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FESETE

Workers Demand

better salaries
better living and working
more social justice

Collective Bargaining Activities 2015

1. The political and social context in 2015, as in previous years, was marked by neo-liberal and right-wing policies of the government PSD-CDS, which hindered the exercise of sectoral employment and firm, decisive activity for the improvement of life and work of the employees of TCFI, as can be seen from the small number of Collective Agreements, only three, as shown in Table 2, house textiles and wool, clothing and hats.

The year 2015 was marked by the defense of the rights enshrined in Collective Agreements (CA), the complaint of ATP to take will lapse of the CA and the consequent loss of rights and the submission of new proposals to the other employers' associations seeking to end the blockade of started trading in 2010 .

2. Table 1 gives us information of the evolution of workers' purchasing power, taking into account the effects of negotiated wages, updating the national minimum wage in October 2014 and its confrontation with actual inflation in 2015. as can be seen the evolution of workers' purchasing power is positive in 2015, ranging from a low of 0.7% in the tanneries and a maximum of 1.9% in the footwear. It is however important to note that these values are very low compared to the growth of productivity seen in recent years, increasing inequality in the distribution of wealth between capital and labor.



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Collective Bargaining Activities

WAGE DEVELOPMENTS 2015

Table 1 - Balance of wage developments in 2015

SECTORS	INCREASING AVERAGE 2015				EVOLUTION OF AVERAGE WAGE PURCHASING POWER	EVOLUTION OF WAGE PURCHASING POWER
	%	2014	2015	increase		
Wool, Home Textiles, Textile and Fiber, Tapestry - ANIL AND ANIT-LAR	Average salary: Food allowance: Total Gross Salary :	520,65 € 2,35€/ day 570,00 €	530,63 € 2,35€/ day 579,98 €	1,9% 0,0% 1,8%	1,4%	1,3%
Knitwear, Wool Textile, Household Textiles, Wool, Clothing - ATP	Average salary: Food allowance: Total Gross Salary :	515,02 € 2,40€/day 565,42 €	524,48 € 2,40€/day 574,88 €	1,8% 0,0% 1,7%	1,3%	1,2%
Clothing	Average salary: Food allowance: Total Gross Salary :	502,11 € 2,4€/day 552,51 €	517,84 € 2,4€/day 568,24 €	3,1% 0,0% 2,8%	2,6%	2,3%
Footwear	Average salary: Food allowance: Total Gross Salary :	511,80 € 2,20€/day 555,80 €	525,12 € 2,20€/day 569,12 €	2,6% 0,0% 2,4%	2,1%	1,9%
Tanning	Average salary: Food allowance: Total Gross Salary :	659,77 € 5,50€/day 780,77 €	669,24 € 5,50€/day 790,24 €	1,4% 0,0% 1,2%	0,9%	0,7%
Laundries and Drycleaners	Average salary: Food allowance: Total Gross Salary :	525,20 € 3,60€/day 604,40 €	536,43 € 3,60€/day 617,63 €	2,5% 0,0% 2,2%	2,0%	1,7%
Cordage and Networks	Average salary: Food allowance: Salary mass	502,38 € 502,38 €	513,73 € 513,73 €	2,3% 0,0% 2,3%	1,8%	1,8%
Hats	Average salary: Food allowance: Total Gross Salary :	514,79 € 4,00€/day 598,79 €	528,19 € 4,00€/day 612,19 €	2,6% 0,0% 2,2%	2,1%	1,7%

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The assessment of wage developments are the result from the average of the negotiated salary all over the year. In 2014 there was an update of the National Minimum Wage (NMW) with effect from October 2014. In other words, the average salary of the year includes this effect but only in 4 months (10 months with the negotiated salary and four months with updated NMW in groups with values below NMW). In 2015, the average annual salary is higher than it was due to the effect of NMW of 505 € in the 12 months. In sectors where most workers earns low wages, the NMW update to 12 months has a more significant effect.

From the point of view of sectoral collective bargaining, we see wage update in CA of Wool, Home Textiles, Textile and fibers, Tapestry - ANIL and ANIT-LAR with effect from the 1st September in the Apparel CA and hat of CA with effect from 1 January 2015. the Tanneries have an interim update 1% not published the salary scale.

Considering that in 2015 the inflation rate was 0.5%, the purchasing power is improving.

