



BULLETIN

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Editorial

The last few months have seen a number of our Sections achieve victories of different sorts in the workplace. The CNT in Spain had an impressive victory in gaining compensation from the supermarket chain Mercadona through direct action. The ZSP in Poland also managed to force a supermarket chain to pay overtime and make some other improvements. And SolFed in Great Britain had a string of actions which won some unpaid salaries. In the past few years, more and more Sections of the IWA have been fighting and winning!

As the bulletin goes to press, comrades from the CNT in Tinamenor have gone on strike to get fixed contracts and a strike started at the Calderon Theater in Valladolid (which we will hopefully report on next time). And in Poland dismissed health care workers are sitting in at the hospital.

The IWA continues making direct actions around to world to support the struggles of our comrades. The AIT-SP recently interrupted an event of Mediapost in solidarity with the struggle of the workers of that firm in Spain. Action days took place against companies such as TNS and Bank Santander. And solidarity actions were made to demand the release of imprisoned oil workers from Argentina.

In addition to all this, the Sections of the IWA have been busy with many local activities. Public meetings, film showings, book fairs, labor law advisories, anti-eviction actions, training for activists, lectures, conferences, demonstrations around different issues – all of this is carried on as part of the daily activity of anarcho-syndicalists.

With this we realize that this bulletin can only give a small taste of the variety of actions made by the Sections of the International Workers Association – but we hope that with this we can at least show that yes, workers can organize themselves outside of union bureaucracy and get results through action!

If you are interested in learning more about the IWA or would like to start an organization in your location, please contact us at: secretariado@iwa-ait.org

CNT Victory: Mercadona has to Pay Half a Million Euros in Compensation



Mercadona has to pay around a half million euros in compensation to 12 dismissed workers from the CNT who worked in Xativa and Alzira (Valencia).

In December 2013, CNT-Valencia and CNT- Vall d'Albaida started a conflict against Mercadona for the disciplinary dismissal of various workers in different areas near Valencia who had joined to CNT to start continued mobilizations. These dismissals were based on totally surreal accusations, such as taking an expired cake out of the trash.

The CNT started an informational campaign publically denouncing the dismissals which – on the majority of occasions – effected workers with more than 20 years' seniority. They made disciplinary dismissals in order to avoid paying any type of compensation while they were producing new and more precarious contracts in these same shops.

Through months of mobilizations in different parts of the Valencia province and a national day of action in different city, Mercadona was obliged to negotiate with the dismissed as the trial date approached. The Human Resources Department negotiated with the workers and finally offered compensation very close to one for an unfair dismissal (40 days per year). CNT did not find it necessary to way for the courts to solve the situation since their goals were obtained through mobilization and direct action.

The payment of approximately a half million euros on the part of Mercadona has demonstrated once again that the disciplinary dismissals of people who had worked for half their lives in the company were totally unjustified. It also served to demonstrate that the syndicalism that the CNT practices is more valid that ever and continues to be an effective tool for

workers, including in companies as powerful as Mercadona.

CNT would like to remind the owner Juan Roig that the conflict is not finished since there is one more member (Encarni) who has not received compensation. The union will continue its mobilizations in different neighbourhoods and locations in Valencia until the company takes measures to end the conflict.

The anarchosindicalist union warns that the mobilizations against Mercadona serve to increase members and a presence in different supermarkets in the city, as well as to make the population aware of the abusive practices of the company and to encourage a boycott.

CNT Valencia
CNT Vall d'Albaida



Campaign at Supermarket Wins Overtime Payments and Other Improvements

managers are ready to help the workers. Quite interestingly, after our action in Dopiewo, the manager there quit and wrote an expose for us about how she was instructed to act towards the workers.

In one court case, a former assistant manager testified about how Dino denied workers with disabilities their overtime payments. According to Polish law, such workers cannot be forced to work overtime or at night (after 22:00), so a higher-up at Dino instructed the management to record the working time as 8 hours each time, regardless of when the work actually ended. And they usually had to work some time extra on most days.

