



Informative FENASCO

3rd year • 11th edition • September 15



CLEANING YELLOW GLOVES

JUSTICE DAY FOR CLEANERS IS CELEBRATED ALL OVER BRAZIL

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YELLOW GLOVES, , RED LIGHT.

A newsletter aims at referring to issues that have already occurred and ours is not different from that. However, the difference is that ours prepares for the future. When we talk about what we have done and what we have reached we are showing paths.

Nowadays, the trade union movement is facing great challenges due to unemployment rate reaching 8.1% and a blurred economic scenario which aggravates institutional crisis. If the government does not have good ideas to deal with the crisis and the few solutions it presents faces a congress that goes against everything coming from the Executive, things become even worse. The different sectors of the society get organized and push the problem to one another. Workers get even more vulnerable with the suspension of unemployment insurance and salary bonuses. It is essential that the union trade movement gets organized so that it can proactively face this moment and prevent us from being 'always against' and not presenting new alternatives. In this uncertain and unclear environment, new forces against trade union movement arise. Our position has to be kept in a way that we can show work rather than trying to defend ourselves to prove our existence.

For the past years, we have been sure we were living new times, by continuously searching new advances for the society. However, what we have now are old mistakes and traditional recipes to rearrange economy, that is, the simple action of cutting the workers' rights as if they were the ones responsible for the crisis. Workers need to

get rid of the concession regime and move to the participation one, that is, we have to build together with the society a solution to the crisis and not only wait workers to be remembered through some concessions.

On the other hand, we have shown that the globalized worker is no longer a fancy speech, it is reality. We have had a huge agenda that involves the world and FENASCON has been invited to participate in sound debates mainly towards cleaning and conservation workers. It is a great opportunity on the grounds that in many debates involving workers from different parts of the world we talk about the same globalized companies. It is convenient because service cannot be exported and nobody chooses to buy abroad. The ones who supply the service must use local labor force, but it does not make us immune to pressure and attack from the union and such exchange of experiences with international movements has been of utmost importance for us to qualify our leadership to new concepts of the relationship between capital and work. It is obvious that it comprehends empathy to the campaign in favor of cleaners. The yellow glove has become a worldwide sign of struggles.

In this FENASCON newsletter edition we have different activities that are part of society's concern and dedication. The union trades affiliated to FENASCON deal with specific issues such as women, racial equality, youth and other activities that deserve special attention so that they get stronger and create memory. Nevertheless, those movements may not be isolated part of other actions as



a defined square, but it should keep daily exchange with other actions, after all, the world is round, spins and our actions must be interconnected in favor of legitimate and important systems for workers in general.

I invite you all to read, reflect and make sure we are talking about the future. Not about the past future that was promised to us that currently presents irresolvable issues, but for us to walk towards a different future. It is always necessary to change, but it is also important to keep on negotiating and, especially, transform the change into effective action.

Have a nice reading!

Moacyr Pereira

expediente

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FENASCON PRESIDENT, MOACYR PEREIRA, HOSTS SEIU DELEGATION

Aiming at analyzing issues related to the best exchange within union movement worldwide as well as aligning common action strategies, on August 18th in São Paulo, FENASCON president, Moacyr Pereira, hosted SEIU (Service Employees International Union) VP Rocio Saenz and her assistant José Simões and SEIU-FLORIDA president Alphonso Mayfuekd Jr. Other participants in the meeting were SIEMACO Curitiba president Manasés Oliveira and his treasurer João Gerônimo and SIEMACO-SP directors Elmo Nicácio and João Campana.

One of the greatest challenges to be faced is the low rate of union movement worldwide and that starts affecting Brazil. "The exchange of experience is fundamental to strengthen union representation on a global basis."

During the meeting other issues were also dealt with: details of the future partnership between FENASCON and SEIU in terms of training workers and leaders to act in Brazilian states.

Afterwards, the group went straight to Paulista Avenue to participate in a huge demonstration against McDonald's anti-union practices.



UNI MADE A GLOBAL AGREEMENT WITH GESTAM



FENASCON was present while an important global agreement was made between SOM (Obreiros Maestranza Union Trade), UNI Global Union and Gestam Argentina Global, and sound company in people management in America. On June 29th, when they signed the contract, the company committed to respect human rights in the places where it operates.

Beside UNI Americas general secretary Philip Jennings, UNI Americas regional secretary Adriana Rosenzvaig and SEIU fellows, FENASCON president, Moacyr Pereira witnessed another workers' significant conquest. 'At the present moment, we need companies that get committed to respecting human rights', said Philip Jennings.

FENASCON AND SEIU JOINTLY ANALYSE PROJECTS

In order to align the joint work strategy between FENASCON and SEIU, FENASCON president and communications director Moacyr Pereira and Paulo Roberto da Silva, respectively met SEIU leadership from April 27th to May 1st in Washington and New York.

Among the various issues discussed were: mega future trends in the areas of demography, technology, climate changes, global economy, employment and inequality. The president Mary Kay and the VP Rocio Saenz participated in the meetings.



FROM THE UNITED STATES TO SPAIN



The support to Prosegur employees who have faced problems with unions around the world, the protest against police violence that has caused the death of afro-American youngsters in the United States, the coordination of global actions in favor of strengthening cleaning segments and private security were the highlights during the union leaders meeting that integrates UNI Americas Executive Committee of Services to Property last semester in Madrid.

