



Alba Labour

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Alba Labour Union Takes Part in Dar Al -Ezz Festival (4)



Alba Labour Union took part in the Dar Al-Ezz (House of Glory) Festival (4) which was held between the period 7-9 of January 2015, at Al Rashid Equestrian and Horseracing Club, in Sakhir.

Honouring the late novelist Abdulla Khalifa



Alba Labour Union participated in the honouring ceremony of the late writer and novelist Abdulla Khalifa in Kanoo Cultural Center.

Handing Over the First Prize of the National Day



My country rises with you (Bu Ali)



Thank you our beloved king

Alba Labour Union Would like to thank His Majesty, the King and the wise leadership for sending telegrams in response to the tekegrams that Union sent for the National Day.

BAFCO Free Trade Union Threaten To Protest



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BAFCO Free Union emphasized that the company's board delays the realization of the Union's legitimate demands, despite its repeated promises. The Union confirmed its determination to gain its demands, which are one of the ordinary matters and they are ready to start a serious dialogue without any adulation.

Alba Records the Highest Production In 2014 Alba Workers Are Waiting For Their Bonus



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The production of Aluminium Bahrain Company (Alba) soared to 931.427 Metric tonne in 2014.

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Alba Labour Union receives 4 telegrams from the King and the ruling family



o HRH, Sheika Sabika



o HRH, the Crown Prince



o HRH, the Primer Minister



o His Majesty, the king

Alba Labour Union received four telegrams from His Majesty, the King, Hamad bin Isa Al Khalifa, and to His Royal Highness, Prime Minister, Prince Khalifa bin Salman Al Khalifa, and to His Royal Highness, Prince Salman bin Hamad Al Khalifa, The Crown Prince, Deputy Supreme Commander, First Deputy Prime Minister, thanking them for the greetings sent during The National Day. Also, to the loyal people of Bahrain congratulating them on the occasion of Kingdom of Bahrain National Day and in memory of creating the modern state of Bahrain in the era of the founder Ahmed Al Fateh as an Arabic Islamic entity in 1783. As well, the 43rd anniversary to join the United Nations as a full member and the 15th accession of His Majesty the King.

Dear Alba Labour Union,

We have received your telegram congratulating us on the occasion of the Kingdom of Bahrain National Day on December 16th to 17th to commemorate the creation of the modern state of Bahrain in the era of the founder Ahmed Al Fateh Islamic Arab entity in 1783 AD, and the 43th anniversary of its accession to the United Nations as a full member, and the 15th anniversary of the reins of His Majesty the King may God protect him.

We thank you for your loyal national feelings, to wish you luck.

Khalifa Bin Salman,
Prime Minister

Dear Alba Labour Union,

We have received your great wishes and good appreciations on The National Day of the Kingdom of Bahrain and our 15th accession day. We thank you for this sincere congratulations and best wishes, to ask God to grant your health and happiness.

Hamad Bin Isa
King of kingdom of Bahrain

Dear Alba Labour Union,
Alba Company,

We have received with deep thankfulness your telegram congratulating on the National Day, may god return it on kingdom of Bahrain and its people with well and greatness as we enjoy the wise leadership of His Majesty, the King, of Bahrain's King Hamad bin Isa Al Khalifa, may God protect him.

We cannot afford on these precious occasions on all our hearts, but we pray to God to perpetuate the blessing of Islam and prosperity to the Kingdom of Bahrain and that God grant you success for the good our beloved country.

Sabeeka Bint Ibrahim Al Khalifa
Companion King of the Kingdom of Bahrain

Dear Alba Labour Union,
Alba Company

I received with deep gratitude and appreciation your precious telegram on occasion reins festival of His Majesty King Father King of Bahrain may God protect him 15th anniversary of the forty-third of the National Day to our Kingdom, and I am pleased to take this opportunity to express my sincere appreciation for the contents of you telegram of the honest national feelings, asking God to you good health, happiness, continuation of success.

Salman bin Hamad
Crown Prince and Deputy Supreme Commander
First Deputy Prime Minister

Alba Records the Highest Production In 2014

Alba Workers Are Waiting For Their Bonus



The production of Aluminium Bahrain Company (Alba) soared to 931.427 Metric tonne in 2014, jumping 18,727 metric tonne from the production of 2013 which was 912,700 tonne.

On this occasion, Alba Company held a ceremony to mark this achievement at Her Royal Highness, Princess Sabeeka bint Ibrahim "Oasis". The ceremony was attended by the CEO of Alba, Tim Murray, COO Isa Al Ansari, CFO Ali Al Baqali, CMO Baptstia Luka, and Chairman of Alba Labour Union, Ali Al Binali as well as a large number of workers and officials. During the ceremony Tim Murray said "Alba will continue to put more efforts to achieve a new target with more effective performance. He added that in 2014, Alba workers were able to exceed the production of 2013 which shows the dedication of the workers.