- 3.** The wide range of activities aimed at the sectoral collective bargaining and company level are recorded in Table 2, which contains a record default of sectoral trade union activities, since our affiliated unions not informed us of all his activity in this important work front. So, are shown in Table nº 2 only the activities coordinated directly by FESETE.

All the activities recorded in Table 2, have a significant weight associated to the expiry process promoted by ATP: the termination of this process with the workers, the public, the Government and the parliamentary groups in the National Assembly; the worker information on the rights enshrined in the CA and the appeal to exercise and demand the application; technical and legal assessment of the expiry process having as anchor, the decisions of the Constitutional Court on the institute of expiry, its consequences and the legal value of the CA rules, in particular clause 2 - Duration and Termination; the vast number of negotiation meetings; informal and formal including meetings with the Board



Association conciliation meetings in DGERT; concertation union positions and negotiating with SINDEQ-UGT, analog expiry prosecuted; preparation of motions types of texts and undersigned to be approved and signed by the workers denouncing the forfeiture proceedings and requiring the maintenance of rights of CA. With the inauguration of the new government of the Socialist Party, we sent a statement to the Minister of Labour and requested a hearing, which did not take place until the end of 2015.

On 23rd December the ATP requested the Government to Notice of publication on the date of expiry of the collective agreement negotiated with FESETE; 2015 ended without the government publish the notice.

All activities carried out in defense of the CA and the rights of workers that are consecrated without ensuring the end of the conflict promoted by the ATP, were decisive for the workers arrived at the end of 2015 enjoying the bulk of their legitimate rights and to gain confidence for continuing their fight in 2016.

Collective Bargaining Activities

Table 2 - Sectoral activities directed to the collective bargaining in 2015

Activities \ Collective contracts	Textile, Wool, Knitting , Others (1)	Clothing	Shoe	Tannerie s	Cordage and Networks	Laundries and Drycleaners (2).	Hats	General Initiatives	totals
Plenaries Sector	5	3	1	1	1				11
Negotiation Meetings (Formal and informal)	27	9	2	2	7	1	1		49
Conciliation and Mediation Meetings	3					1			4
Technical Meetings / to Support Union Bargaining Committee	3							6	9
Meeting at Companies	13					5			18
Meetings at General Confederation of Portuguese Workers								2	2
Meeting leaders of Regional Stewards and Workers	17		5	1					23
Completed negotiation of the Collective Agreement	Yes	Yes	NO	NO(3)	NO	NO	Yes		
Totals	68	12	8	4	8	7	1	8	116

- (1) In these sectors came into existence two Working Collective Agreements negotiated with the National Association of Manufacturers of Wool and Household Textiles and another with the Portuguese Textile Association
- (2) We have started the Enterprise Agreement in the SUCH company.
- (3) Although it has not been formal negotiation of the collective labor contract, wages have been updated by 1% since January.

4. From the set of the 116 activities recorded in Table 2, we highlight 11 sectoral plenary of our unions, which ensured a monitoring of processes of negotiation and decision-making as wide as possible. Given the prolonged blocking of negotiations on Laundries and Drycleaners imposed by the employers' association, ANASEL, it was decided to move forward together with other trade unions, with the negotiation of an Enterprise Agreement (EA) for SUCH company, having been held five meetings in 2015 , although it has not yet reached an agreement.

Collective Bargaining Activities

5. Continuing the work begun in previous years on the study of professional frameworks in the wool sector and the possibility of them contain gender discrimination, held in 2015, two meetings with the unions with scope to Wool in Gouveia take place, adopting a set proposals to be submitted for analysis and discussion with the employers' association, the National Association of the wool in future meetings.

6. Some companies threatened not to grant workers the carnival holiday enjoyment, set in CA, we developed a set of activities at the level of worker information, in particular on the Ave and Cávado region with the support of Textile Union of Minho in placing a set of advertising spots on local and regional radio stations, which allowed greater conformity between the legal standard and practice of companies.

7. Given the deadlock in negotiations in some sectors and the attack to the rights from ATP, we held on 2nd to 6th March, information campaigns and protests of workers to the right to negotiate, wage increases and the defense of rights; on March 27 during a visit of the President of the Republic to RIOPELE company, the Minho Textile Union organized a protest meeting at the company's door denouncing the ATP and the forfeiture proceedings.