FENASCON president, Moacyr Pereira has taken the recent activities of the Latin America Regional Committee and the Brazilian union movement to add to actions all over the world. He has presented the results from the actions performed by Services Regional Committee in Americas, after actions in Argentina, Chile and Peru, apart from the experience with strikes held by Urban Cleaning workers in Brazil.

MAY DAY SYMBOLIZES THE GLOBAL STRUGGLE FOR WORK APPRECIATION

Along with fellows from Americas, FENASCON president, Moacyr Pereira, celebrated May Day in New York working in favor of the segment Conservation and Cleaning, Urban Cleaning and Green Areas by sharing the platform with UNI Americas director, Adriana Rosenzvaig.

While Adriana highlighted the struggle in favor of immigrants' rights, racial prejudice and the Campaign 'Fight for US\$15', Moacyr Pereira reminded the audience of the importance of the work of union leaders to reinforce the rights of unionization, which is so much debated in the United States.





“INTERNATIONAL JUSTICE DAY FOR CLEANING WORKERS” IS REMEMBERED ALL OVER BRAZIL

It could not have happened at a better moment. Witnessed by union authorities and leaders all over the world, FENASCON president, Moacyr Pereira read a manifest on Justice for Cleaning and Security during the opening of UGT 3rd National Congress last June. Along with him, at Palácio das Convenções do Anhembi, in São Paulo, presidents, directors and union delegates wore the symbol of struggles: the yellow cleaning gloves.

25 YEARS OF STRUGGLES

25 years ago, a group of workers belonging to services sector was received with extreme violence when they occupied the streets of California in the United States protesting against poor labor conditions, mistreatment, low wages and illegality. From the massacre awareness has arisen and that day was entitled 'International Justice Day for Cleaners and Security Workers' and is celebrated worldwide on June 15th.



Paraná



Paraná



São Paulo



Santa Catarina

More than three thousand union leaders have listened to Moacyr explaining the world campaign coordinated by Uni Global Union and added forces to the action in favor of cleaners' appreciation. 'We cannot allow attacks against workers and we demand respect and dignity in all labor categories'.

Following the speech, there was a protest against Prosegur. Everyone demanded dignity for the security worker. 'We've had enough of that, Prosegur' was the motto.

CLEANERS CLAIM RESPECT TO THEIR SECURITY WORKERS COLLEAGUES

Claiming they have had enough of the unfair actions taken by Prosegur, a multinational company in security sector, workers and union leaders have protested a SIEMACO and work basis. Entities represented by FENASCON all over Brazil have replicated the protest.



REDE MULHER ANALYSES CHALLENGES WOMEN FACE BOTH IN THE LABOR MARKET AND THE SOCIETY

A little before UNI Regional Committee meeting in Brazil, union leaders members of UNI Brazil Rede Mulher, UNI Americas affiliated, met during the 5th Workshop – Opportunities and Gender Equality in Praia Grande, SP seaside. ‘The issues proposed were useful and generated discussion. The participation of men has made the dynamic of discussions richer, after all, only through questioning and reflection we will advance’, stated Márcia Adão, FENASCON representative.

Issues related to the Image of Women in Media, Sexual Division of Work, Violence against Women and the Clause on Collective Negotiation of Gender have been carefully debated in lectures with the participants. The group aims at proposing gender equality and eradication of violence against women all around the world.

UNI AMERICAS REDE MULHER DISCUSSES OUTSOURCING

Union leaders from South America and the Caribbean participated in the 15th UNI Americas Women Regional Committee Meeting in the end of June in Buenos Aires. Besides aligning and discussing actions to be worked on in their regions, they analysed outsourcing as a threat to disempowerment of labor force, especially the impacts on the job market and the effects on women labor force.

Representing FENASCON, Márcia Adão and Daniela Sousa reported their experiences while struggling for the promotion of equality, eradication of violence and cleaner women empowerment.



ΑΝΕΡΓΙΑ 8,1%*

There are things that seem Greek to us and others that really are Greek.

First, it is difficult to imagine so much happiness in 2014 that could not go on in 2015. It seems that changing years was not a good deal. It was happiness with an expiration date and we forgot to see it on the label!

Now we are watching Greek people trapped between paying or paying a huge debt created in the past which is a nightmare today. We are not different from them, we are only more fortunate not to belong to a "club" that has a single currency and little room for maneuver. However, the suffering of impoverishment and unemployment is getting similar. Of course, the media purposefully shows Greece in a way that makes us think they are the ones with problems. God is Brazilian, but Greeks have several gods.

In Brazil, the unemployment rate in May was 8.1%, which represents a constant high, once it was 6.8% in January. This has been the highest result since the historical series started in 2012, calculated by IBGE (Brazilian Institute of Geography and Statistics). In the first five months of the year, there were 244,000 layoffs, 115,000 only in May, indicating a rapid and consistent deterioration of the labor market. The perception is that companies delayed layoffs believing in an economic recovery but it turned into dismay. From then on, companies started dismissing as a way of preserving themselves. In other words, it was thought that was only a small wave, but it is actually a group of several small waves, one after the other, which no surfer can ride.

The data on unemployment were released last July 9th by IBGE and are part of the Monthly Continuous Pnad (National Survey by Household Sampling). The Monthly Continuous Pnad assesses the data of the current month (in this case, May) as well as the information from the previous two months (March and April). According to the Institute, 211,344 permanent private housing units have been researched in about 3,500 municipalities. The results show there are 8.2 million unemployed people compared to 7.4 million in February. It is the most consistent datum we have. What should we do about this challenge imposed to the working class? Workers do not create jobs, but have the obligation to keep them and ensure their quality. The government, with the intention of doing something against the cursed inheritance from the previous government, i.e. itself, has published provisional measures (MP) numbers 664 and 665 that take away workers' rights.