Tim added: "On this occasion, I would like to thank the Alba Board of Directors, Alba labour Union, the Executive Management and all the workers and the contractors for their efforts and performance in 2014 and we look forward to produce more in 2015".

Chairman of Alba Labour Union, Ali Al Binali said that the efforts and dedication of Alba workers are the main reason behind this achievement and the plan which was set by executive management to reduce the cost and

to increase the production were done by the Alba workers with their good performance. He added that while we are thanking the executive management for their efforts, we strongly believe that the Alba workers deserve to be honoured and awarded by giving them the annual bonus, especially when the year of 2014 had witnessed many deductions

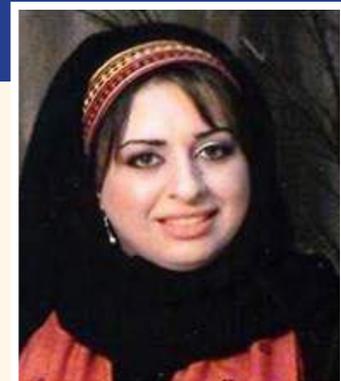
Ali Binali said that the Alba workers are very loyal to their jobs and are participating in the development of their country, while other industries in Bahrain suffer from losses. He added we have to honour them to show the other companies that Alba Company appreciates its workers.

He also said that in 2014 the cost was reduced to \$60 million and it led to increase the production up to third. He said that this achievement would not be made without the cooperation between the union and the company management.

Ali Binali thanked Alba Board of Directors, headed by Sheikh Duaj bin Salman Al khailfa, the chairman for their roles in approving the annual increment, the Heat allowance and the Family Health Insurance which was approved in 2014 despite all the challenges and difficulties that occurred in the Aluminium industry in 2014.



Amal Al-Mousa goes to court following her unjustified dismissal from Garmco



Amal Abdulrahman Al-Mousa, the dismissed employee from Garmco, went to the court to look into her forgotten case. Yet Garmco, the company she worked for 16 years is cutting all the ways to resolve this issue. A court session on 22/12/2014 was held about dismissing Amal Al-Mousa. The former Chairman of Garmco National Union, its current Chairman, and Amal's former managers served as witnesses in Amal's favor to explain her dedication and loyalty towards her work and developing it in the departments she had worked in. Throughout the years she worked on developing and connecting information systems with the human resources department. A uniform policy was founded to measure the work performance to determine the amount of annual bonus to each worker. She also developed the key performance indicators (KPI) measurements. The witnesses also added that Amal was targeted for forming the National Garmco Union. The witnesses reported that she would sometimes stay longer hours in the office to finish her work due to her dedication towards Garmco and its workers being on top of her priorities. To add up, the witnesses reported that Fahad Al-Bassam as human resources manager asked Amal to resign from the union for flimsy reasons as he pressured her claiming that her membership in the union interferes with her work. The witnesses stated that the targeting campaign appeared clearly in Amal's case. It was preceded by direct targeting to all the previous administration staff to hire the current Chairman of the Board of directors Mahmood Al-Soofi. Moreover, the witnesses stated that the first harassment attempt towards Amal was transferring her to training department as per orders from Al-Soofi himself. The person behind these eliminations from the ad-

ministration department was Fahad Al-Bassam himself by orders from Al-Soofi as he choose him due to his ability to dismiss the largest number of workers at his previous job in Gulf Air. On the 29th of December 2014 the company's denial witnesses came forwards which are Fahad Al-Bassam, the human resources manager in Garmco and his deputy Mohamed Fakhro. Al-Bassam was not denying a lot of the facts most importantly the truth about the letters that were sent by Amal Al-Mousa during the notice period which benefits Amal attempt to keep her job. However, due to Al-Bassam procrastinating it made the warning period to pass without any notable solution. Fahad Al-Bassam actions with Amal are not a surprise. Al-Bassam background prior to his work in Garmco was worthy to make him the biggest Bahraini that dismissed the workers. He always took pride with his well-known accomplishment in dismissing his former manager whilst he was working in Gulf Air. Also, his subsequent achievements in dismissing thirty five workers in one day, which he was always proud of doing. Concluding his series of evil actions with dismissing Amal Al-Mousa. In Amal Al-Mousa's case, Al-Bassam did not only dismiss her, however, he did not give her annual leave replacement and her over time hours which she demanded plus returning to her job. He stipulated in order to give her rights to sign a pledge letter that states she will not sue Garmco. Mohamed Fakhro, the deputy of human resources manager in Garmco, denied his knowledge with the type of work Amal would do after her office

