our country.

I believe that only with the union of all workers union trades, federations, confederations and union centers along with the support of the working class we will be able to block such initiative that goes against Decent Work so much defended by the International Labor Organization, a United Nations organ, of which Brazil is a member and actively participates in its conventions. Otherwise, we will face legal slavery again.

As a parody to Magazine Luiza's slogan, I tell entrepreneurs who only think about endless profits and exploit workers: 'Come here to be happy and help us build a decent country, with decent work, decent salaries, safe working conditions and rights to leisure and life quality'

Paulo Rossi is UGT-PARANÁ and SINEPRES president - Union that represents temporary workers in Paraná and is FENASCON Secretary of International Relations - National Federation of Services Company Workers.

UNION EXCHANGE BETWEEN BRAZIL AND THE UNITED STATES



Despite the world economic crisis that affects representative entities, SEIU – Service Employees International Union – has grown in the last decade and currently represents 2.2 million workers in three services segments. In his lecture during the Labor Structured Meeting promoted by Fenascos, the Organization Strategy Director Joe Simoes said that the international union wants to cooperate with the Brazilian one.

While the global representations volume fell from 29.3% in 1964 to 12.5% in 2004 and 8.5% in 2014, SEIU reached one million affiliated workers only in one decade. The success resulted in a strategic plan called “Unity” launched in 1996 that had investments from associate unions and focused campaigns.

SEIU VISION:

In order to improve workers’ life, the unions need to get together and work as a team to ensure that all workers have the right to join unions and fight for a better future.

Betting on the Brazilian union leadership, Joe Simoes stated that SEIU still has much to learn with the Brazilian fellows. “You are leaders in the region, brought down dictatorship, were able to unite different groups focused on one vision, built a union movement that changed the country’s economy. We need you to share those experiences with us”.

By showing the existent synergy among SEIU and the Brazilian union centers like UGT, besides the support from global partnerships with UNI, ISP and UITA, he emphasized their 7-year operation in Brazil as well as in other South, Central and North America countries. “We want to expand the job already done in Brazil and create a permanent union program for Latin America based on Brazil and our common experiences”.



Informativo
FENASCON
SERVIÇOS

REUNIÃO
ESTRUTURADA
DE TRABALHO
RET

KNOWLEDGE DISSEMINATION AND CELEBRATIONS AT SOUTHEAST RET

The dissemination of information was the pinnacle of the Southeast region Labor Structured Meeting (RET) that gathered union leaders in Espírito Santo from April 10th to 13th. The representativeness and union unity were the motto of the lectures.

“It is necessary to join the international services representation entities in order to make action international and create strategies to keep on expanding union activities”, stated Fenascos president Moacyr Pereira. According to him, the growth of anti unionism

supported by multinational companies abroad is one of the challenges to be overcome.

The lectures, delivered by professors Roberto Nolasco and Erledes Elias da Silveira, both from UGT and by the Organization Strategy Director for SEIU Latin America – Service Employees International Union – Joe Simoes, showed some ways to be taken. “We have been living a trustfulness crisis at institutions. We cannot stand still and watch everything”, said Nolasco who is UGT Studies Institute director.



RET Bertioga/SP

RET Vila Velha/ES



“It is necessary to act”, agreed Erledes, Master in Education from Confederación Mundial de Trabajo (CMT) and Workers Latin America Center, emphasizing the need to qualify the union movement for new working class needs. Joe Simoes called attention to new affiliations, although he reminded us that the Brazilian union affiliation fees (between 25 and 30%) are high compared to the rest of the world.

After debates, the participants were divided into groups to elaborate proposals to optimize union actions. The results will be presented during Fenascon national Meeting to be held in João Pessoa, Paraíba, along with the task elaborated during the RETs in São Paulo and Santa Catarina.

Many leaders were present in the event: Paulo Roberto da Silva, president of FETHEMG (Federation of Tourism and Hospitality Employees from Minas Gerais State), Manoel Martins Meireles, president of FETHERJ (Federation of Tourism and Hospitality Employees from Rio de Janeiro State) and Odeildo Ribeiro dos Santos, president of SINTRAHOTÉIS (Hotels, Motels, Industrial kitchen, Bars Restaurants and alike Employees Intermunicipal Union from Espírito Santo).