The, at the time, candidate's promise was "over my dead body..." The result was not what was expected.

Something interesting has happened, particularly regarding MP 665, which removes power from the Worker Support Fund (FAT), in granting unemployment insurance and salary bonus. By saying they are going to save money that is not theirs, i.e. FAT's, the government has published a new provisional measure, MP 680 that creates the Employment Protection Program (PPE) in order to use exactly FAT's money.

PPE is interesting. It serves companies with "economic and financial problems". The ones that are dismissing today do not have this problem. On the other hand, it seems that its goal is to help the automotive industry, which is also interesting. They cannot sell what they manufacture and they are going to get help to keep manufacturing what they cannot sell. It is not difficult to identify for whom it is intended, once by the time of the signing of the said MP and the operationalization decree trade unions linked to the automotive industry were present, as well as the president of Anfavea, which stands for Association of Motor Vehicles Manufacturers. CNI (National Industry Confederation), CNC (National Trade Confederation) and CNS (National Healthy Confederation) were not present

I believe something should be done to support workers, but we must be very careful since interests may be diverse and we may end up spending money trying to avoid something that is not going to happen. Consequently, there will not be money left to use where there is a real problem. Different experiences are working better. A good and continuous unemployment insurance has enabled the economy to become stronger, just like in Spain. In other words, we must have a good evaluation in order to avoid playing our cards to save the executives instead of investing in the workers. FAT has studies carried out by Brasilia University (UNB) that indicate the possibility of increasing the unemployment insurance installments. It enables the worker to have more time to look for a new job opportunity and it also keeps the worker able to consume, thus contributing to the economy. If the PPE keeps meeting the usual demands, an industry that does not get modern, we will do more of the same old thing. It is up to the fellows who represent the automotive industry to do something so that the companies can export and do not depend on the largesse of the Brazilian government not only to survive but also to earn more.



Roberto Nolasco, FENASCON's Advisor, holds a degree in Economics from PUC-RJ, a post-graduate degree in Business Administration from FGV-SP; Professor and Researcher at CEPLAC- Research Center for Latin America at UNB, ECOSOC Consultant: UN Economic and Social Council in New York, Finance Coordinator at UGT (Workers General Union) and Director of the Institute for Advanced Studies of UGT.

We should be attentive to the new challenges imposed on union leaderships. In the past, the concern was regarding wage replacement and layoffs. Now, the situation has become more sophisticated, so increase in knowledge is key. We do not necessarily need a new union leader. We need the old experienced ones to deepen their knowledge about the changes created by the capital. The services area depends greatly on the functioning of the economy, once it does not produce wealth, just maintains it. However, specific threats must be taken into account such as automation.

This is what the Federal Constitution says: Item XXVII of Article 7 of the FC – employment protection in the face of automation as established by law. This Constitution item will only mean something if we get organized and understand what happens in the market, especially in the services area. Banks and cleaning services are good examples with the ATMs and electric carts for cleaning large areas.

In the survey conducted by IBGE, it is clear that a wage drop has happened, i.e. new admissions are being made with a depreciated salary. Besides that, inflation helps corrode workers' earnings. Therefore, crisis and automation are two things to think about.

How difficult it is to think about the future when the present consumes all our energy.

*unemployment of 8.1% in Greek.

Roberto Nolasco
FENASCON's Advisor



CHANGE WAS THE MOTTO OF THE 3RD UGT'S ORDINARY NATIONAL CONGRESS

For three days, three thousand members of the Workers General Union from all over Brazil defined the UGT's Project for years to come. Encouraged by the motto "Brazil: It is Time for Renovation", the debates have defined UGT's directions for trade unionism and the country. The congress also had the presence of trade union leaders from around the world and directors from UNI Global Union and SEIU (Service Employees International Union).





CLEANING WORKERS STILL STRONG AT UGT

Moacyr Pereira and Roberto Santiago remain ahead of UGT's board of finance and vice-presidency. They were re-elected and took up their posts on the afternoon of June 18 along with their colleagues from "Chapa da Democracia" ("Democracy Group").

Also re-elected, UGT's president, Ricardo Patah, urged delegates to go to the streets and fight corruption, deterioration of outsourcing, working hours reduction among other struggle topics.

"UGT is the streets central union and it is able to make Brazil one", said Patah, stressing the growth of the representation all over Brazil. He has also pointed out the

commitment of the union to workers social development and to Decent Work.

Roberto Santiago, also FENASCON's vice-president, stated that UGT holds its most democratic congress. "This is when the election of the board takes place and the national debates are updated", he emphasized.

"Future prospects, UGT's role as governing body of an important portion of workers and what we think for the country's development will be scrutinized during the congress", he explained.

Besides Moacyr and Roberto, other members were elected: Wilson Gomes da Costa (Mato Grosso do Sul), Amélia Alves da Silva, João Gerônimo Filho e Manassés Oliveira da Silva (Paraná), Neucir Paskoski (Santa Catarina), Leonardo Vitor Siqueira Cardoso Vale e Avimar Ribeiro dos Santos (Minas Gerais), Melquisedeque Santos de Sousa (Goiás), Olímpio Barrozo de Sá, Fátima Maria dos Santos Conceição, Ana Cristina dos Santos Duarte e Antonio Carlos da Silva (Rio de Janeiro) e Roberto Alves da Silva, João Carlos Capana, Renata Alves de Souza e Márcia Adão (São Paulo).