work despite being a part of the working team. He knows very well that there were pending tasks that she would follow up with after her office hours. He denied these facts in court in his testify especially after he was promoted to Amal's position in the company. Mohamed Al-Soofi the chairman of board of directors interferes in the company's administrative decisions. Al-Bassam stated earlier that Al-Soofi is the reason this case is still unsolved. Al-Soofi history in Balexco in reducing labour rights and their allowances to transfer it to the executive salaries was enough to reveal his true identity. The question still remains in front of the public, is Amal demands to return to her job and compensated her based on the damage that she had is too much on the executive administration of Garmco? Is her claims for her over time hours and annual leave replacement that she spent on the expense of her family life is a crime in front of the decision makers? Throughout the phone calls that Alba Labour Union to both Fahad Al-Bassam and Mohamed Fakhro, Al-Bassam expressed his reservations on the information stated by Amal Al-Mousa. On the other hand, Fakhro stated that he did not take any sides in his testify as he only stated what he knows from the events due to their joint work. He added that he did not deny Amal staying after the office hours. However, he testified he is unaware of the type of work Amal does after the office hours due to the different in their office locations.



BAFCO Free Union

Statement

Statement about the Marginalization Policy Made By the Company Management in Dealing with the BAFCO Free Union

BAFCO Free Union emphasized that the company's board delays the realization of the Union's legitimate demands, despite its repeated promises. The Union confirmed its determination to gain its demands, which are one of the ordinary matters and they are ready to start a serious dialogue without any adulation.

The Union said "Two years had been already passed since our demands and the company management is still skipping from side to side in order to waste time under false pretenses. The Union pointed out that the company management follows the marginalization policy toward the union by issuing so many decisions without taking any consideration to the union or its demands, for example it didn't paid attention to the union demands, that is, to stop the infringement on the workers achievement, and the most important is the annual increment(bonus), where the com-

pany management(in a clear violation to the law) put certain standards, conditions and requirement without any reasonable explanation for obtaining this incentive, which made it so difficult for workers to obtain this incentive, so most workers are simply deprived from this right.

The Union confirmed that starting from the next week a number of an escalatory steps shall be taken in order to compel the company management to respond to the workers legitimate demands, thus workers shall tie a red ribbon on their right arms, as signal that shows workers rejection to the marginalization policy followed by the company and there shall be a number of other steps which will be announced later.

The union expressed its displeasures and rejections to the marginalization policy followed by the company towards the workers legitimate demands emphasizing on its deep

concern about the negative impacts that might be generated as a result of closing the doors of the serious dialogue, and this might lead to the accumulation of the wrong practices and the continuous of so many problems without practical solutions, which shall ultimately lead to the obstruction of the productivity process. Emphasizing on the critical necessity for the Board to take positive measures towards the current situation before it gets worse. Moreover the Union pointed out that it is of a great importance to sit and discuss the relationship that should exist between the two parties, in order to find reasonable solutions for the Union's demands, confirming that the Trade Union is strongly committed to the workers' demands and determined to defend the workers' legitimate rights.

The Board of the BAFCO Free Union

National Labour Union of Gulf Air celebrates the National Day



The National Labour Union of Gulf Air celebrated the National day of Bahrain. The ceremony started with the national anthem of Bahrain and included many activities and games. On this occasion the Union board members along with the company workers, congratulated His Majesty King Hamad bin Isa Al Khalifa, His Royal Highness Prince Khalifa bin Salman Al Khalifa, the Prime Minister and His Royal Highness Prince Salman bin Hamad bin Isa Al Khalifa. They wished a further development and prosperity for Bahrain under the wise leadership.

