



Informativo FENASCO

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UNITED IN THE FIGHT AGAINST THE CRISIS

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UBERLÂNDIA AND THE WORKING WORLD

Due to the creation of a new form of services offer implemented by the UBER application, many professionals of a similar field, in other words the traditional taxi drivers, had a feeling of invasion of their space and also felt threatened. It is like arriving at home and finding your son-in-law sitting at your favorite armchair.

The UBER App, became famous, exactly, because of the taxi drivers reactions. It has also created a false quarrel between the application and the equally autonomous class of workers. But what we actually have is a change in the working world, which in due time should affect all of us.

The creation of new jobs will not solve the rising poverty problem. Nowadays, almost half of all job positions created is a source of poverty and a consequence of a change on the working patterns and its remuneration. Data of the Ministry for Employment and Labor points to an even greater number of jobs with lower remuneration and a decrease of those with better remuneration. It also shows an increase of temporary jobs and those notorious workers without a contract.

In times of recession such as the one we recently face in our country, the necessity and the opportunity get together to form a very bad duet. The need of the worker to bring the keep home and the opportunity of those who desire to make more money by paying less to the worker, ignoring even rights stiffly conquered. In the USA, a country we often take as an example, after the worldwide serious crisis generated by the bankruptcy of some banks in 2008, the Bureau of Labor Statistics (an equivalent of their Labor Ministry) informed that up to 2011 more than 90% of all jobs vacancies created were temporary and precarious, which has increased the offer of job placements by outsourcing companies.

Big companies of the field have become huge corporations and some of them have plans to come to Brazil. They are only awaiting some changes in the legislation.

What those examples aim to reinforce is how meaningful this change have impacted the way of working and the possibility of growth within the temporary job market reflecting an immediate feeling of insecurity of the companies in offering long period contracts. This change in the way of hiring marks a radical change that goes beyond the post-Second War logic, which states that commitment to a job and a long life career were the solution to solve poverty, Nowadays, unfortunately, for the majority of workers committing to a job does not mean the solution of their economic



problems, and sometimes they even need to have a second one. The majority of new jobs are excessively of a temporary basis, part-time and of very low remuneration.

What do we do with people looking for work?

The Union does not create jobs.

The UBER was considered an opportunity for some workers. Alternatives should arise with the development of communications and the society needs. The fact is that the popularity of the APPs has made self-employment a reality and it is threatening the whole structure of labor relations generated by the industrial revolution and internationally institutionalized with the creation of the OIT and in Brazil the CLT (CLL). Understanding better this market has becomes a fundamental task for syndical executives, once a simple resistance to changes has not been enough to guarantee work and income for everyone.

We become relieved when we hear self-help phrases, always citing Chinese proverbs, such as "crisis is opportunity". We need to be aware that crisis mean exactly crisis, in which the opportunities only shrink.

What will be this world of labor in the future? In the world? In Brazil?

What should unite us is that challenge.

Good Reading!
Moacyr Pereira

board

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MOACYR PEREIRA, FENASCON PRESIDENT IS ELECTED MEMBER STATE OF THE GLOBAL COMMITTEE OF THE SERVICES SECTOR OF UNI GLOBAL UNION

Gathered in Nyon, Switzerland, from the 10th to the 13th of November, entities of the whole world, affiliated to UNI, participated in the Global Committee of the Cleaning and Security Services Sector meeting, during which Moacyr Pereira was elected member state of the Committee that brings together leaderships of most important syndical entities of the sector.

The agenda of the meeting was conducted by the general secretary of the UNI Global Union, Phillip Jennings, who presented a review of the results