The campaign is continuing, as are the cases against the market. Unfortunately one case for reinstatement did not go well in court, with a union-hating judge who would not consider the possibility that ending a contract was equal to a dismissal, despite the fact this is a common way of getting rid of union members. We see this as a major issue in union discrimination, as a huge percent of workers have fixed-term and civil contracts and, although there is not supposed to be discrimination between these categories of workers, the judges usually act as if workers on fixed-term contracts have no rights. For this reason, we are going to push this issue. In the meanwhile, we are picketing shops, going in them and investigating, talking to workers and we won't stop until the situation in the market improves and the company stops making reprisals against workers.

Dino supermarkets now have to be very careful to evidence working time correctly and pay workers all the overtime due to them. This is one of the things which has been gained through the campaign at the chain.

Since January 2014, ZSP has been fighting against dismissals, unpaid overtime, health and safety violations and other problems at Dino supermarkets around Poland.

Problems at Dino started late last year when workers tried to unionize to improve problems in their workplace. Dino then dismissed a dozen members of the union, either for bogus disciplinary reasons or by not extending their contracts. Some workers were fired for liking the union FB page or writing critical comments on the working conditions on the internet.

It should be said that this first union was not ours, but Solidarity. But when the union refused to fight for the reinstatement of some workers and tried to convince them not to protest and stay quiet, people joined us instead. Now we are meeting more and more workers in towns around Poland who want to join in the campaign and do something about violations in their shops, or fight against dismissals or unpaid overtime. So far a couple of

dozens of protests have taken place at various shops around the country, including in Wroclaw, Kutno, Ornontowice, Pabianice, Lask, Inowroclaw, Ostrow Wielkopolski, Dopiewo and Skarbimierz. In a number of these cities, workers who were unfairly dismissed called the protests and in some cities new violations came to light. ZSP has been inviting workers to join and offers help in evidencing working time and claiming for unpaid overtime. Currently there are also court cases for unfair dismissal, discrimination against unions, and violation of the working rights of the handicapped.

As all bosses who do things like this, Dino denies that there are any problems, so we have been collecting evidence and asked the State Labour Inspectorate to investigate and verify the claims. Many shops were inspected and the Inspectorate confirmed dozens of violations. In this way, Dino was also forced to stop their practices related to unpaid overtime. However, many workers are still owed money from the past.

A typical problem for workers in such situations is how to prove this. Awareness of the issue and knowing that there are others fighting for the overtime can help. Now some former managers and assistant

SolFed chalks up another wages win with Brighton Hospitality Workers

Victory in wages dispute! Following a prolonged campaign against a high-profile Brighton grocer, a former cashier worker & BHW member has received £1,250 in owed wages and unpaid holiday entitlement. The worker, who was on a zero-hours contract, was sacked without notice following 3 weeks when the bosses refused to give her any hours. She was also owed holiday pay from the previous & current holiday year for leave she was prevented from taking.

Our demands were issued in a letter citing working time regulations & with a financial breakdown of money owed, including a demand for average pay for the 3 weeks of denied work. The grocery's owners attempted to retain control throughout the conflict by trying to

isolate and intimidate the former worker, cancelling meetings at the last moment, withdrawing offers and threatening to sack staff. However, BHW stood firm and matters recently came to a head when the worker, supported by a comrade, demanded a meeting in the bosses' office. Meanwhile, a potential picket of 16 SolFed & BHW members made their presence felt outside, armed with leaflets informing customers about the exploitative conditions inside. Clearly anxious at the threat of direct action and the bad publicity this would create, payment was immediately made in full.

BHW currently has members among the cashier staff and they'll be reporting on developments at the store, which has earned a

reputation for bullying management, illegal contracts and a lack of dignity and respect for workers. This is the fourth successive wages victory for BHW & SolFed and testifies to the strength and effectiveness of workers' self-organisation, solidarity & direct action.