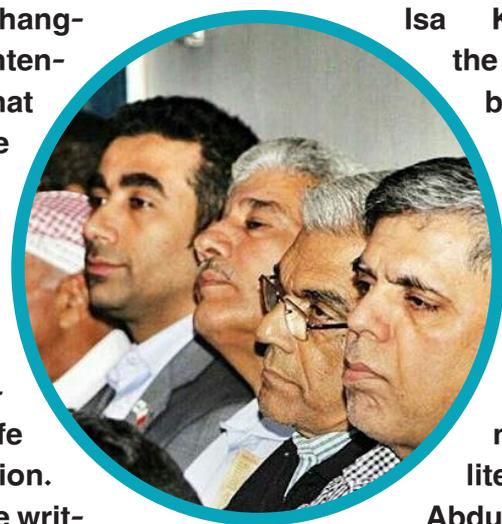


The writers and thinkers in Bahrain honor the late novelist Abdulla Khalifa

Alba labour union participated in the honoring ceremony for the late writer and novelist Abdulla Khalifa in Kanoo Cultural Center on Tuesday 30th December 2014. The event was sponsored and organized by Akhbar Al-Khaleej newspapers, the writers and the novelist. The late was an example in giving and sharing his ideas. He was always supporting the labour in his daily articles in the newspapers columns and in his books and novels that touched the reality of the hard working Bahraini citizen. Ali Abdulla Khalifa, the Chairman of Kanoo Cultural Center, said in his speech: "it's very sad to us that he is not with us now, death was faster than us and took him away before his honoring ceremony. The fact that he knew about our intention comforts us a bit." Then, Dr. Rashid Najim, the general secretary, delivered a speech on behalf of the writers acknowledging Abdulla Khalifa's mark in the Bahraini cultural scene and contemporary literary. He focused his creations on novels, which was marked by realism and its characters consisted of community-based models that exists be-

tween us that we may not pay attention to it. Yet, he would pick them up as carefully as a pearl dealer would pick his pearls. This made him a pioneer of the novel in Bahrain. In the enlightened and progressive side, Mr. Ishaq Sheikh delivered a speech on behalf of the companions and friends of the late writer. He talked about the Enlightenment culture the late Abdullah Al-Khalifa had, and its role in changing the Bahraini society. The Enlightenment culture is a peaceful culture that calls for peace and civil dialogue between the parties. A dialogue in a secularism and political and social methodological away from religious sectarianism practiced by extremist violence and terrorism and its manifestations, and inciting sectarian strife among the people of the one nation. Then, a documentary film of the late writer friends was shown. After that, each of Dr. Dhia Al-kaabi, Dr. Anisa Al-Saadoun, and Dr. Antsar Al-Banna presented an analytical research in the writings of the

late Abdullah Al Khalifa and novels. After that, a movie (The homeless) about (Al-aqlaf) novel for the late writer was shown to the audience. At the end of the ceremony, Bahraini creativity insignia was presented to the family of the late writer and thinker Abdullah Khalifa. It was received on his behalf by his brother, Mr. Isa Khalifa. Also, the last novel by Abdullah Khalifa entitled «lost lives Bay» and his book titled «spaces narrative in literature of Abdullah Khalifa» that includes research and studies about the writer literal and intellectual work during his career were distributed.



o Mr. Fadhel Abbass



o The attendance



o Mr. Anwar Ahmed



Minister of labour: the Trade Unions in Bahrain play a major role in improving Workers conditions



o Minister of Labour



o The workers, Ali Hassan



o The worker Jawad Ahmed

Under the patronage of His Majesty, the king, Hamad bin Isa Al Khalifa, Ministry of labour honored the outstanding workers in the 30th annual ceremony, which was held on Thursday, 25 of December 2014 at the Gulf Hotel.

Minister of labour, Jameel Humaidan honored the workers from different companies in Bahrain. The workers: Jawad Ahmed Hassan and Ali Hassan Abdulla from Aluminum Bahrain company (Alba) were honored for their dedications, loyalty and outstanding performances, where they served Alba for more than 30 years. Commenting on this occasion, Humaidan said "this ceremony shows

the appreciation of HM, the king towards the workers who have proved for all that they are the real treasures of Bahrain. These workers had spent so many years working hard, and it's the time to honor them and appreciate their efforts. He added "The King is proud of the efforts and dedication of all those chosen for the honoring ceremony for their position as a role model to their colleagues and others"

Humaidan said that the Unions in Bahrain played major roles in developing the workers conditions. He added that the 3 parties - Government, workers, and businessmen must cooperate and collaborate with each other in order to achieve more benefits. On this oc-

casation, The undersecretary of ministry of labour, Subah Salem Al Dosseri said "honoring the workers is the result of hard work put in by the workers for several years. And this ceremony which is held under the patronage of His Majesty, the King, will help the workers to develop further achievement and will motivate the other workers to perform well.

He said "choosing the outstanding workers is done by a committee, where they set the rules, conditions and standards. The most important condition is that the worker should have spent more than 10 years in serving the company without any absence or delay with the exception of an approved acceptable justification and many other conditions.

Introduce the Family Health Insurance plan



Alba Labour Union held a series of meetings with the workers from various departments to introduce the features and benefits of the "Family Health Insurance" package, as it contains a range of benefits which would provide good services for the workers and their families.