LABOR AND EMPLOYMENT MINISTER SUPPORTS STRONG UNIONS

"We need ethical, independent and democratic unions that fight for workers' rights", said Manoel Dias, Labor and Employment Minister, to FENASCON's reporter, just before the official opening of the 3rd UGT's Ordinary National Congress. For him, it is essential for workers to be organized through their central unions.

The minister recalled that, in the recent past a broad alliance made the election of a trade unionist for the country's Presidency possible: President Lula. However, he emphasized that the Brazilian government is plural nowadays.

"We live with deep political and ideological differences in Dilma Rousseff's government, but there is a fundamental area that links interests: this government's commitment with workers and the excluded. Especially in the construction of an open economic and socialist model so that we can rescue millions of Brazilians who have been forgotten by an elite that has been selfishly ruling for itself for 400 years", analyzed the minister.

AUTHORITIES ENDORSE THE IMPORTANCE OF WORKERS APPRECIATION

Pedro Simon, former senator of the Republic, has supported the importance of the Decent Work and praised the power of the workers united by unions. "Unfortunately, the Congress is voting bills that may diminish workers' rights. That is why it is important for workers to be heard. People need to debate, discuss and articulate what is good for the people, because decisions cannot be defined by some".

Leading the Ministry of Cities, Gilberto Kassab has admitted his enthusiasm in witnessing the growth of UGT, which, according to him, is heading to be the second most important Brazilian trade union federation. "UGT is getting stronger every moment, every day, and every year with the work of directors who strive to fulfill their missions, strengthening democracy".

Marconi Perillo, governor of Goiás, proved the importance of the constant dialogue with UGT and the union representation. "I like Patah's leadership, UGT's pragmatic and concrete action, which focuses on achievements and advances to employees through ongoing dialogue with all the active forces of society. Especially with the institutions that are responsible for the improvement of the laws.



The governor of São Paulo, Geraldo Alckmin, made a point in congratulating the 10 million affiliated workers mark. "I want to compliment them for the innovation that is always present in this central union and that makes a difference".



FENASCON'S AFFILIATES HAVE THE WORD

A delegation of 12 trade unionists represented the President of SIEMACO Curitiba, Manassés Oliveira. The CFO, João Gerônimo Filho, stressed the importance of aligning decisions and defining new strategies in the national trade union struggle. "I hope to leave here with a new vision and then take the information to the category in Paraná."

Strong unions also help to build a great country, believes SIEMACO Itanhaém's director, Paulo Roberto dos Santos Dias. "I hope we can improve the prospects for all trade unions and change for the better."

Roberto Alves, president of SIEMACO ABC, was confident in the election of a board that can further strengthen UGT and the work done along with the unions affiliated to the central union. "We stand together with UGT to ensure workers' freedom".

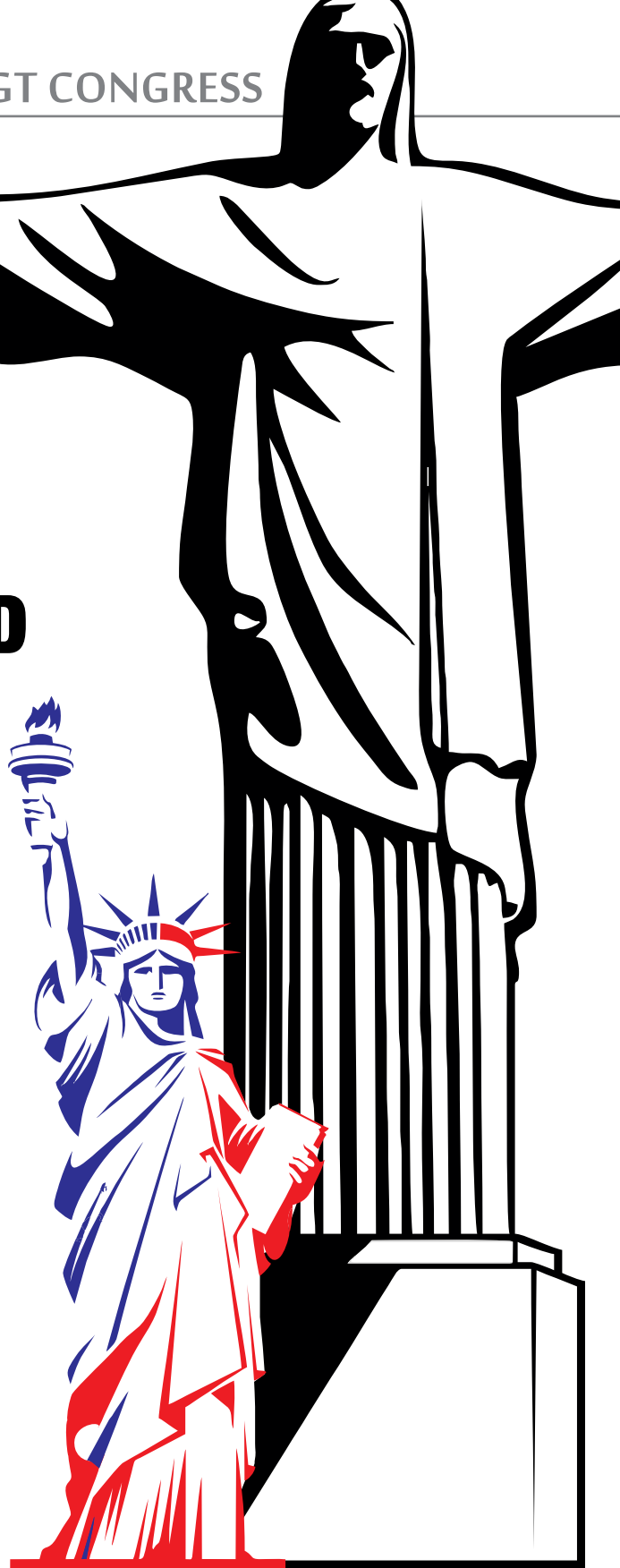
The unions affiliated to FETHEMG (Federation of Employees in Tourism and Hospitality of Minas Gerais) and FETHERJ (Federation of Employees in Tourism and Hospitality in Rio de Janeiro) actively participated in the congress.