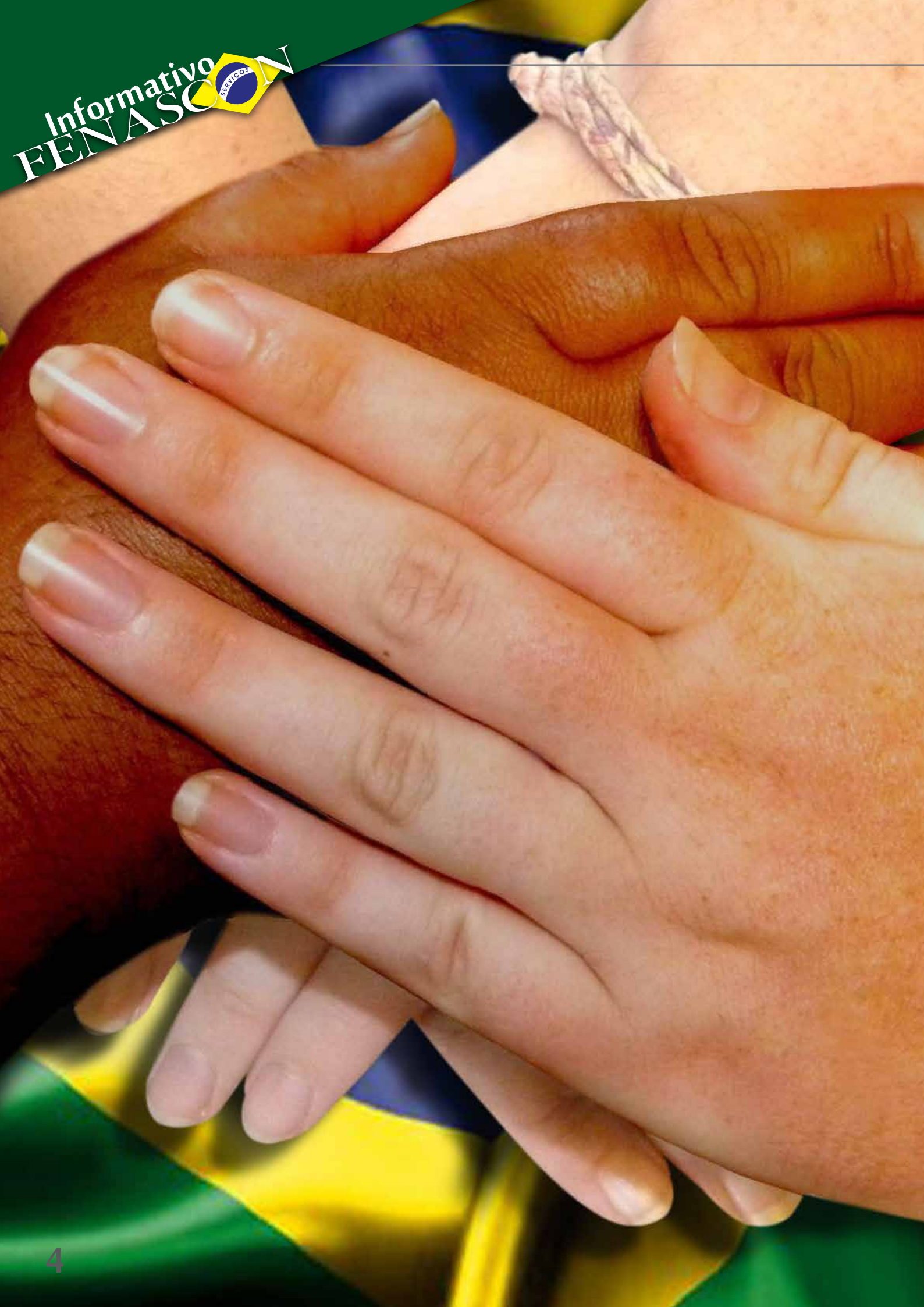
from Projeto Rompendo Barreiras. Since 2010, this project has been transforming the relation “capital x work” through campaigns and Marco Global Deals at important sectors. Following that, the committee members presented their own country’s presentation.

Moacyr Pereira has presented a FENASCON activities report in which he shows his ongoing work as President of that entity and how important it has been developed, and besides that it also shows the technical collaboration agreements and the support to the most diverse manifestations. The key aspect of his presentation was the important intermediation in two international negotiations that involved the Global Marco Agreement with GESTAM in Argentina and the Global Marco Agreement with the Solvi Group.

The work performed by UNI Global Union and its member Unions have been changing the life of many workers around the world, especially in countries where both human dignity and respect to fundamental rights of workers are attacked. Whether in Latin America Countries or in worldwide campaigns, the UNI Global Union has been developing a very important social work.

In Brazil, the partnership between FENASCON and UNI Global Union has enhanced even more the power of unions of urban cleaning and conservation.

WORKERS UNITED, STRONG UNION!!!