Brighton Hospitality Workers is an initiative of Brighton SolFed and was formed in response to the widespread exploitation of workers, many of them immigrant, in Brighton's hospitality sector. We hold weekly advice & propaganda workshops, flyposting of busy areas and a stall on Saturday afternoons where we distribute workers' rights info and raise the profile of BHW by approaching workers in local businesses.

Another Win For SolFed

Newcastle Local won a substantial unpaid wages pay claim with a glazing and building company, based in Monkseaton, Tyne and Wear.

Acting with a worker who contacted us for support after unsuccessfully battling her former boss for wages due to her, and having agreed a demand and strategy, Newcastle SolFed initiated a public awareness campaign drawing attention to the behaviour and practices of the owner of the shop. The owner is notorious for his abuse of workers' rights: summarily sacking and not paying workers, as well as deducting money from wages for taxes that he never pays.

Despite empty threats, harassment and intimidation to both the former employee and to Newcastle Local,

the company capitulated due to door-to-door leafleting of the neighbourhood, four days before his shop was planned to be picketed.

Newcastle Local would have preferred the company to have promptly paid the money owed - a four figured sum - without having to resort to direct action, thus keeping the name of the company out of the public domain. However due to the owner's slippery attempts at delay his public shaming was unavoidable.

The intimidation and harassment only served to increase our determination with the result of a quick and easy win for the Local that gained us an extra member.

www.solfed.org.uk

and another

Transnational Companies Cave Into Wages Demands Following Picket

Another victory for Brighton Hospitality Workers and for direct action! In February, two members of Brighton Hospitality Workers (BHW) brought unpaid holiday entitlement issues to the group, incurred while both had worked at the Brighton premises of a transnational hotel chain. The hotel's housekeeping staff were contracted to work there by the UK operation of an international recruitment exploiter with a reputation for withholding pay, particularly after contracts had been terminated. One worker was owed £286 in holiday pay for leave she was prevented from taking, despite repeated requests to her manager, as well as 2 days' outstanding sick pay.

The second worker was owed £180 in holiday pay, also for leave she was prevented from taking, again despite repeated requests – in December her boss told her she 'had lost' her right to take paid leave.

Interviews with the workers exposed shameful conditions at the hotel: 'Housekeeper's health conditions don't matter and work pressure is huge. You are expected to work really fast, maintaining a work rate of 3 or 4 rooms an hour, sometimes without taking breaks for lunch and feeling dizzy or dehydrated. You know when you start but never when you'll finish'. The workers held both the recruitment agency and the hotel management equally responsible: 'They offer cheap rooms but the only cheap thing in this hotel is the worker, who thanks to the agency, changes the bedding, cleans and tidies-up sometimes very messy and dirty rooms for less than £2 per room. Wouldn't you have thought the hotel was happy enough with its extremely high profits?'. Recording

workers' experiences is an important part of BHW strategy, and we are building a database of bad employers to be shared on social media and reproduced on a map of exploitation 'hotspots'.

As at the start of any workplace conflict, a strategy was agreed on with the workers and immediately put in place. Letters demanding payment were sent to the agency, firstly from the individual workers, and when this failed to get a response, from BHW and Brighton SolFed as a collective demand. Our collective demand resulted in part payment to one of the workers, but clearly this wasn't enough. A propaganda leaflet about the campaign, naming both hotel and agency, was drafted and sent to both, warning that if full payment wasn't made immediately then a campaign of action would begin. We agreed to focus action on the hotel, being the workplace directly responsible and also the most vulnerable in terms of its public profile – it would then be up to

hotel bosses to put pressure on the agency to pay up.