IN THE CONGRESS, SEIU'S PRESIDENT POINTED OUT THE BRAZILIAN TRADE UNIONISM AND SAID **THE AMERICAN DREAM** IS AN "ILLUSION".

"The Brazilian movement represents a global leadership promoting the reduction of labor inequality, decent work and life quality!" said Mary Kay, President of SEIU (Service Employees International Union). The syndicalist, who represents workers in the areas of cleaning, buildings and condos as well as security services security in Canada, the United States, and Puerto Rico, also surprised everyone stating that the American Dream is an "illusion". The reason is that 44 million American citizens have to carry the burden of a double working day and are underpaid.

Mary Kay stated that workers' struggle for overall justice has been attacked all over the world and that the anti-trade union fight is arising in the United States. By contrast, she stated that the Brazilian trade unionism represents an example for everyone. "Americans are thankful and proud to join you in this fight against capitalism. United we will win", said Mary Kay.



FENASCON President, Moacyr Pereira chairs the vice-presidency of UNI Property Services Executive Committee of UNI Global Union. He and Mary Kay struggle every day for achieving appreciation and respect for the labor rights of cleaning and security sectors workers.

RN for urban cleaning service **SOS** for this category

RN OF URBAN CLEANING WAS DELIVERED IN BRASILIA AND IS BEING ANALYSED BY THE CTPP'S TECHNICAL TEAM

On June 23rd, a delegation of workers and representatives of workers and trade unions leaders visited the Ministry of Labor and delivered a final proposal for the elaboration of an Urban Cleaning Regulatory Norm. The director in charge of FENACON's Health and Security issues, Roberto Alves, and the Selur (Sindicato das Empresas de Limpeza)'s President, Ariovaldo Caodaglio were the spokespersons.

The document was elaborated by trade union representatives in partnership with employers and employees and was delivered to the Permanent Tripartite Parity Commission (CTPP). On the occasion, Ariovaldo Caodaglio brilliantly supported the importance of a Regulatory Norm aiming at assuring the integrity of the Brazilian worker in the national territory.

The document will be analyzed by the MTE Technical Group, and submitted to public consultation. The Minutes of the Meeting states that CTPP is clearly open to discuss the Urban Cleaning RN".



CLARIFYING THE PL 4330/PLC 30/2015: “THE PROBLEM IS THE OUTSOURCING OF THE MAIN ACTIVITY. HOWEVER, ACCORDING TO ROBERTO SANTIAGO, THIS ISSUE SHOULD BE REVIEWED BY THE SENATE”

As I was one of the reporters of the Bill # 4330/04, on the creation of the Study Special Commission at the Congress, I decided to write an article about the issue. The reason is that there has been much talk about the negative aspects of the project, generating a real “terrorism” in the workers. It is necessary to clarify that it is a very positive Bill that generates guarantees to the professionals.

Many people do not know that in Brazil there are currently 15 million outsourced workers. The PL 4330 of the Congress (presently being discussed by the Senators as PLC 30/2015) will rule an existing situation, and for not being legal, this PL generates uncertainties for both employees and employers.

Opposite to what the majority says, the Bill does not exclude or reduce workers' rights. The labor contract of all outsourced workers follows the Brazilian Labor Law (CLT), which assures the right to full salary, 13th salary, paid vacation, FGTS, Social Security and other guarantees provided by the labor and social security law. The collective agreements of each professional category remain valid.

It is important to highlight that according to this law, the employer will be compelled to comply with all security, hygiene and health requirements for the outsourced employees. It will be also obliged to supervise the service rendering company. If it fails to fulfill all legal labor obligations, the contractor will be likewise legally responsible. Therefore, the bill foresees the creation of a deposit fund at 4% of the whole contracted value, which currently does not exist.

This innovative law assures to the outsourced workers the right to food, medical and transport services provided by the contractor company. The law represents a legal guarantee for companies, boosting the creation of new jobs and increasing the opportunities for specialized professionals.

When I took up my post as Federal Deputy, and after having

analyzed more than thirty propositions under study at the Congress, I presented a report's detailed analysis to the Outsourcing Special Commission. Undoubtedly, one of the most controversial points is the authorization for outsourced employees to perform the company's main activities. However, before the contradictions at the Congress, the congressional representatives have not properly analyzed this aspect. This authorization was the only failure of the proposal, which will surely will be solved by the Senate.

For us, the legalization of the outsourcing activity is not to reduce the rights of workers, which are directly hired by the companies. On the contrary, we aim at guaranteeing the same right to them.