2015 WAS THE YEAR OF SYNDICAL AND CIVIL MOBILIZATION TO PRESERVE JOBS AND WAGES

By Marco Roza

2015 was a year that started with the mark of a political crisis, which turned into an economic crisis due to the change of President Dilma on the management of the Brazilian economy.

Even though the majority of the unions and syndical leadership recognize that the adjustments on the economy needed to be done, all of us hoped to be heard and that we would have the guarantee, as promised during her campaign, that the workers' rights wouldn't be affected. The economic policy, which Dilma outsourced to the Treasury Ministry Mr. Joaquim Levy, has accelerated the recession, increased the unemployment and inflation, causing huge losses for the Brazilian working class, especially for our category, which stands at the base of the social pyramid.

The employers, of course, took quick advantage of the "crisis climate" and started their dismissals campaign and to shrink their work force. Their intention was to increase their profit on the expense of the sacrifice of our affiliates.

The boards of the unions' boards affiliated to FENASCON has kept a closer look at these maneuvers and prepared themselves to face the fight, which get stronger during the wages campaign.

In São Paulo, for example, the Selur (Urban Cleaning Companies Union) interrupted the wages campaign, on its last day, to inform SIEMACO-SP that the Capital's City Hall had demanded a redundancy of more than two thousand workers.

SIEMACO-SP has mobilized the category and the public opinion and even before confirming the strike, which it had announced, both the city hall and the companies drew back. SIEMACO-SP managed to get a 10% raise on the wages

and benefits, under unanimous approval at an assembly attended by more than two thousand workers.

SIEMACO-ABC has also fought an attempt of redundancy of 300 urban cleaning Workers from São Bernardo do Campo, by organizing a mobilization at the parking lots, of the public opinion and of the city councilors. The result: a four-hour-stoppage was enough to hold back the dismissals and establish a Voluntary Dismissal Plan (PDV) with a follow up of the SIEMACO-ABC's board.

Lessons of the current crisis

What we have learned (and continue learning) from this severe crisis that affects our country, due to absolute inefficiency of the executive branch and of the National Congress, which opened space for political blackmailing of minor interest of some congressmen and senators, instead of worrying about Brazil's destiny. That is why we need to enhance the mobilization of the category.

In other words, mobilizing the category within the work environment, involving the public opinion in our syndical actions and being capable of pressuring the political and corporate leaderships, who also have a lot to lose with a strike of our professional class.

Our mobilizations must be organized through a combination of both syndical and civil motivations in order to prevent irresponsible entrepreneurs who try to transfer the bill for the economic and political crisis to the workers only.

Marco Roza, journalist, strategist in new business, FENASCON's advisor, director of the Consumidor Popular agency and columnist of entrepreneurship of UOL website.

WAGE CAMPAIGN “CRISIS IS ALSO OPPORTUNITY OF GROWTH”



More than 2 thousand people approve the revendications agenda of the Wage Campaign, in Curitiba.

On the 13th of December, SIEMACO Curitiba carried out the last assembly of the year completing the roster of workers revendications. The class will fight for a wage increase of 20%, readjustment of 30% on the meal allowance, insalubrity and 81 more economic and social items. “Our fight stands free of the economic problems of our country. This is not the first Brazilian economic crisis and we will overcome it like many others. Every day we wake up and give our sweat at our jobs, we are fighting for Brazil to grow again”, said Manassés Oliveira, President of SIEMACO.

The same objective was reinforced by the Director Amélia Rodrigues Palhares. “We need to be stronger than the crisis in order to guarantee better conditions for our 50 thousand workers in the State”.

The Labor Collective Convention of the Cleaning and Conservation sector of Paraná is a national reference highlighted by Dieese – Intersyndical Department of Statistics and Socio-Economic Studies. “Besides the economic issues, SIEMACO was one of the first unions in Brazil to acquire guarantee of health, qualification and family social assistance in its convention”, remembered Rogério Almeida, Director of the ASF Sindical.

Fernando Guedes, Municipal Secretary of Labor, took part in the event and recalled that Manassés Oliveira was the creator of the Bureau when he was a city councilor in 2007.

“We intend to make the Bureau more accessible than what you idealized Manassés. Count on us to make a



more participative management eager to discuss with the workers”, asserted Guedes.