RET Florianópolis/SC



STREET CLEANERS GAIN VISIBILITY V

São Paulo



Urban cleaning workers became evident on the streets, gain visibility in the press and respect from the population that understood their claims with the embarrassment caused by the interruption of solid waste collection. The strikes happened in many Brazilian states, but it was in Piracicaba, in the countryside of São Paulo, that the historical strike interrupted the services for 15 days.

After they returned to work on April 25th, five business days were necessary to remove litter from the streets. The standstill was requested by the collectors who demanded equal salary conditions as those paid to

their peers in a neighborhood city. Forced by the city hall, the company committed in court to give 20% salary raise, keep health risk pay and raise meal and food vouchers.

“It was a long but successful strike. We were anxious about the agreement, thinking not only about the category, but also in the well being of the population that faced the accumulation of litter for two weeks”, states Siemaco president (Union of Employees of Cleaning and Service Companies and Employees of Urban Cleaning and Green Areas from Piracicaba region).

WITH STRIKE MOVEMENTS IN BRAZIL

In Belo Horizonte, Minas Gerais capital, the strike started on May 5th and interrupted the collection for two days. The workers had a R\$ 350.00 salary raise and readjustment of the meal voucher. In order to do so, the citizen center and the main accesses to the city were blocked by the protesters.

Also, in Betim, a city in the metropolitan area of Minas Gerais, the trucks were prevented from leaving the garages on April 17th. The category successfully got 10% raise along with meal benefits, family healthcare, review of working hours and justified absences.

In São Paulo Industrial region, ABC, the standstill lasted for one week and only in São Bernardo 3.5 tons of litter accumulated on the streets. The agreement regulated 10% salary raise and a bonus of R\$ 300.00.

The negotiation in Londrina, Paraná, only happened under strike threat scheduled to May 2nd. The conciliation guaranteed 12.5% salary raise and 17.5% benefits raise. With the negotiations, the average salary in the three cities was above R\$ 1,100.00, plus benefits.

It is expected that in the next months the situation may be the same in cities where the changes have not happened yet. In São Paulo, for instance, the bargaining happens on September 1st, a little bit before elections in Brazil.

Minas Gerais



Paraná





UNION CENTERS MARCH IN SÃO PAULO FOR A SINGLE AGENDA

Eight thousand people participate in the 8th Working Class Unified March on the main streets of São Paulo capital in the beginning of April. Fenascon representatives walked side by side with UGT, CUT, Força Sindical Nova Central, CGTB and CTB fellows.

Representing claims formulated by the movement, the intention was to charge advances of the three powers. The single agenda includes reduction of working hours to 40 hours a week, but keeping the same salary, keeping the minimum wage valorization policy, end

of welfare factor, reduction of the interest rate and monetary adjustment, progressiveness of the Income Tax table, readjustment of pension plans and so on.

In addition, the regulations of convention 151 (right to call trike and collective negotiation in the public sector) and convention 158 (against termination without cause) were also defended.

Working hours reduction for street cleaners was approved by the chamber of deputies.

SINTEATA DELAYS FLIGHTS WHEN PROMOTED WARNING STRIKE AT GUARULHOS INTERNATIONAL AIRPORT

A 2-hour standstill was enough to make Aeropark backtrack and comply with 100% of what was agreed in the collective convention with Sinteata (Union of Air Transport Supporting Companies) in the beginning of the year. Around 200 employees, among linemen who provide services to GRU airport, stopped their activities at 7am on April 30th by delaying departures of three international flights.

The mobilization lasted for three days which resulted in the warning strike involving even the night shift workers. On the same day the company called the union to settle an agreement and promised to fulfill completely the collective labor agreement.

"The movement was very positive. It has shown the strength of the workers", said Sinteata president Sandro Mizael dos Santos. Such accession is the



consequence of the historical agreement signed in the beginning of the year. "We have sought to have danger and hazard pay, profit sharing and benefits for decades and we have managed to have them with the strength of the assembly and the mobilization of the union", he concluded.

WORKING HOURS REDUCTION FOR STREET CLEANERS WAS APPROVED BY THE CHAMBER OF DEPUTIES

The Bill (PL 150/11) proposed by the federal deputy Roberto Santiago (PSD) was approved by the Chamber of Deputies. It established 6-hour working day and 36 hours a week for street cleaners and drivers of litter collection vehicles. The proposal was approved by the Commission of Constitution and Justice (CCJ) and forwarded to the Senate in case there is majority voting by the Chamber Plenary. Nowadays, those workers have up to an 8-hour working day.