We are in favor of the legalization, but with no labor loss. After all, our efforts aim at achieving 15 million Brazilians, who need to guarantee a dignified job. Nevertheless, we do not accept that Brazil becomes a country entirely served by outsourced workers.

Our trade unions work together towards it. We are going to demand that the Senate, that is currently analyzing the bill, change the content, assuring that a company's main activities are not outsourced.

Let us fight for you, and with you!



NATIONAL MOBILIZATION



**36 HOURS
A WEEK**

**(WITHOUT SALARY REDUCTION)
FOR DUSTMEN AND GARBAGE
TRUCKS DRIVERS**



**THE CAMPAIGN
36 HOURS REMAIN ONGOING!**

Keep on mobilizing workers and collecting signatures in your city. Send them to FENASCON, so that we can gather all petitions.

**LET'S UNITE OUR STRENGTHS, GRANTING
THIS RIGHT TO ALL WORKERS OF THE
CATEGORY, AND ASSURING A BETTER
QUALITY OF LIFE.**

MCDONALD'S IS OBJECT OF PROTESTS DUE TO ANTI-TRADE UNION PRACTICES

On August 18th, FENASCON, along with trade-unions' leaders from countries led by SEIU (Service Employees International Union), and UGT (União Geral dos Trabalhadores)'s representatives took part in protests in front of a McDonald's shop on Paulista Avenue, due to malpractices taken by the fast food chain all over the world. On August 20th, a large delegation of unionists participated in a public hearing called by Senator Paulo Paim (Workers Party).

The lack of respect to labor legislation, the poor labor conditions, irregularities with job posts, illegal and anti-trade union practices were among all the complaints against MacDonald's. UGT filed a request for opening a Civil Inquiry at State Prosecutor's Office. The global fast-food chain is facing protests carried out by trade-unions of many categories of workers.

New Zealand's deputy, Lain Lees Galloway, was invited to take part in the hearing. He participated in the campaign to extinguish the Zero-hour contracts, a model applied in some countries, which does not guarantee a minimum income for workers. Jutta Steinruck, a member of the European Parliament and a member of the German Socialist and Progressive Group (S&P) will also participate. Last

May, she organized an event to discuss the European challenge to look for a decent job in the fast-food sector and the impact of low salaries in the economy of the European Union. Dawn Butle, a member of the English Parliament, who has been advocating in favor of workers' organization in the United Kingdom, and Mark Pocan, an American congressman representing Wisconsin, and member of the United States House of Representatives will also participate in the event.

The workers and trade unions' representatives from other countries come to pay their solidarity to Brazilian workers and to share their strategies, so that the Brazilian campaign becomes stronger. The delegation is formed by representatives from Spain, Italy, Germany, New Zealand, South Korea, Japan, the Philippines, El Salvador, Colombia, Argentina, Panama, Dominican Republic, Chile, the United States and France.

In 2012, SEIU started the global campaign in the United States. At the time, a small group of workers organized a protest followed by a strike in New York. Known as #FightFor15, the American branch of the global campaign, claims for a US\$15 per hour minimum wage

proposal and the right of workers to join trade unions, which is forbidden in the United States. The fight raged all across the United States, and a national mobilization day was held on April 15th, reaching almost 200 American cities. The local protests crossed the boundaries reaching 40 countries, including Brazil. The American cities are gradually joining the US\$ 15 per hour minimum wage proposal.

Ricardo Patah, the trade-union President, has accused the Franchise Corporation in Brazil, Arcos Dorados, of exercising excessive control over franchisers' businesses (...) to increase its profits". McDonald's issued a written notice informing that it strictly complies with all applicable laws in the country and is at the Court's disposal for any further clarification.



Minas Gerais

SINDEAC – Workers' mobilization

SINDEAC carried out a mobilization to guarantee the payment of salaries and benefits to outsourced workers at the popular restaurant and at the Municipal Secretariat of Health.

During an urgent hearing requested to Labor Prosecutor's Office, the municipal government made an agreement guaranteeing the credit of

unpaid salaries, meal voucher, and the difference of transport vouchers in workers' bank accounts.

SINDEAC knows that similar situations occur in many industry sectors, for example, at the Military Hospital, CEF, Banco do Brasil and Fundep. Necessary measures are already being taken.



SINDEAC – Seminar on Trade Union Movement

On July 16th, UGT Minas Gerais and SINDEAC organized a Seminar on Trade Union Movement and challenges posed by the present crisis in Brazil.

The President of SINDEAC and UGT Minas, Paulo Roberto da Silva, reminded that investing in political and union education is a priority. Therefore, he has already organized similar events in other places. He also aims at promoting new seminars all over Minas Gerais states.

According to Paulo, the trade union movement has to show its strength and be ready for the fight during the crisis. "We need to rethink our actions and whether we are taking the wrong way. We should get back to track. We cannot accept measures that are being imposed to workers", he declared.

Sergio Rodrigues, deputy mayor of Juiz de Fora, Paulo Gutierrez, State Sub-Secretary, lawyers and

representatives of many regional trade unions participated in the Seminar "Trade Unions' challenges before the Economic, Political and Social Crisis in Brazil".



SINDI-ASSEIO allocations on the amount concerning the payment of municipal workers in Contagem.

After negotiations, demonstrations, and a long wait, security workers and, maintenance and cleaning sector workers in the municipal education system in Contagem received their unpaid salaries.