Moacyr Pereira, President of FENASCON and of SIEMACO São Paulo, who was also campaigning for better wages, asserted that in his state the fight is not any different. During an assembly that took place on the 26th of November at SIEMACO-SP’s headquarter, the workers approved the revendications agenda. The Union engaged in a harsh negotiation with the patronage to guarantee a raise in accordance to the economic reality of the country.

“The employers are less willing to negotiate, as if the crisis affected only them and not the workers. We have to be united with the union to strengthen our banners”, said Moacyr. We have to demand the recognition and valorization we deserve”, added Paulo Rossi, state president of the General Union of Workers (UGT).



SOCIAL AFFAIRS COMMISSION APPROVES SPECIAL RETIREMENT FOR STREET SWEEPERS

Workers who work with garbage picking up, recycling material selection and street sweeping will be able to enjoy special retirement. This is what foresees the bill for a complementary law of Senator Paulo Paim (PT-RS), approved on the 8th of December by the Social Affairs Commission (CAS), as a replacement for Senator Rodrigo Rollenberg (PSB-DF). The contents will still be examined by the Plenary.

The bill also adds to the law the right of these workers to an additional payment of insalubrity equivalent to a 40% of the remuneration (discounted other additions and bonuses), which is currently regulated only by the ordinance of the Ministry for Jobs and Labor.

The text approved has consolidated the bill from Paulo Paim (155/2010) with the bill PLS 577/2011, from Senator Vicentinho Alves (PR-TO), which are, side by side, under evaluation. By this replacement bill the retirees will benefit of the General Social Welfare Policy who work under conditions that harm their health or physical integrity. In order to have the benefit assured the worker must prove, at the National Institute for Social Welfare (INSS), 25 years of permanent, no part-time nor intermittent, employment. For the special retirement the worker will still have to prove exposition to chemical, physical or harmful biological agents.

To justify the bill, Paim highlighted the importance of the activity exercised by these workers for the maintenance of hygienic conditions and the wholesomeness of the

cities. Senator Vicentinho Alves also argued that the urban cleanliness not only embellishes the city but also prevent the proliferation of diseases and preserve the environment.

In order to perform these activities, Senator Rodrigo Rollenberg observed, the workers need to face risky situations for their health and physical integrity.

“The worker remains exposed to extreme conditions of insalubrity, which subjects them to risks of contamination, apart from the exposition to aggressive physical agents – mechanical, acoustic and thermic –, as harmful for their health as for their physical integrity”, said Rollenberg.

Because the INSS does not consider unhealthy activities such as garbage picking up and selection of recyclable material, which are well-known for being harmful for the health, they currently do not allow workers to enjoy special retirement, explained the author. As it is now, the worker needs to claim his rights in court.

“It is regrettable that the majority of these workers have to initiate legal procedures in order to have rights justified, which are assured by law but still need to be regulated. In court, the jurisprudence has been preponderant towards the fact that garbage picking up activities, if exercised for more than 25 years, aim for obtaining special retirement, even though they are not listed as harmful to the health”, said Rodrigo Rollenberg.

危機
危机

CRISIS
OPPORT

Convenient forms of payment for current purchases

The good side of a bad thing

The house was left unguarded and the results are: many rip-offs... and now, the workers will pay the bill as if they were the keepers. It is not fair for they only believed in the institutional and democratic arrangement by voting in whom they thought best for the society.

The political scenery is the worst possible. Any kind of deeper discussion towards the country's directions, is hard to have or even impossible. Like a couple facing a crisis while willing to discuss their son's performance at school.

The President moved away from those who could offer some support, such as the syndical movement itself, by adopting measures which affect the workers without consulting or negotiating before, by doing that she broke a campaign promise.

The model adopted by the President is based on the believe that the economic ascension of poverty by incorporating them to the consuming market and expanding a middle class market, generating an additional demand able to promote production increase and sustaining a global economic growth. However, what we have now is that the dynamic of this model is exhausted and the Government wouldn't have "ammunition" to promote its revitalization. What sustained this model was the export, especially for China of the so called commodities which are goods without any modification such as soya beans, iron ore etc. As China's growth decreases and so does the value of these products in the world market, the model collapsed.

In other words, during the good times we didn't try to modify our economy by searching for other sources more sustainable.

The result of all of these, can be seen in daily life: high supermarket prices and unemployment. The question now is: how do we escape?

