

O RANGO

ESPECIAL MARS



Union of Workers from the Food and Allied Industries of Mogi Mirim and the surrounding Region

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The president, Daniel, talks at an assembly at MARS. In the picture on the right, Francês, Demis, João Alexandre and Reginaldo, MARS employees and union directors

MARS: The global giant that crushes those that produce its profit

Cruel moral harassment and ruthless pressure to produce. Rights and laws are trampled

The Mars group is one of the biggest manufacturers of foodstuffs and animal food in the world, continent. It currently brings in present in 73 countries, on every around 35 billion dollars per year, which is around R\$ 70 billion. In Brazil, in 2012, the dog and cat food Market moved R\$ 9.72 billion,

an increase of 15.5% in relation to the R\$ 8.41 billion recorded the previous year.

Mars of Brazil has factories that produces dry and wet food for pets in Mogi Mirim/SP, chocolate and food in Guararema/SP, a factory that makes dry food for pets in Recife/PE, and an administrative

and office and distribution center in São Paulo. At the start of 2013, Mars announced that it would invest R\$ 140 million in the construction of a new animal food factory in Paraná. Definitively, in terms of production, sales, profit and growth, the American multinational has nothing to complain about.

For employees, the lash of the whip!

Exploiting the worker, taking the majority of the wealth produced from him and accumulating it is the base and the goal of the capitalist system. It is this that leads to inequality, with a few people having a lot (the bosses that exploit) and a tough life for

the immense majority (the exploited workers). However, some companies do this brutally, with a complete lack of consideration for those that produce their profit.

This is the case with Mars, and how it proceeds. It is therefore its policy and view of its workers.

In this issue of O Rango Especial Mars see how Mars treats its workers. Learn about the unbearable moral harassment, pressure to work overtime and produce more, the terrible working conditions that make workers sick, the Profit Sharing farce, the dirty tricks during

the salary campaign, the attack on the legitimate right for union organization, including illegal firing of directors, and disrespect for and non-compliance with Brazilian laws. This is Mars, the global giant that oppresses, exploits and assaults its employees.



Mars of Brazil runs from profit sharing like the devil runs from the cross

Participation in profits and shares is a worker's right, guaranteed by law

Participation in the Profits and Shares (PLR), which is also known as the Profit Sharing Program (PPR), is listed in Article 7 Item XI of the Federal Constitution and Law 10.101/2000. PLR is defined through a collective agreement, made between employers and employees. The PLR is calculated using the company's profits and/or shares. Generally, goals are stipulated that, when reached, serve as a base for calculating the value of the PLR to be paid.

Mars, at its three units in Brazil, does what it can and what it cannot to prevent its workers from receiving a decent PLR, not even close to the production, earnings and growth that the multinational sees annually.

It imposes the formation of a committee to discuss the conditions of the PLR, wanting to push its own conditions, ignoring the workers' opinions and breaching agreements made with the company. law is the hiring of third parties the union. This is



The union president, Daniel, in an assembly to report and organize the fight for rights at Mars.



its history, repeating itself every year. Mars's policy is radical: do impossible so that the PLR whatever is possible and is not available.

What the union wants

The union has a very clear position, which is basically: a) The company

discloses its production results, finances and regards for about the PLR has a rea targets so that the discussion base; b) Transparence in the disclosure of the numbers; c) Similar values for all the employees at all levels, since all are responsible for the company's final results; d) that the value of the PLR really translates the

force and performance of participation in the Profits and Shares the employees e) That Mars does not use the PLR to provoke division and competition among its own employees, thus promoting more exploitation; e) democratic election to form the negotiation committee.

But what is needed, principally, is that all employees are organized, united and ready to fight for this right. Including the legitimate use of a strike, if need be.

Brazilian Justice is trampled

The fury of Mars of Brazil to accumulate profit is so huge that the multinational even tramples system. The union reported even the Brazilian Justice Mars to the Ministry of Labor (MPT) in Campinas for irregularities committed by the company.

The MPT forced Mars to not subjecting the workers to sign (and so it promised) to excessive overtime, respecting the limit of 2 hours per day.

But, Mars does not even know about this promis it made to the Court. It continues to require up to 4 hours

overtime, daily, and says that this is in "exceptional cases". Complete lie: This "exceptional case" lasts all year, and has for the last five years.

Another violation of the and for trial periods law is the hiring of third parties The third parties it uses for end activities (directly in production), which is prohibited. And those in a trial period it uses to substitute workers on vacation or leave of absence, without noting that they are serving this purpose and without paying them the salary they deserve.

To flay, anti-union action

Mars wants the worker to remain uninformed, and it attacks the union

Brazil's Federal Constitution guarantees, in its 8th article, the free association and organization of workers in a union that is representative of their category. It also

guarantees, to the union and the employees, defense of the category's individual or collective rights. Therefore, when the union tries to communicate and inform the workers, it is complying with a right that is guaranteed by law. This is more than a right, it is an obligation determined by it. Therefore, when Mars

ENOUGH

Anti-union practices

acts to prevent union action and the participation of its workers, it is, rudely and arrogantly, disres-

pecting the Brazilian Constitution. Meaning, Mars is an "outlaw!" This is a constant practice at Mars of Brazil. Recent examples include the "kidnapping" of workers in Mogi Mirim and firing of the director of the union in Guararema.