The Union Board members answered all the workers' questions about the insurance and its benefits.

The meetings clarified in detail the advantages of the insurance. The Union board members explained that the family health insurance is a result of the collective bargaining with the company's management to meet the workers' demands who strove to obtain the health insurance for their families.

The Union said that the Family Health Insurance at present will cover the worker's wife

and two younger children. The union will put more efforts in future to include the whole worker's family in the insurance package. It added that the worker will pay BD 5 per AP for each insured member as per the existing plan.

Union added that the new insurance may not be the best package, but they had dealt with the company management to develop the family insurance in the future, as what they did with the worker's health insurance in the past.

Union urged all the workers to subscribe for this package in order to take advantage from it. It added that this package will reduce the worker's burden and will provide the worker's family with a better future and health care.



Process Control Department



Alba Labour Union Meets the Workers to i



HR Department



Central Workshop Departmen



Procurement and Stores Department



Power Department



Reduction lines 4 & 5



Casthouse Maintenance Department

And Share The Joy Of National Day in (Family Day)



Alba Workers Celebrate Their Towards Bahrain.. A

Alba Labour Union in cooperation with the company's management held a celebration for the forty third national day and fifteenth anniversary of His Majesty the King of the country's reins. The (Family Day) that was held since 8 am till 7pm in Alba club. They National Day celebration was a big success with more than 18 thousands visitor from Alba labour members and Bahrain Free Labor Union Federation (BFLUF). The celebration included lot of events such as kid's games, competitions, magic performance, martial art performance, traditional songs performance, face painting, coloring pottery, free medical examinations, and a variety of events. And Alba workers proved that their love for Bahrain cannot be differing by two. National day is a special occasion for everyone. The workers rushed since 8am with their families and kids to participate in the events that Alba held's annually to express their love and loyalty to this dear country and its wide leadership. The celebration was special as

kids dressed in traditional Bahraini clothes with dresses that were specially made for this occasion that was tailored with Bahrain's flag. Also, traditional Bahraini food was made and distributed on the visitors. At the end of the ceremony, there was a big draw for more than 300 valuable prizes. The first prize was a chevrolet cruze and the second one motorbike by Honda. Alba Labour Union chairman, Ali Al Binali, stated "Alba workers gathered for the love of kingdom Bahrain by their attendance and participation in the National Day celebration that was organized by the union in coinciding with the country's national day celebration". Al Binali added "The workers proved their Adherence to the reform project of His Majesty the King may God protect him and their loyalty to the wise leadership. The key in the strength and success of Alba is unity of workers as one body and the infinite love of the soil of this country".



Alba Labour Union Takes Part in Dar Al -Ezz (House of Glory) 4th Festival



We Congratulates Shaikh Mohammed Al Khalifa for 18th anniversary of the National Guard



o Shaikh Mohammed Al Khalifa during the inauguration



o Ali Al Binali and Mohammad bin Isa Al Khalifa



Alba Labour Union took part in the Dar Al-Ezz (House of Glory) 4th Festival which was held from 7th to 9th January 2015, at Al Rashid Equestrian and Horseracing Club, in Sakhir. The festival was inaugurated by National Guard Commander Lieutenant General Shaikh Mohammed bin Isa Al Khalifa to celebrate the 18th anniversary of the National Guard. Alba Labour Union participated in the festival to strengthen its partnership with the National Guard and to emphasize on the role of the National Guard since it's foundation in the era of the Late Amir, Sheikh Isa Bin Salman al Khalifa in the year 1997. The Festival highlighted the main achievements of the National Guard, and the honorable role it played with dedi-

cation in maintaining the national security. They also highlighted their main role in serving the community. Alba labour Union participated with many activities and games for children and adults. Alba stall attracted many visitors as there were a lot of activities such as face painting, zumba dance, pottery and games with gifts. Union enhanced safety culture by distributing flyers and leaflets concerning the environment. It also distributed vegetables, plants and fruits that are cultivated in the premises of Alba Company. At the end of the festival, National Guard awarded Alba Labour Union for their participation in the festival.

The Battle of the Elections

The period between 22nd – 29th November of the last year witnessed the Municipal and Parliamentary Elections in the Kingdom of Bahrain. This election was characterized by the overwhelming participation from the different sectors of the country, and could realize a great success despite the sick calls of boycott the election process made by the opposition that barricade in the trench of sectarianism.

The first elections results were enough to silence such irresponsible calls, which are unrealistic and far away from the current critical circumstances that face our country. The overwhelming practical participation in these elections was considered as a fateful decision that emphasized the adherence to His Majesty's reform project, and the obvious substantiation of the democratic process as a firm approach and a daily practice. The boycott was totally a loser bet, as the so-called the

unrest of 2011, which was absolutely wrong and destructive decision.