Faced with the current conjuncture of low export rate to sustain the model created by the previous economic policies, the Government has a challenge of controlling the public expenditure and keep the inflation down before it can resume the public intervention model in the economy, which worked during Lula's government but failed during the first term of Dilma's.

Resuming the economic growth depends on the resumption of the families' demand in order to increase the production without generating inflation. But the demand of the families comes from the workers income.

In order to achieve this, the worker needs to have a job and earn fair wages. To keep and expand the jobs, the companies need to sell and produce. To activate the internal system of production and generate income the country depends on the influx of external resources as the Government faces a huge indebtedness and is unable to generate cash to finance the investments and the production. A complicated circle, which at a first moment the path already defined is an application of a monetary revenue based on the triple macro-economic, in other words, controlling the exchange rate, the inflation and to



has led to indebtedness and to troublesome times.

create a surplus in order to be able to pay the interest of a huge debt, which for this year stands at one hundred billion Reals.

However, this adjustment conducted by the Government seems to be ineffective, causing recession, unemployment and delaying the recovery of the economy. The IBGE informs that the unemployment rate reached an 8,7% up to August this year and it tends to continue increasing. Besides that, 3 thousand people were set back the bottom of the pyramid, losing their, up to now, acquired wealth and by that increasing the inequality and the job informality. However, the economists who give the government a support disguised of their intention to create a recession state that all of this is “a necessary turbulence” to get the economy back on track, and that what is been lost by the workers is part of the sacrifice. This became quite clear seen the first moves from the government towards the unemployment benefit and the wages adjustment.

But the figures don't match. The biggest social program, the Bolsa Familia, takes up to 4% of the GDP; the tax exemption set for the companies was 5% of the GDP. The Bolsa Familia has taken many people out of misery and has reduced the school evasion, in other words, has guaranteed a higher educated generation. The tax exemption give to the companies did not help the country to grow and now is increasing the unemployment.

In Chinese the world crisis is composed of two characters: one represents danger and the other represents opportunity. The investigation called “Lava Jato” indicates

that members of the government and Petrobras have stolen a lot of money from us. Now, the crisis wants to steal our future. The syndical movement must organize itself in order to take advantage of this opportunity created by the lack of leadership of our government. That gap is wide open and can be filled by the syndical leadership by fighting for the only exit: export. We need to fight to remove all barriers that prevent the search for money where it is to be found. By doing that, try to increase the production and consequently creating more jobs is the solution for our problems. The good aspect of all of this is that we are capable of doing that, something that the model adopted by our government has instead helped to demoralize our industry and didn't offer any consistent replacement. We are the services industry but our jobs depend on the dynamic of the economy like any other sector. The proposal is a joint action from the workers, through the syndical entities, and the corporations through the commercial associations, which will involve two packages of measures:

1. The ones which can be adopted, independently of Government, by the companies and by the workers;
2. The ones that need to be claimed from the Governments, whether it is Federal or the State and eventually the Municipalities;

All actions should focus on increasing the revenue generated by the export and the production, for creating more jobs. That means the workers creating a righteous circle of the economy and not waiting for something to happen.



PPE: BUT WHY

The Program of Job Protection was implemented through the Provisional Measure (MP 680/2015) and now it is a law approved by the Project of Conversion Law Nº 18 of 2015. Instituted by the Government, it has the objective of preventing the dismissals by the companies facing economic-financial problems, allowing them to reduce the working hours of all their employees, and having the wage's reduction being paid by the Fund of Aid for the Workers – FAT.

In reality, the program has its roots at the automobile industry, with the approval of the Metallurgy Workers Union of ABC but any company can claim participation in the program.

Its success or failure will depend on:

- ✓ The joining of the companies
- ✓ The accordance of the unions
- ✓ The conduction of the program by the Federal Government through de inter-ministerial commission

Beyond the regular requirements described by the Law, such as the establishment of the company for a minimum period of two year and the debt clearance certificates, the company will have to declare its situation of economic-financial difficulty according to the Law criteria, as follows:

"Economic-financial difficulty, based on the local employment initiatives – LEI, taking into consideration, in this situation, the company for which the LEI is equal or inferior to 1% (one per cent), measured by the information available on the CAGED – General Records of Employment and Unemployment. It should be mentioned that the LEI consists of a percentage which is represented by the difference of admissions and dismissals accumulated during the last 12months prior to the enrollment of adherence to the PPE"

The obligation of presenting debit clearance certificates conflicts with the financial difficulty condition, once the companies, when facing difficulties, delay the payment of taxes as a first measure for survival. On the other hand, the criteria for dismissals on that moment, is not applicable for services companies that normally have a big turnover,

Due to this condition, companies facing financial difficulties, pre-bankruptcy or pre-judicial recuperation, will not be able to join the program.