We staged a well-attended picket of the hotel on a Saturday morning in March, where leaflets were handed to guests, staff and management, and plastered over the windscreens of guest's cars. The hotel manager was obviously surprised by this and during a discussion with two of our delegates hurriedly contacted her area manager and the agency director. We left promising escalating action until the workers' demand were met, including a social media campaign, which visibly alarmed the manager. We were contacted on Saturday afternoon by both the hotel chain's area manager and the agency director, who requested that further action be suspended until they investigated the matter. Full payment was made the following week, and in a statement the agency director stated that they were paying as 'a gesture of goodwill' – it's amazing how much goodwill a campaign of direct action can inspire!

Victory against wage stealing language school!

After a short but intense campaign, Marta, a receptionist at the Speak Up London language school, has won a week's unpaid wages and a glowing reference.

Marta was sacked without reason and without the required one week's notice. She got in contact with Solidarity Federation who quickly organised over a dozen people to March into the bosses' office with a letter demanding she be given a week's pay in lieu of notice and a positive reference.

After Speak Up failed to respond to Marta's letter, SolFed and other supportive individuals and organisations organised a massive blockade of the Speak Up Facebook page. Hundreds of post appeared

within the 45 minutes. An hour and half into the action, Speak Up shut down their Facebook page entirely to all UK users.

The next day SolFed received an email from the bosses at Speak Up: they were paying up. It contained a copy of Marta's final payslip alongside a copy of a positive reference letter.

Congratulations to Marta and thank you to everyone who supported the campaign!

To all workers in the language teaching industry: we don't have to accept bullying bosses or bad conditions lying down. When we "speak up" the bosses will pay up.

Whether, like Marta, you have no contract or just a lousy contract, don't be afraid to fight back. Talk to your workmates and think how you can collectively fight to improve your working conditions. And if you need help, don't hesitate to contact SolFed.



INDEFINITE STRIKE IN TINAMENOR



On May 27, 2014, the CNT union in Tinamenor, located in Pesués (Santander), made up of 16 workers who select fish, started an indefinite strike which will continue until the company meets its demand for a fixed contract and recognition of their seniority.

The workers have been employed by a temporary work agency for more than 12 years, exceeding the period of 3 years which is stipulated in the law. They should have been contracted directly by Tinamenor after that.

The strike was just beginning as this issue of the bulletin was going to press, so we only have a small note here. Please look at our website for updated information. iwa-ait.org

SOLIDARITY AND GOOD LUCK TO THE WORKERS

URUGUAY: ACTIONS CONTINUE IN DEFENSE OF STRANDED WORKERS

The IWA continues to support the struggle of workers stranded in Uruguay by the thieving Austrian firm Kresta. Around 900 foreigners were brought to Uruguay to work. The workers from the Serbian company "Termoelektro" were subcontracted by their company and several intermediaries, to "Kresta" (operating under the name "Felvok"). They were left without pay (around 10,000 US\$ each). They only had tourist visas, which expired. Because of this, they should pay 20 US\$ for every extra day that they are staying in Uruguay.



The struggle with the company may take a while as it has been closed down and the bosses fled the country. The case has been well known and is an international scandal. But there has been a lot of support for the workers and we hope this will relieve their tragic situation.

Anarcho-syndicalist actions in 13 countries against Santander Bank, Isban and Panel Sistemas



and e-mails were sent, dozens of branches of the Bank were visited, numerous pickets were organized, banners informing of the conflict were hung and other boycott actions were carried out.

Solidarity Federation (SolFed) did several actions in England in places like Brighton and Newcastle.

In Argentina, FORA organized a picket in Neuquén Capital.

In Germany, FAU unions organized protest actions in Berlin, Cologne, Dresden, Erfurt, Jena...

AIT-Secção Portuguesa (IWA Portuguese section) did pickets in Lisbon and Porto.

ZSP from Poland picketed at the doors of Santander Bank central offices in Warsaw.

Confederação Operária Brasileira (COB) carried out picketing in Brasil in cities like Araxá.

In Uruguay, anarchists spread the conflict at the central branch of Santander Río in Montevideo.