The election scene represented new findings. Most of the votes were directed towards the new and the young candidates, and the political Islam, represented by the Muslim Brotherhood was defeated and lost its seats in the areas of their domination, and this was the result of their weak role that played by their representatives in the previous parliamentary sessions, as well as the reflection of the changes that took place in so many countries, especially in Egypt, and the decline of their role this party in so many countries accordingly. However, this does not mean that the political Islam is absent from the new Parliament, especially the candidates of the ancestral movement. Interestingly, the independents won the largest share of the

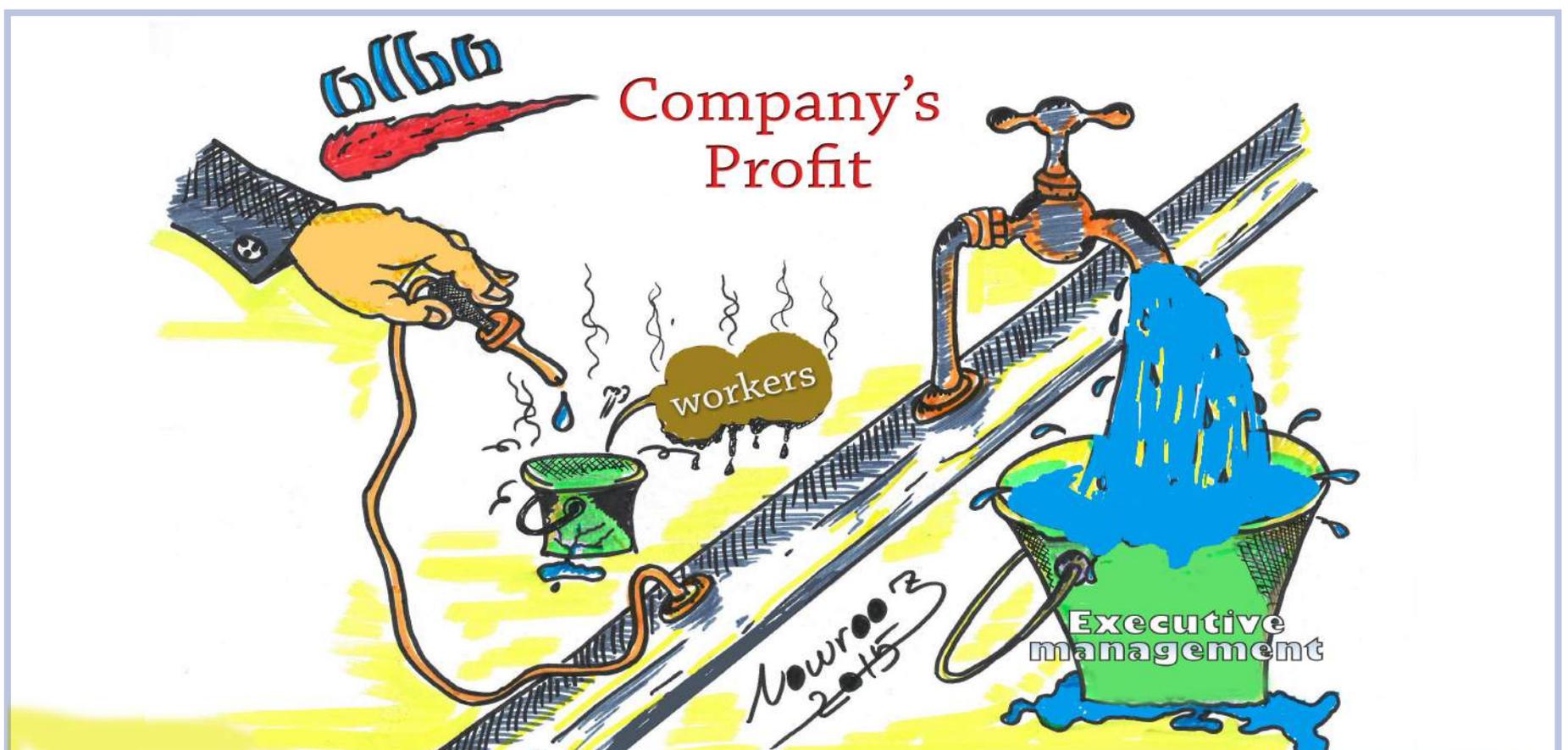
parliamentary seats, and for the first time women could make progress in the fierce competition to win three parliamentary seats and three municipal seats. In this regard, we cannot ignore the labour participation from Alba workers which introduced five candidates for the Parliament and one candidate for the Municipal seat, although this was an individual participation, it reflected the positive role that the workers can play to contribute to the democratic process. It is worth to say in this regard that the Labour Movement practiced its role of struggle during the Labour Movement in 1972, and what could be realized in the Parliamentary Elections of 1974, and this indicates that the battle of elections has got its deep roots and historic stretch, fought by our people in the different stages and cir-



Ebrahim Al Khoheji

cumstances.