That said, the established requirements by the program will limit the corporate adherence in cases of:

- ✓ Temporary economic-financial difficulty;
- ✓ Shortage of personnel restructuring performed before the PPE;
- ✓ Wide production roster and staff, which provide readjustments with shorter working hours;
- ✓ Perspective of recovery of its activities within a maximum deadline of one year.

Within these criteria, the following sectors can be eligible as able to achieve:

- ✓ Automobile and automobile spare parts; air transport and gas/oil industries.

Based on that information, the services sector will have difficulties to join the program. That will allow dismissals, once the horizon of the crisis may extend itself to 2016 or 2017. The Services industry has never been the focus of governmental aid, like the automobile one and others.

For companies which depend exclusively on the internal market, such as the Services ones, it means: we are not "exportable". So, the PPE deadlines would be short and the demanded conditions too tight.



WHAT IS THAT?

For the Services sector, besides exceptional cases, joining wouldn't be an option, according to the established rules, especially the restriction of any dismissal without a just cause at the time.

The conditions would be more suitable for the companies that see on the export a perspective of recovery of their activities and profitability. However, each case would be object of study and the agreement of the category union. Though, in general we have to consider:

The positioning of the workers:

- For the workers, individually, keeping the job will be better, even if it comes with a reduction of the income.
- In the case of the entrepreneurs, it is likely to seize the shorter working hours as idle time for family and as study time for the youngsters.
- Part of those and the majority of the others will tend to look for self-employment, informal jobs, as a form of using this idle time.

The impact on the unions

- With the PPE, the unions can keep their affiliates
- With the dismissals, the unions will lose affiliates
- From the point of view of the revendications agenda, the PPE conditions weakens the campaign for reduced working hours, without salary reduction.
- With the PPE, the unions would give up one of their fundamental principles
- On the other hand, there is no guarantee that the employer will give the PPE up, and promote the dismissals as planned.

Union resistance:

- The program foresees that its realization will depend on a collective agreement with the correspondent category

union. Meaning that the cleaning of the automobile industry, for instance, would be represented by the metallurgical union.

- Except the metallurgical and automobile industries, there may be strong resistances from the unions' side, to sign a respective collective agreement.
- The unions of sectors less or not benefited at all with the PPE, will have to position themselves against the FAT, for it will serve only few sectors or categories.
- However, with the joining, already in place, of the program, the risks of exhausting the resources of the FAT, would require the workers to reconsider the program.
- The Government wants to annihilate an important parcel of the FAT resources, in order to attend a small number of workers who will offer them political support, without the proper universalization of the benefits.

To guarantee labor is part of the syndical fight.

The idea of a program is not bad but it is important that everyone knows the law and to take the matter to be discussed together with the category union. After all, if we have a law, the adaption will be easier for a sector like ours, which lacks support and is responsible for a working force that depends on their wage to guarantee the minimum required for the sub existence.

To have access to the Provisional Measure MP nº 680-A of 2015, please visit: www.fenascon.com.br



OUTSOURCING WITHIN THE MUNICIPAL PUBLIC SECTOR IS AN OPPORTUNITY FOR FENASCON

A very interesting phenomenon has been happening in the small and medium size Brazilian municipalities: the City Halls have been changing their own personnel for outsourced staff. The migration for the outsourcing services, according to the Sindilimp Caxis do Sul-RS president, Henrique Silva, must be followed with extreme attention.

“We need to alert and keep a different perspective, for the outsourcing has been a solution for the financial restructuring of small and medium size Brazilian municipalities. The rearrangement of the working force, in different segments, has been happening in a gradually but important way”, stated. All of that points to an irreversible process.

Mr. Silva, who is also a city councilor (PCdB), believes that the outsourcing migration from the public to the private sector, nevertheless, will bring some positive aspects and challenges for the syndical representation. “We need to incorporate these contracts, including adding new segments and sectors”.