In the United States of America, a protest took place at a branch of Santander Bank in downtown Philadelphia.

IWA sections in places where there are no offices of any of the companies involved in the conflict, sent their demands by fax and e-mail. That was the case of NSF from Norway, KRAS from Russia and PA (Priama Akcia) from Slovakia.

Also in France, anarcho-syndicalists sent communications to Emilio Botín and Santander, Isban and Panel Sistemas managers.

CNT unions also did numerous pickets in the Spanish state in places such as Albacete, Barcelona, Donostia, Gijón, Granada, Guadalajara, Madrid, Jerez, Ontinyent, Oviedo, Rivas, Sabadell, Sagunt, Salamanca, Santa Perpetua, Santander, Vigo Tarragona,...

At the end of this article, we keep on receiving news about actions in solidarity like the ones organized in Málaga on March 6th and Gijón on March 10th.

**BOYCOTT SANTANDER BANK,
ISBAN & PANEL SISTEMAS**

The day of action called by the International Workers' Association on March 6th finished with dozens of protest actions in 13 different countries. CNT and IWA demand the reinstatement of the worker dismissed from Isban and Panel Sistemas because of denouncing the trafficking of staff.

IWA anarchist worker unions showed, once again, that working class solidarity has no borders.

Thousands of leaflets were distributed around the world, hundreds of posters and stickers were stuck, hundreds of protest faxes

In August 2013, the CNT-AIT section in Isban publically denounced illegal trafficking of staff from Panel Sistemas to Isban, IT services company owned by the Santander group.

This provokes the concealed dismissal of the union delegate, precarious worker illegally outsourced, which is transferred from Isban to the "meat trader" company Panel Sistemas. There he suffers harassment from the board until he is definitively fired on last March 3rd 2014.

Revolutionary unions federated in the IWA have responded to the attack, demanding the reinstatement in Isban-Banco Santander of the dismissed worker where the multinational has its headquarters. Conflict has been spread worldwide in 12 different languages.

Isban has a network of companies, "meat traders", that provide cheap and precarious labour force for Banco Santander.

It has more than 10,000 workers illegally outsourced from other companies, who can be fired at any minute without cost since they are not considered the bank's own employees.

Panel Sistemas is one of dozens companies making profits of illegal outsourcing for big "clients" engaged on massive steady job destruction such as Isban.

Workers are afraid they would be fired at the slightest protest, which causes them to accept surreal working hours, overtime and obligatory transfers, working schedules on behalf of the company, employment categories and salaries below the work performed...

Hundreds of irregular dismissals in the Santander group have mainly hit the most unprotected workers, with complicity of the government and

yellow unions. Meanwhile, Santander group's net profit has risen up to 4,370,000,000 euros in 2013, almost doubling that of 2012.

Emilio Botín, Rodrigo Rato, Alfredo Sáenz, Jose María Amusátegui, and other high rank executives in Banco Santander have been accused of crimes before and even found guilty in first instances. But there has never been justice, thanks to legal chicanery such as famous "doctrina Botín".

Some of their most known outrages include continued tax evasion, irregular purchasing of banks such as Banesto or Totta and the collapse and later bailout of Bankia, multi-million severance packages for managers, the case of the Swiss bank accounts of the Botín family, sale of junk mortgages and assets, evictions and real estate speculation, charging of

abusive interest rates, shady dealing with universities, participation in arms companies or in financial management of the terrible penitentiary system. A long list of crimes unpunished to date.

We will not shut up or resign ourselves. While there is exploitation and inequality we will stand up, united peers without subsidies or leaders. Fighting for our dignity and emancipation. Towards Social Revolution.