Another point to stress here is that the reform project came as a royal initiative and under the auspices of His Majesty the King, and the support of the political leadership. Bahrain cannot isolate itself from the global changes and trends towards the democratic practice, the elected institutions and the establishment of the state of law and active citizenship. This is the right choice to interact with the changes and challenges that take place nowadays all over the world, for the sake of the sustainable development and the common welfare of our people.



Accidents and Injuries during the Month of December

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
02/12/2014	PTA Crane Garage Line 5	Contractor was assigned to clean PTA 7 electrical panel by blowing air. While he was walking reverse and pulling the air hose, suddenly he fall down in the PTA girder causing the minor injury.	Advised to ensure that all accesses are installed with self-closing barrier	Minor Injury and High Potential Nearmiss	The access door has no self- close mechanism to secure the employees
02/12/2014	Operation Support Services Cathode Sealing	While removing steel scrap in cathode sealing, a steel piece hit the front forklift glass and flushed some small pieces into his face resulting small cut wound in scalp and face.	Union Representative advised the department management to raise workers awareness	Minor Injury	The Forklift was overloaded by steel scrap due to lack of awareness
9/12/2014	Power Station 4 Mechanical Workshop	While contractor worker was cutting, welding, and explaining to the helper how to check the right angle, he placed his finger on the sharp edged led to small cut in his right thumb.	Union Representative advised to go for trial gloves which is safe and more flexible for precision activates	Minor Injury	The gloves used is not convenient for precision activities
10/12/2014	Cast-house 2	Operator was charging scrap in the Furnace by forklift, suddenly the forks with the tools came down causing lurching to the forklift. The operator felt pain in his back.	The Management should review the charging practice and find more efficient safe alternative way	Minor injury	The scrap Cold Charging practice is by forklift which could cause jerking
23/12/2014	Refractory Workshop	While contractor worker was transferring the furnace tiles his middle finger bunged between two pieces of tiles causing the injury	Emphasised on the management to clear the area and correct	Damage and High Potential Nearmiss	Inadequate managing of monitoring system led to damage the insulation of the cables resulting to AC potential crossing DC
27/12/2014	Reduction Line 4 Room 8	Contractor worker was removing pot triangle cover of shut down pot no. 8109. Suddenly, the cover moved by itself due to magnetic field and hit his right leg thigh causing small soft tissue injury.	Union Representative emphasised on reviewing the procedure of this activity by conducting risk assessment.	Minor Injury	Obtained that the magnetic field at the pot shell causing instability of the plate and the employee was not aware of the procedure.
29/12/2014	Calcining & Marine	While the Operator was trying to open boiler2 soot blower bypass valve accidentally his wrist touched the steam pressure transmitter tapping point pipe line that caused minor surface burn. Immediately the employee was sent to Alba Health Care Centre for treatment	Advised to relocate the isolation valve to safe accessible place and maintenance management to conduct survey on any defected insulations	Minor Injury	Found that the hot pipe line insulation protection was removed due to inadequate maintenance and the isolation valve ergonomically not accepted
28/12/2014	Carbon 1&2 Rodding 1	While the operator was trying to de-latch the J-hook of the overhead crane no.2, the crane hook got stuck between the safety barrier and suddenly released and hit the operator on his right arm.	Recommended to extend the hanger of the J-Hook of the furnace crane and provide extra hangers	Minor Injury	Inadequate engineering design of Hangers of the J-Hook
29/12/2014	Calcining & Marine	While the Operator was trying to open boiler2 soot blower bypass valve accidentally his wrist touched the steam pressure transmitter tapping point pipe line that caused minor surface burn.	Advised to relocate the isolation valve to safe accessible place and maintenance managements	Minor Injury	Found that the hot pipe line insulation protection was removed due to inadequate maintenance

The Lucky Winners of the National Day Festival

Jaaffar Al Barri, from Reduction Line1-3 department won the top prize which was a Chevrolet Cruze 2014 car and Ahmad Abbas from Marine and Calciner department won the second prize a Honda Shadow bike, in the raffle draw which was held on the family day celebration of the National day of Bahrain. The festival was organized by Alba Labour Union in co-operation with the Bahrain National Guard and Alba Executive management. Khalid Al Mansori, owner of Al Mansori transport attended the prizes distribution along with the chairman of Alba labour Union Ali Al Binali and other Union Board members.