Observing, measuring and acting

It is up to FENASCON to reflect upon the growing outsourcing and, at the same time, to act. It is necessary to guide the professionals for whom there is already a considerable support, through their own unions, or taking up this role for those who are careless. “These workers need to be cared for, they should not be forgotten. It is important to create representations”, he believes.

As an example, he cites a southern municipality, which has outsourced 80% of its personnel, among the administrative sectors focused on the health and the educational. “FENASCON needs to embrace this reality to expand its coverage and representativeness, whether it is direct or indirectly. As much in the Cleaning and Conservation, Urban Cleaning as in the Services sectors”, he concluded.



SIEMACOS' LEADERSHIPS TAKE PART IN THE PROGRAM FOR LABOR STRATEGIES



FENASCON promoted training for the “Program for Labor Strategies –PET”, with the support and involvement of SIEMACO São Paulo, SIEMACO ABC, SIEMACO Campinas, SIEMACO Curitiba and SIEMACO Piracicaba and Region.



Joe Simões, from SEIU (Service Employees International Union of the USA and Canada) and Benjamim Parton, from the UNI Global Union, were the tutors of the training that took place in Itú-São Paulo, on the 28th and 29th of October. Its objective was to optimize the qualification of the syndical personnel and leaderships on the syndical policies, communication, leadership and planning.



On the contrary of conventional trainings, the PET will offer a follow up monitored by its tutors, throughout the subsequently six months. The strategic programs included in the training will be put into practice and its results will be monitored.



Joe Simões (SEIU)



Benjamim Parton (UNI Global Union)

São Paulo

SIEMACO-SP Publishes booklet about Safety on Cleaning and Conservation Work



Upon the title “Segurança e Saúde do Trabalhador – Toda Atenção é Pouca” (“Safety and Health of the Worker – All Attention is not enough”), the first booklet of a series of three was launched, which will also include Urban Cleaning and Green Areas. Focused on professionals of the Cleaning and Conservation area, the booklet is composed of 28 pages of direct and accessible contents, especially prepared for those workers.

By believing that 100% of accidents are predictable, the Director of SIEMACO-SP, João Capana, emphasizes that it is vital to anticipate an evaluation of risks. “It is necessary to appropriate the information, to multiply them, apart from adapting the work environment to the psycho-physiological conditions of the worker to assure them”, he points out.

SIEMACO-SP presents the Youth Secretariat

Under the testimony of the workers, the board and the union staff it was launched, on the 3rd of December, the SIEMACO Youth Secretariat. The Director Daniela Sousa concluded the debate on Decent Labor with a brief touch on Youth to launch the new agenda.

Focused on younger workers, explained Daniela, the challenge will be getting to know each one of them, their needs and to give support for their personal and professional development. During the debate, the Judge Luis Carlos Malheiros and the UGT consultant Hellen Silvestre Fernandes expressed the need to enhance an active youth participation- and of the workers- in the construction of a fairer society.



ABC

Reduction of redundancies



SIEMACO-ABC suspended the dismissal of 112 affiliates of Verzani & Sandrini, based on GM. For the workers dismissed, the union managed to get 60 days of health insurance, 90 days of basic basket of food and a bonus of approximately R\$ 3.000,00, including the last parcel of the PLR.

A deal prevents the strike of Brasanitas employees.

The workers were ready to start a strike because of lack of payment of insalubrity, extra hours and day care center aid. The action was, however, drawn back due to the negotiations between SIEMACO-ABC’s board and Brasanitas.

The affiliates noticed the importance of the union mobilization confirming the motto: affiliates are stronger.

Rio Grande do Sul

At its 25th anniversary, the union creates the Lilac Spring.



In October, the women of the Sindilimp category were invited to take part of the Lilac Spring by visiting the union headquarters. They were all carefully welcomed and taken to get to know the Health Sindilimp.

The Health Sindilimp offers medical appointments on General Practice, Pediatric and Gynecological specialties, apart from deals with services and professionals, prevention campaigns and occupational illnesses follow up.

Upon completing 25 years of its foundation, the union created the Lilac Spring, a moment of the year specially dedicated to celebrating being a woman and the awareness of the fight to change this reality.