RIGHTS ARE WON THROUGH STRUGGLE

Sección sindical en Isban y Panel Sistemas

Sindicato de Telecomunicaciones y Servicios Informáticos
CNT-AIT Madrid

More photos:

informicamadrid.cnt.es

ACTIONS AT TNS

IWA Sections also sent protests and organized a few pickets to support the campaign against TNS in cities such as Warsaw, Moscow and Oslo. TNS is a multinational market research and market information company, with offices in 19 countries in Asia and 37 countries in Europe etc.

Over the past 2 years in Spain, TNS has been introducing worse and worse working conditions, making the work more precarious, eliminating bonuses, making people work 12 hour days (against the law) and making people work in really tight spaces. During an 8 hour day, the pollster receives two 5-minute breaks of break and one 20 minute break – the situation over 12 hours is even worse.



The CNT delegate had worked in TNS for 5 years before he was dismissed in November 2013. He had been protesting the worsening work conditions. The comrades at CNT see this as a union-busing action, to get rid of a worker who

was organizing in the workplace and fighting for the workers' rights.

Over the last few months, the CNT has been protesting the dismissal by picketing not only TNS, but also its major clients such as Volkswagen.

Amnesty for the Oil Workers of las Heras!



The Regional Workers' Federation of Argentina is committed to the cause of the workers of Las Heras and we have been making different solidarity actions. It called on the Sections of the IWA to mobilize and make protests at government offices of Argentina (Embassies, Consulates...) on March 24, (a day which in our country commemorates another year of the last military dictatorship), with the aim of freeing the oil workers of Las Heras.

THE CAUSES

2006: The oil workers, some of them outsourced, protest against a tax on their earnings, for entrance to the plant and to enter into the collective agreement of the Oil Workers Unions (which would mean a raise in salary). After 20 days of strike, in an act of

provocation by the Governor of the province of Santa Cruz, the spokesperson of the workers was detained while speaking on the radio. During the actions in his defense, a police officer, Jorge Sayago died.

2007-2008: A hunt follows, looked for the guilty party. People are arrested and tortured. Curfews and the militarization of the town by the Gendarmes. With the statements of those detained in their homes, beaten and pressured, "The Cause" arms itself: the uncle of Sayago, declares that those sitting on the bench, facing charges, are just scapegoats. One of the defense lawyers, Claudia Ferrero, admitted that "there is no concrete evidence), and those that were, were based by the Investigative Brigade of Santa Cruz on torture, terrorizing the

whole population and getting false testimony through threats and persecutions.

2009: Militarization and persecution continues in the town of Las Heras. The workers have already been detained for 3 years, in conditions of physical and psychological torture.

2013: The request for life imprisonment of 6 of the accused and 18 years for the rest. The Prosecutor Candia, admits the torture and the illegal mistreatment. At the same time he declares "PUTTING A BAG OVER THE WITNESSES HEAD AND SLAPPING HIM IS NOT THE SAME AS TELLING HIM WHAT TO SAY". The court turns a deaf ear to the information about torture and leaves the defendants to "reflect and reconsider".

December 2013: Four oil workers are convicted for life, CORTEZ, ROSALES, PADILLA Y GONZALES and another 6 workers to 5 years in prison. This is one of the greatest attacks against workers who were fighting for their rights, almost without precedence in constitutional governments, with the goal of punishing the workers' struggle.

2013-2014: Various sectors of the workers' movement mobilize demanding the amnesty of the condemned oil workers of Las Heras. With every month, more and more solidarity actions take place. In turn, the national government orders the repression and breaking of all the pickets and demonstrations and there are many injured and arrested.

The workers of the Regional Workers' Federation of Argentina are committed to the cause of the workers of Las Heras, and because of this have been making different solidarity actions. We ask the IWA to make actions as well, not only to join forces for the amnesty of the oil workers, but because a conviction of this magnitude in Argentina is a dangerous precedent for workers' organization.