For Roberto Santiago, the special working hours are necessary due to the adverse conditions of street cleaners job. "For example, in the city of São Paulo, one of the largest centers in the country, those workers run after trucks between 25 to 35 km a day. This is duly proved by means of maps the collecting companies make. Such activity causes serious health problems to those workers like muscle stretching", justified Santiago.

Among so many arguments exposed by Roberto Santiago, the strongest ones for a favorable positioning of the Constitution and Justice Commission were

the working adverse conditions workers who have health risk at work are exposed because they are exposed to dust, excessive noise, smoke and diverse biological agents containing in the material collected which are responsible for various diseases", said Santiago.



Workers run between 25 to 35 kilometers behind trucks

Source: Garbage Collection Companies of the city of São Paulo

INTERNATIONAL SEMINAR DEBATES CONTEMPORARY UNIONISM

On April 28th, Workers General Union (UGT) in partnership with CESIT/UNICAMP (Union Studies and Labor Economy Center from Campinas State University) promoted an International Seminar on contemporary unionism.

Fenascon participated in the event which aims at promoting reflections on what needs to be done towards working class struggle and on Labor Day – May 1st. The Seminar had the presence of more than 1,000 union leaders from various professional categories and various states, besides politicians and representatives from many segments of the society.



OUR SHARE IN THE 2014 WORLD CUP

By Moacyr Pereira

During the 2014 World Cup, from June 12th to July 13th, our economy will be positively impacted by R\$ 7 billion spent on operational expenditure and the money 3.6 million Brazilian and foreign tourists will leave here, apart from R\$ 112.79 billion indirectly generated by many economic sectors.

Such tsunami in extra efforts in our internal market and visitors from more than 200 countries in the world will be related to at least one of the 12 million workers directly or indirectly represented by Fenascon or by its affiliated entities.

Fenascon (National Federation of Services, Cleaning and Services, Urban, Environmental and Green Areas Cleaning Employees) will have its represented people taking care of airports, hotels, malls, hospitals, restaurants or working 24 hours in street cleaning, Subways and bus stations or getting mistaken for landscapes while taking care of gardens, squares and green areas.

1950 AND 2014 WORLD CUPS

It is the second World Cup in Brazil. In the first one, in 1950, Brazil had a population of 52 million Brazilians. We cried the defeat in Maracanã, built especially for the event. We cried and learned the lesson and now, in 2014, the population is 200 million Brazilians and we step the field with five stars on the chest. We are the only team five times champion in the world and the favorite to be six times champions.

We have made ourselves respected in soccer and samba with the largest Carnival in the world. However, we mix joyfulness and skillfulness on the avenue and field with our huge creativity and willingness to work. Also, by means of Factory and Offices Floors, Commerce and Services we have made Brazil become the seventh world economy. We have outperformed economies that already run the world like France and England, for instance.

Another big difference from 1950 is that today we are a predominantly services nation. Out of 10 jobs generated in Brazil at least 7 are in the services sector.

Due to the 2014 World Cup, 300,000 new workers will be called to reinforce some services sector such as cleaning and conservation, gardening, car washing, landscaping and civil fire brigade.

LOW SALARIES AND HIGH PROFITS

Our Professional category, represented nationwide by Fenascon is focused on the Brazilian pyramid basis – workforce favorite provider for the services sector. We are one of the main professional categories that generate income to our Economy that will reach the companies' safes and businessmen's pockets – the true controllers of our sector.

According to Ernst & Young studies, disclosed by Sindiprestem (Outsourced Services Companies and Temporary Work Companies Union of São Paulo State), only in Services R\$ 10 billion will circulate, plus R\$ 5 billion will circulate in Commerce.

When it comes to work market, 3.6 million Jobs will be annually generated in various event supporting economic chains by providing a R\$ 63.4 billion profits over income.

"There will be a direct impact on tax collection that will receive a R\$ 18,1 billion reinforcement, which will compensate up to 33 times tax exemption for products and services involved in the World Cup", according to Sindiprestem records.

It is almost a tax incentive that did not and does not forecast the transfer to salaries or direct and indirect benefits to workers directly involved in the same economic sectors benefitted by the official tax exemption.

AWARENESS AND MOTIVATION

The workers represented by Fenascon and its affiliated entities are ready for the challenges posed by the 2014 World Cup. Although, the respective categories' unions and Fenascon in itself have been struggling for decades to have investments in qualification, most of workers of the sector was recruited and kept without significant investments in training and qualification with salaries slightly higher than the official minimum wage.