Minas Gerais

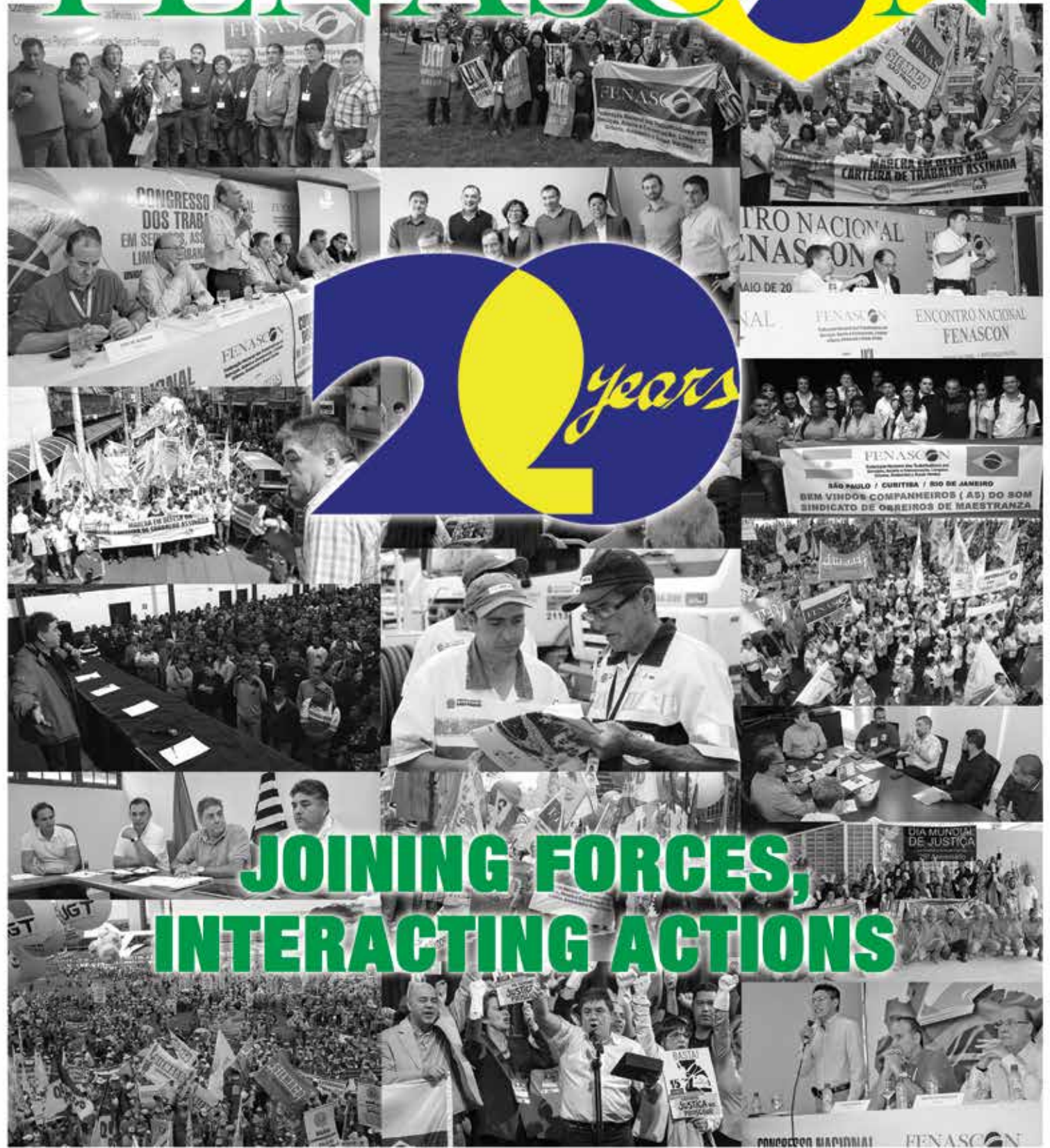
“Athletes” of the Urban Cleaning of Brazil took part in the 1st Street Sweepers



The 1st Street Sweepers Run of Brazil will take place in Belo Horizonte, on the 20th of December. The event was made possible by Sindeac-MG and organized by the Athleticism Federation of Minas Gerais. The 10 km run will happen at Lagoa da Pampulha, at 9 am, starting and finishing at the landmark of the city.

Good luck, affiliates!

FENASCON



**JOINING FORCES,
INTERACTING ACTIONS**