STATEMENT OF FORA-AIT

On December 12, 2013, the Santa Cruz Judiciary sentences four oil

workers - Ramón Cortéz, José Rosales, Franco Padilla y Hugo González - to life imprisonment and another 6 to 5 years in prison for the alleged aggravated coercion, injury and murder of a police officer. The only thing that was proven in the court was the torture which those sentenced suffered, in order to extort incriminating statements, acts which were justified by the Prosecutor which downplayed the torture.

In 2006, the oil workers of Las Heras demanded to be included in the union agreement in the oil sector which they worked in, not in the UOCRA, and thus to be included in a collective agreement with better pay scales and working conditions, demanding a raise in their non-taxable income.

After 20 days of the workers' mobilization, the Judiciary ordered the detention of various workers. The oil workers reacted by demonstrating on City Hall to demand their release and they were brutally repressed. In confusing circumstances, a police officer, Jorge Sayago, died. 17 workers (and different neighbours) were arrested and accused of misdeeds and murder, with the Gendarmes installing a climate of terror in the population.

Criminalizing of the demands of the workers is nothing new.

They also prosecuted workers during a repression in the Borda Hospital - while the Macri functionaries were acquitted - and the continue to persecute the workers in struggle like the delegates from the Emfer, Lear and Kraft companies, in the northern zone of Greater Buenos Aires, which is militarized with the gendarmes. A worker of the line 60 was sentenced to 7 months in prison only for demanding his reinstatement. We also demand his release.

The Argentine Regional Workers' Federation (FORA-AIT) expresses its strongest condemnation for the sentences received by those who fight injustice, which the oil companies and the Argentine state want to bury alive. Our workers' federation extends its most profound solidarity with the oil workers of Las Heras and encourage more workers to join the campaign for their freedom.

So that solidarity is not only a written word and ideas are not lost behind bars, workers should go on the streets with all our strength in order that the condemned comrades be returned to their homes.



Day of Action

F.O.R.A. has already participated in and called various actions around Argentina for the release of the Las Heras workers. On the International Day of Action, solidarity pickets took place in Belgrade, Warsaw, Oslo and



Newcastle, where the comrades targeted HSBC for complicity. Other sections of the IWA sent protest letters.

Belchatow Hospital Workers Fight for their Jobs!



A group of workers have been sitting in at the Belchatow Hospital and demanding to go back to work.

On May 24 we protested in front of their workplace. 60 women have found themselves suddenly without any income after the contractor was changed at the hospital and they were not transferred to the new company.

The women are cleaners and meal servers at the hospital and most have worked there many years. Such workers used to be directly employed by the hospital, but out-

sourcing has become very popular in the last ten years in Poland. When outsourced, their jobs become much more precarious and on worse working conditions. Although there are laws related to the transfer of employees, companies often ignore them, as was in this case.

The workers were employed through a firm called Naprzod from Krakow which is supposed to be a "cooperative" for people with disabilities. All of the women working at the hospital have some form of disability, usually minor,

that does not interfere with their work at all. Employers get some tax incentives for employing people in this category.

New actions are planned against the entities which are involved in the situation.

In the meanwhile, the workers keep showing up at the hospital but fear the management will soon use force to block them.

Those who would like to show solidarity can send protest emails through the form at soli.zsp.net.pl

Keeping the Pressure on Impuls

In past issues of the IWA Bulletin we told about the situation of workers from Impuls work agency who organized in ZSP and fought to get unpaid wages. Through direct action, we have been able to get payments for a lot of workers already, well over 14,000 euros and

still counting. But the company still exists and owe workers money. So we are still fighting.

Part of the fight in also to provide legal help to workers who would like to claim a working relationship with the agency. This is because without this, the workers were

being paid a sub-minimum wage of about 80 eurocents per hour. And even this they were not receiving. Court decisions about the working relationship would mean that workers could claim the minimum wage for the period they worked, paid vacation, etc.

We also have widened the struggle to one against the sub-minimum wage in general and against the contracting practices of publically funded entities which used the firm. We are trying to put pressure on them to hire directly and, if any short-term work has to be done by a contractor, that one of the tender criteria by adherence to the labor law and guaranteed minimum wage.

