

Good industrial relations produce good socio-economic and health protection measures



The example at the source of Britain's favourite fruit – the Colombian banana

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Augura – Sintrainagro "biosecurity protocol"

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**PROTOCOLO DE BIOSEGURIDAD COVID19 PARA EL PERIODO
DECRETADO POR EL GOBIERNO NACIONAL-DECRETO 457 PARA
TRABAJADORES DE LA CADENA AGROINDUSTRIAL BANANERA**

RECOMENDACIONES GENERALES:

1. Por su seguridad, la de su familia, absténgase de viajar fuera de la subregión de Urabá para evitar la propagación, siguiendo las recomendaciones del decreto 457 del Gobierno Nacional.
2. En caso de que tenga síntomas de gripe, comuníquese con la empresa quien se obliga a reportar a la respectiva seccional de salud y acuda a consulta médica a fin de que sea el medico quien determine el curso de las atenciones y certifique la correspondiente incapacidad, si a ello hubiera lugar. ¡No se automedique!
3. La empresa suministrara cuando sea necesaria y a la mayor brevedad posible un kit de aseo personal: paños húmedos, un tapabocas, gel antibacterial para todos sus trabajadores. El tapabocas se entrega como elemento disponible que deberá ser usado solo en aquella oportunidad que recomienda la Organización Panamericana de la Salud y el Ministerio de Salud y Protección Social, toda vez que estas entidades han desaconsejado el uso habitual del tapabocas para aquellas personas que no presentan síntomas asociados a la infección por COVID 19.
4. Evite llevarse las manos a la cara
5. Realice el lavado de manos con frecuencia, siguiendo las indicaciones adecuadas

The basis for negotiating a safety protocol that works and is enforced

Collective bargaining between a national agricultural workers' union and an employers' association representing some 260 plantations has been developed over 25 years. All the members of the association then adopt the terms of the agreement in their own plantations in collaboration with the trade union and their local committees.

This has built **trust between the parties** so that when a crisis erupts like the new banana-killing fungal disease that arrived from Asia in 2019 or COVID-19 there is the basis of human relations between leaders on both sides that forms the basis for equitable negotiations.

Economic measures beyond the basic

- Perspex barriers between worker in the fruit selection and washing lines in the packhouse.
- All worker to have their temperatures tested in a regular basis by trained personnel in strictly controlled circumstances.
- All workers over 65 years old will be laid off and asked to use their outstanding leave, beyond which they will be paid 8 % above the minimum wage for the duration of national measures.
- All pregnant workers and those diagnosed with serious conditions will not work and once they have used their outstanding leave will be remunerated at 8 % above minimum wage.
- All canteen contractors to be closely monitored by both parties and will be blacklisted if found overcharging for food or flouting safety measures.



» 906

trabajadores bananeros
que sufren dificultades de salud
HOY están su CASA debido
al acuerdo entre
Sintrainagro y Augura

Éstas personas reciben su salario normal

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Measures that build workers' trust

- Joint occupational health and safety committees responsible for monitoring the implementation of the protocol in all farms/companies.
- Farm-based union committee can raise issues with joint company-union COVID-19 special commission.
- Daily visits by union officials to farms across Urabá to monitor compliance and iron out any practical issues.
- Union-staffed telephone hot-line to ring in case of measures being ignored or not properly implemented.

Radio and video messages