Since early July, the outsourced workers of the company Ampla working at the municipal education system have not received their salaries and benefits.

An agreement executed by the municipal government, the trade union and workers provided the transfer of the unpaid amount to SINDI-ASSEIO, that paid the workers.

After the agreement's termination with Ampla, the municipal government is searching for other service company. The Deputy Secretary, Ademilson Ferreira, during a meeting held with

the trade union and workers, assured that all former workers of Ampla will be appointed to remain in their job posts.



São Paulo

SIEMACO-SP - Impaired Persons Pact turns eight



To comply with Law 8213, enacted in 1991 establishing the companies' obligation to hire impaired people, both employers and employees trade unions took the

challenge to go beyond. They aim not only at assuring the job but also the employability in the Urban Cleaning sector.

To enforce the Law of Quotas, SIEMACO, FEMACO, STERIII SP, Selur and Ministry of Labor of São Paulo State jointly settled eight years ago a Collective Pact for the inclusion of Impaired People into the labor market in São Paulo state. Since then, 50% of proposed job posts have already been fulfilled.

On July 1st, some entrepreneurs, trade unions representatives and workers met in São Paulo to celebrate the accomplishments and to renew the pact. "Someone will tell this story someday and will point out the role of the Urban Cleaning Sector in the promotion of inclusion", said Selur President, Ariovaldo Caodaglio.

SIEMACO-SP promotes the Seminar "Decent jobs for people."



The 1st. seminar on Decent Jobs held on Jun 23rd, at the Trade Union's auditorium discussed the above issues. Workers from Urban Cleaning and Maintenance sectors participated actively by making questions and showing that the issue is a priority and that everyone pursues its effectiveness. SIEMACO respects, promotes and pursues the ideal of a Decent Job, protecting and supporting the worker at all levels.

SIEMACO-SP organizes a Forum on Racial Discrimination



The 1st. Forum for Debates on "Racial Discrimination in Labor Market" held on May 2nd at SIEMACO-SP generated considerations about capital, labor and Brazilian society, including public and party policies, social opportunities and inequalities, and the accomplishment of new challenges. Above all, the seminar discussed the fact that racism does not only affect black people, although they are the most affected victims.

Seventy percent of more than 120 thousand workers of Maintenance, Urban Cleaning and Green Areas of São Paulo city are Afro descendent people.

SIEMACO-ABC guaranteed justice for the fired employees from Voith.

The 130 fired employees from Voith will have the right to receive R\$ 3,000 as compensation and acquired rights. A strike started after tough negotiations. The German multinational company wanted to fire the employees without any agreement. After negotiations with SIEMACO-ABC, the company also accepted to keep the health insurance and meal vouchers for three months.

During another negotiation, the trade union has succeeded by approving in a General Meeting a 10% adjustment of the value of the basic food basket. The action benefited Voith Ford's team.

SIEMACO-ABC Union Marketing Course

On May 23-24, SIEMACO-ABC'S Directors and assistants met at Bertioga Summer Camp during the Union Marketing Course. Twenty-five trade unionists, who work very close to workers, learned a lot with Professor Mario Lopes from Agência & Imagem.

The 16-hour course helped to unite the team even more. "The continuous training is important for us to improve our links with the worker category", stated the President, Roberto Alves.

SIEMACO-Guarulhos - Collective Agreement guarantees 11% of salary adjustment for dustmen in Guarulhos.

SIEMACO-Guarulhos and QUITAÚNA (the company in charge of the urban cleaning service in Guarulhos) negotiated one of the best category's salary adjustments in history. SIEMACO-Guarulhos's role was very important, and the category's salary will increase 11%, in addition to adjustments in all benefits.

This year, the agreed salary adjustment was well above the inflation rate and the adjustment granted by the

state government to the urban cleaning sector (9.5%). The wage floor in Guarulhos is among the highest ones in the country.

The company will adjust the salaries in 11%, and the minimum wage will be R\$ 1,414.93. In a general meeting, the workers approved the agreement that is valid from June 1, 2015 to May 31, 2016.

SIEMACO-Araraquara, São Carlos, Matão and region. Dentistry Department

SIEMACO in Araraquara, São Carlos, Matão and region has inaugurated the second fully equipped dentistry office to serve the members and their families. The unit is located at São Carlos union branch and has cutting-edge equipment. The dentistry offices in São Carlos and Araraquara provide periodontics treatments (gum treatment and general cleaning), dentistry procedures, surgeries and emergency services.

The members and their children under 16 years old will not have to pay for the treatment. Spouses will contribute with a minimum amount.



The dentistry office is located at SEMACO's site in São Carlos, on Rua Miguel Petroni, 2.610, Jardim Acapulco.

Paraná

SIEMACO-Curitiba It offers services in the workplace



SIEMACO-Curitiba provides services at workplaces aiming at extending services to outsourced workers. The trade union created last year the SIEMACO MÓVEL, a mobile service station providing trade union services directly at the workstations.

“We created the SIEMACO MÓVEL to facilitate the access of workers with transport, distance or work time problems”, explained Manassés Oliveira, SIEMACO Curitiba President.

The mobile station has administrative and medical facilities. A team formed by physician, nurse, lawyer, trade union director and assistant is in charge of the services. The mobile service station provides services and support at pre-scheduled sites, upon request.

The SIEMACO MÓVEL complements the trade union service structure composed by health and administrative offices and five sub-offices located in the capital city, metropolitan regional and along the coast of Paraná state. “The demand is so high that we intend to increase our fleet”, said Manassés.