We found that in the case of a recent public tender, Impuls won because it gave an extremely low bid, with price being the main criteria. The bid was so low that it was less than the price of the next lowest. So it should have been perfectly clear that the workers could not be paid even a small fraction of the minimum wage with that bid. In fact, the workers were paid exactly nothing. We have been drawing

public attention to these practices and putting pressure on the public sector not to use companies like this.

After our successful campaign, the company lost about 75% of its contracts. But it is finding new ones by the methods described above. It also uses different companies to sign new contracts.

Fighting against the Bosses' Repression

We are happy to inform that one case against our comrade is over. He was being sued by a hospital director who was accused of sexual molestation by workers. Our comrade was the one sued because it was on a webpage whose domain was registered by him. We do not give the names of workers to the bosses if they require anonymity. He will not have to pay anything to the director in the end.

It is important in situations like rape and sexual molestation at work where the victims are often blamed and are treated very badly when

they report the situation that there are some ways for them to warn other workers.

We thank comrades from around the world that supported us in this case.

Another Boss Tries to Repress

BRW furniture fired our comrade last year for exposing violations of workers rights and we responded with some pickets, articles, etc. They paid satisfactory compensation rather quickly. Since that time, they have been trying to find some way to

repress us. They tried getting the "economic crimes" division of the Prosecutor's office after us, but nothing came out of this. Now there are some new complaints against us. But we have good evidence about all we have ever said about the company. So if they want to try us, we'd be glad to remind the public of what went on in their furniture factory. Plus we can add information about the working conditions of people employed through temporary work agencies in their shops.

zsp.net.pl

Priama akcia activities November 2013 – April 2014

PROBLEMS IN THE WORKPLACE

This activity is oriented at people who experience problems in their workplace (unpaid wages, unpaid trial period, uncounted working hours or illegal dismissals). In April, we started spreading stickers (http://www.priamaakcia.sk/data/File/Kampane/PvP/PvP_nalepky_color.pdf) and launched a website (<http://problemyvpraci.priamaakcia.sk/>) and a Facebook page (<http://www.facebook.com/problemyvpraci>).

Basic aims of the activity:

- To encourage workers to actively solve problems in their workplaces.

- To help each other in solving the problems.

- To share experience, useful tips and recommendations.

Conflicts in our region

OTTO WorkForce campaign

We are still involved in the campaign against practices of OTTO WorkForce and communicate with workers who regularly contact us. The most common problems they face are lack of work and extremely bad accommodation. Currently we are preparing a summary article with tips and tricks about what to do when problems appear.

Solidarity with IWA sections

We took part in solidarity calls of other sections:

- CNT-Madrid: OHL (visit of the branch in Bratislava, protest e-mail and fax sent), TNS (protest fax sent), against repression of activists in connection with an antifascist action at one of the faculties of Universidad Complutense de Madrid (visit of the embassy in Bratislava, protest fax).
- CNT-Granada: Portinox (protest fax and e-mail),
- FAU: Heinrich Boll Foundation (protest fax and e-mail),
- FORA: Refinery Las Heras (fax),
- ZSP: Dino (e-form).

IWA SECTIONS CELEBRATE MAY DAY

On May Day, the IWA Sections and Friends organized a wide variety of actions, protests, talks, film showings, concerts and other activities. So many things went on that it is hard to describe it all. Demonstrations and other events took place in Brazil, Argentina, Portugal, Italy, Poland, Spain, Australia, Bulgaria, Serbia ...



Autonomous Workers Union, Sofia



CNT, Madrid

MAY DAY 2014



FORA, Buenos Aires



CNT, Salamanca



AIT-SP, Lisbon



WAS, Vienna.



COB, Porto Alegre



ASF, Melbourne



ASI, Belgrade

MAY DAY 2014



USI, Parma



ZSP, Wrocław

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