Mars does not want the workers to have contact with the union so that they are not well in-

formed of their rights and will not organize to defend themselves, so that it can therefore, exploit them more. Enough anti-union practices!



Private Prison in MM

At an assembly, 74% of Mars's employees in Mogi Mirim decided not to accept the employer's 2012 salary campaign proposal for the pet food sector. After much insistence, many days later the multinational accepted a meeting to negotiate with the union. In the meeting, it agreed to study the claim and give a response within 72 hours. However, Mars never responded and, arbitrarily and imperiously, simply passed on the state adjustment. In the face of

this, the union tried to have another assembly with the employees.

What did Mars do when it found out about the assembly? It simply "kidnapped" the bus. The employees were required to get off the bus at Lago do Zerão and stay there, so that they could not participate in the assembly.

Subsequently, employees called the union and told them that they felt like "cattle being to where the rancher (manager/company) wanted."

Illegal and immoral firing of union leader in Guararema

The union director, Ricardo Ventura de Melo, without any reason and with flagrant disrespect for the law, was fired without just cause by Mars in Guararema. The law says that the union director, rightly for defending the interests of the workers together with the company, has job stability during his mandate.

The true reason he was fired, however, is that Melo publically denounced that, among other issues, Mars has obsolete equipment and a dizzying pace of work that makes the workers

sick, the majority of which face consequences. And when these coworkers return to work after medical leave, they are fired without pity and without any qualms.

We require the immediate reintegration of director Melo and request a formal apology. STIAAMM has participated in acts of protest at Mars Guararema against this truculence and made it clear that it does not accept attacks on the working class and will do whatever possible in the Legal, political and union fields so that Mars is held responsible and the director returns to his position.

After all, he was only exercising the role and responsibility for which he was elected by his coworkers from the plant, a role which is recognized and guaranteed under the law!



The union director Ricardo Ventura de Melo

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www.sindicatodaalimetacao.com.br

Union warns: Mars is hazardous to your health!

Multinational gets rich and employees become sick from production

Pressure for high production, excessive shifts with inhuman amounts of overtime and unsuitable work conditions are the situations to which Mars's employees are subjected to daily, with the risk for contracting physical and mental illnesses from the work. Illnesses that can have severe consequences, including disability and, in some cases, death. All while Mars gets rich!

Injuries due to work-related, repeated/irritating osteo-muscular actions (LER/DORT) and emotional instability are the most common to occur among the Mars employees.

Examples of ways the pressure exerted by Mars decisively influence the employees' health:

- ◆ Pressure to work on Sundays, without any days off.
- ◆ As for temporary employee-



es, threats to terminate the contract if they do not work overtime and on Sundays. During the shift, the person in charge of the sector decides whether or not the employee can go to the bathroom.

- ◆ In the Dry sector, shift leaders and managers, to increase production and profit, reduce time for breaks, do not give time off on Saturdays and Sundays and require overtime beyond that which is legally permitted. During these extra shifts, there have already been problems with lack of meals for employees.
- ◆ In Mars's PLR in 2012, the supervisor, who is in charge of production and creates extra shifts, received R\$12 thousand. Whereas for the workers, who create the

production and profits and are called "associates," the amount was not more than R\$ 2 thousand.

Learn about LER/DORT

LER/DORT is a set of illnesses that affect the worker's muscles, tendons and nerves, generally on the upper body (fingers, hands, lungs, arms, forearms) and the neck. If it is not diagnosed and treated early, ler/dort may become chronic, with no possibility of being cured. In this situation, the person becomes limited to the point of not being able to hold a cup of water.

What causes it?

Ler/dort is caused by an intense and repetitive work routine, in conditions that are uncomfortable for the body: unsuitable equipment, benches/belts and chairs that are in an inappropriate position/height, and excessive work hours. All of these conditions, as denounced by the employees, exist at Mars. A cold work environment contributes to the seriousness of the risk.

Moral harassment is a crime

A number of companies have already been convicted in courts for committing moral harassment against their employees. Moral harassment is characterized by constantly exposing the worker to humiliating and constant situations during their shift. It is often used to ridicule and oppress the worker, for the purpose of drawing out more production and forcing him or her to work overtime. Moral

harassment, besides making the worker feel smaller, is also used for threats.

Over time, the victim of moral harassment, the worker can fall into a depression, insecure, and this negatively affects his or her professional, social and family life.

Phrases from the harassers

Some of the phrases most often used in moral harassment:

- ☞ There are many people just like you out there.
- ☞ You're pregnant, feeling bad... you chose a good time for it, huh?!
- ☞ This company is no place for sick people. You are just getting in the way here.
- ☞ It is better if you give up. It is really hard for those who just don't get it!