One of the reasons is the predatory competition among companies that outsource the services in the sector. Another explanation is the requirements of the Law 8666/93, sanctioned on June 21st, 1993 that demands, even for Services hirings, the same price, which stimulates predatory competition and hiring of companies that flatten salaries and degrade working conditions.

Such situation demands from Fenascon and its affiliated entities great surveillance and mobilization efforts against illegal practices, for instance salaries delays and mistakes, lack of safety equipment or moral harassment in the workplace, fragmented and spread all over the country.

Yet, Fenascon and its affiliated unions are aware of the fact that it is possible to make fellows aware and motivated because they are Brazilians and proud of having the opportunity to contribute to the success of the 2014 World Cup in Brazil.

However, we all know – businessmen and union leaders – that in face of the impossibility to train our workforce under “FIFA Standards” expected for the 2014 World Cup, the shortest way is the dialogue, ideas Exchange and, mainly, channels so that workers can participate in this huge flow of income that will warm up our economy.

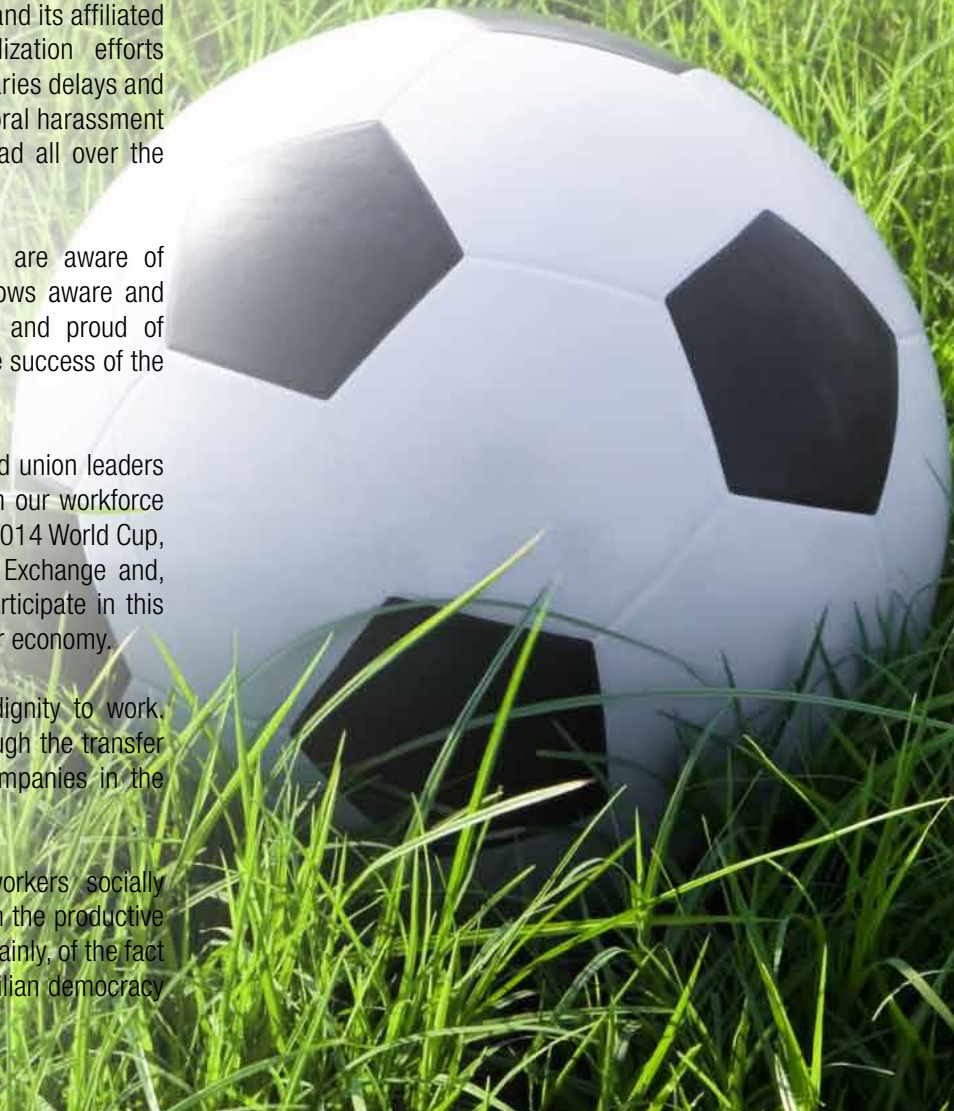
More than jobs we want respect and dignity to work. Respect and dignity that will proved through the transfer to workers of part of the profits the companies in the sector will have.