Paraíba

SINTEPS lists actions and highlights advances in Campina Grande



The services providers of Hister, Suprema and Prosvil working at Federal University in Campina Grande (UFGG) requested the presence of Workers Trade Union’s President, known as Alexandre do Sindicato, and of Marxsuell Fernandes, SINTEPS’ lawyer. The president promptly attended the request and participated in the meetings with workers.

Alexandre Pereira stated that the current year is facing many struggles and challenges. Workers think they are being affected by the national economic crisis. In return, Alexandre stated that, at this moment, the relationship between service-providers’ category and the trade union should be of utmost importance.

“In addition to struggles and challenges, I said that we have been working very closely to this public. Our commitment is demonstrated by defending workers’ rights. We have to call attention for reports filed at the Labor Prosecutors’ Office against those companies refusing to comply with its obligations, and also for our trade union’s actions”, said the President.

The trade union disclosed the creation of an innovative reporting board where the problems can be reported. The personal data and images of the complainant will remain confidential to avoid constraints. The portal is open to suggestions, aiming at improving the SINTEPS-CG’s actions.

Santa Catarina

SINDLIMP participated in MOVIDA

Approximately 2,000 people participated in Movida – Movimento em Defesa da Vida, Saúde e Segurança (Movement in defense of life, health, and security) of workers' category in Santa Catarina. The public act, with the theme "Work towards life and not death", started at Coronel Bertaso Square marching towards Getúlio Vargas Avenue and returning to the square.

Since 2003, on April 23 Movida has been held in one of Santa Catarina's cities. The program is organized nationwide by the Superior Labor Court and aims at raising awareness of employers and employees about accidents prevention and labor diseases. The workers of Paraná and Rio Grande do Sul joined their counterparts from Santa Catarina.

Neucir Paskoski, SINDLIMP's President in Florianópolis, said the data presented by our state should not be neglected. "We have to join our strengths working towards public policies that benefit the workers' health."



The president recalled that, since last year, SINDLIMP has been working on the prevention issue, providing speeches about work-related musculoskeletal disorders (WRMD) and their consequences.

Brazil records 700 thousand labor-diseases per year and 3 thousand work-related accidents resulting in deaths. In Santa Catarina records 45 thousand work-related accidents and 150 resulting deaths every year.

SINDLIMP – Outsourcing PL 4330/2004 – UDESC's – Round of conversation



On May 21st, Neucir Paskoski, SINDLIMP PRESIDENT, participated in speech about Outsourcing and PL 4330 at the II Social Sciences Week of UDESC.

During the round of conversation, teachers, academic professionals and guests discussed outsourcing and PL 4330/04.

The President presented the pros and cons of the PL to be voted by the Senate.

The Bill has many articles of utmost importance which benefit the outsourced workers. For example, articles concerning joint responsibility, and a very controversial one about the possible outsourcing of all company's activities, generating losses for workers' rights.



DISCUSSION ABOUT SOCIAL SECURITY FACTOR



Francisco Larocca –FENASCON's lawyer

The controversial law-amendment, which was elaborated by the Congress and approved by the Senate, eases the Social Security Factor. The factor was created to discourage early retirement and to reduce the pension benefits for those retiring before 60 years old.

The Legislative proposed changes to this rule and created the 85/95 formula. According to the proposal, people can receive full pension benefit when the sum of his age plus the quantity of qualifying years is equal to 85 (for women) and 95 (for men). However, the Social Pension benefit is limited to the maximum amount of R\$4,663.75.

With this change, women at 55 after 30 qualifying years and men at 60 after 35 qualifying years will be entitled to a full benefit. According to the present pension plan factor, both men and women would have to work for a longer time to be entitled to full pension benefit.

The President, Dilma Rousseff, has not approved this new calculation formula yet.

DISCOURAGE EARLY RETIREMENT

The pension plan factor created in 1999 aimed at discouraging retirement requests for women under 60 years old and men

under 65 years old by reducing the pension benefit amount. This formula is applied to calculate the amount of pension benefit according to the total of qualifying years (35 years for men and 30 years for women), regardless the age.

The measure meant to reduce the existing pressure of Social Security Plan, because, back in the 90s, the payment of benefits already surpassed the collected amount. The deficit continued to increase, achieving in 2013 the record of 51.3 billion reais, an increase of 14.8% compared to 2012.

In Brazil, besides the pension plan based on the quantity of qualifying years, there is the pension plan calculated according to the minimum age of 65 years old for men and 60 years old for women, in case of urban workers, and of 60 years old for men and 55 years old for women, in case of rural workers, plus 15 years of qualifying years.

CONTROVERSIAL CHANGE

The change in the calculation of the pension plan factor, which was approved by the Congress, does not only generate discussion in the government. The analysts have not reached a consensus on the issue yet.

SENATOR PROMISES TO DEFEND TRADE UNION FUNDING

On August 25th, the senators Paulo Paim (PT) and José Medeiros (PPS) hosted Ricardo Patah, União Geral dos Trabalhadores (UGT)'s President and Roberto Santiago, FENACON's national vice-president. The trade union representatives talked about the trade union funding. The senators promised to block the development of PEC 36, by requesting reviews and public hearings with the aim of preventing the end of



the main economic support to Brazilian unionism. In relation to the outsourcing issue, the senators also restated their

commitment to defend the workers, whose rights should not be restricted.