Different from 1950, today we are workers socially organized and aware of our importance in the productive chain we are inserted in. We are aware, mainly, of the fact that we have helped consolidate the Brazilian democracy

in the last 60 years by fighting against civil and military dictatorship and supporting the modernization of the country and inflation control.

We are the basis of the Brazilian social pyramid and we are proud of helping steadily support a modern economy that will prove to the rest of the world our excellent soccer and our excellence and affection while serving tourist.

We are aware of our social and strategic importance to the success of the 2014 World Cup. It is also clear to us that we deserve our share by means of salaries and working benefits on the grounds that we are striving to help the Brazilian Team win its sixth star.





In some cities of Brazil, the Day of the Worker in Tidiness and Conservation, City Cleaning and Green Areas is celebrated on May 16. To properly celebrate the date, Fenascon and Siemaco São Paulo organized a big party on Sunday, May 18. Respecting most of the workers origin, the reunion was held in a stronghold of immigrants: the Northeastern Traditions Center (CTN).

To the taste of Brazilians, there were many musical attractions, from northeastern rhythms to samba.

Union directors from all over the country, Argentina and Chile, in addition to authorities, also honored the workers with their presence.

Fenascon's president, Moacyr Pereira, said he would only take some rest after the party had ended and after all the workers had gone back home fully satisfied. The vice-president of Fenascon, president of Femaco and Congressman, Roberto Santiago, was categorical: "These workers perform a kind of job that should be regarded as public health. It is a hard work and I have to acknowledge the importance and the necessity of working hours' reduction so they can live more."

The star of the night, the country singer, Leonardo, called the workers "cleaning angels and environment guards." In their speeches, everybody praised the importance of the workers and the necessity of public policies that protect them.

EXCHANGE BRINGS ARGENTINIAN AND BRAZILIAN UNIONISTS TOGETHER



In the second meeting following the signing of the Cooperation Agreement, in October, the delegation of Som (Workers Union of Maestranza) visited Brazil, from 17 to 23 May, for the second phase of the work. Led by Public and Communication Relations, Néstor Guerra, the group met with Fenascon's president, Moacyr Pereira, in São Paulo. Afterwards, they visited unionists in two other Brazilian capitals: Curitiba and Rio de Janeiro.

At the opening of the meeting, which took place at Siemaco São Paulo's auditorium, Moacyr drew a picture of the Brazilian's union reality. Néstor, in turn, presented the progress of the work performed for the sake of the representativeness of approximately 50,000 employees, only in the capital, Buenos Aires. Especially in the fight against labor violence and different ways of harassment, promotion on safety and hygiene, in addition to the awareness for environmental preservation.

The work coordinator, João Capana, stressed that, besides information exchange for the achievement of the group work, the Argentinian brothers have come



to Brazil to get to know about the culture, cities and entities. "Let's show them the Brazilian way of being and doing union politics."

"The best way to make progress is to promote equality and work together", emphasized Néstor Guerra. Moacyr Pereira recalled that the trade union struggle is permanent: "The objective is to globalize our struggle."

FIRST BRAZIL-CHILE MEETING



Néstor Guerra (Argentina), Moacyr Pereira (Brasil) and Armando Soto (Chile)

In order to add even more value in favor of the strengthening of unionism in Latin America, Moacyr Pereira, invited the president of the urban cleaning workers union in Chile, Armando Soto Jaldes, to fraternize with Argentinians and Chileans on 19 May. The delegation's expectation was that Fenascon helped the group for the affiliation of another union to Uni Américas.

The Chilean told about the difficulty of being a unionist in his country, where companies inhibit membership

and the government promoted multi-unionization, affecting the representativeness. On the other hand, he recalled that the strike that stopped the Urban Cleaning services for three days, last year, generated victories by forcing the State to transfer resources to the segment companies, indirectly benefiting the category.

Both countries soon intend to sign a cooperation agreement similar to the one signed with the Argentinians. The next country to be included in the group will be Peru.

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Colaboration: Roberto Nolasco • **Graphic project:** AGPC Comunicação • **Circulation:** 5.000 Exemplares

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