BFLUF congratulates the New Government

Chairman of Bahrain Free labour Union Federation (BFLUF), Yaqoub Yousif Mohammed extended his hearty congratulations to His Royal Highness, the King, Hamad bin Isa Al khailfa on the occasion of forming the new government following the final announcement of the results for the Parliamentary and Municipality Elections, where the new government will be headed by His Royal Highness, the primeminister, prince Khalifabin Salman Alkhailfa. Yaqoub Yousif affirmed that the people of Bahrain look forward to the new government to continue the development and reform process to achieve prosperity and security within the sovereignty of the constitution and law.

Bapco Free Trade Union Honours the Participants in the Arab Working Women Conference



The Deputy Chairman of Bapco Free Trade Union and the Chairman Of The Women Committee In Bahrain Free Labour Union Federation (BFLUF) Fatima Fakhro, extended her thanks and appreciations to all women unionists, who participated in the "Arab Working Women Conference" which was held under the patronage of BFLUF, on the 1st and 2nd of December 2015. The unionists had the opportunity to meet the working women from international, Arab world and local unions and federations. The women exchanged the experience and emphasized on the roles of women in the development of their country. It is worth mentioning here that women who participated in the conference boost their commitments in the labour Union Movements and it helps them to elevate their status as unionists..

The Executive management stands in the backstage of the Charity Committee

The Charity Committee is the only concerned committee to help Alba workers financially in emergency cases. This charity was formed from both Alba Labour Union and the executive management, besides the medical department who are specialized to assess the medical cases for the consideration of the weekly submitted help requests. The representatives of the management in this committee often dismiss and deny the real expenses that the worker needs, in order to reduce expenditures, which makes the worker refer to the charity committee many times in order to persuade the same to increase the amount of the monetary aid. It is obvious that even the charity committee is not safe from this savaging policy at the expense of the workers who often suffer emergency situations and are in an urgent need of the financial help. The workers in Alba work hard, day and night, and never spare any effort to offer the company any help in any urgent situation, and this has been proved so many times in so many critical situations, but the astonishing thing is that, when the worker needs any help and wants the management to support him, this becomes something impossible to the management.



Sharan Tries To Break the ICATU., and Al-Abbasi Allies with the Tunisian Regime In The Midst Of the Revolution (1-2)



o Hussain Al-Abbasi and President of Tunisia, Mahdi Jomaa



o Hussain Al-Abbasi and Rashid al-Ghannushi



o Tunisian General Labour Union (UGTT)

One of the very few benefits of the "Arab Spring" was that it took off the masks and revealed the true identity of "unionist" in their countries. However, they looked just as extras on the stage of some theater play where their lies and tricks to break the Arab union movement were exposed. The champion here at the front was without a doubt "Sharan Burrow", the Chairman of International Trade Union Confederation (ITUC). She did not rest since the beginning of the first spark of the "Arab Spring" by shifting her followers in the Arab unions with plans that seek to destroy the International Confederation of Arab Trade Unions (ICATU), which has the largest labour unions in the Arab world which includes more than 17 member unions from the Arab

world like Egypt, Syria, Lebanon, Jordan, Libya, Sudan, Iraq, Bahrain, Kuwait, Morocco, and Algeria. It annoys Sharan that the ICATU since its start up in Damascus in 1956 stood against all the Zionist and capitalism plans in the Arabic region and supported the Arabic labour. Also, it annoys her that the ICATU the supportive of the Palestinian case stood firmly against normalization with Israel. Also, Sharan herself cares about normalization between Arabic unions and Histadrut led by Ofer Eini as he is a partner in the dirty game of Sharan Borrow. Ofer wants her to stop boycotting the Israeli products and to stand with him in opening the doors of the Arabic countries for the Israeli prod-

ucts through a normalization union process with the Zionist entity. To enter the Arab world and destroy their unity and take its advantage, Sharan wanted to find a follower that glorifies her and acts as an "Arab unionist" who had no conscience and who could support them for handful of money they receive from the ITUC the official sponsor of parties, conventions, and workshops that are fully paid by an order from the US intelligence which the union represented in American Solidarity faced it. Sharan formed an Arabic labour union with the help of those who disowned their own Arabic identity. Only three Arabic un-

ions joined Sharan's union: The Tunisian General Labour Union headed by Hussain Al-Abbasi, The General Federation of Bahrain Trade Union headed by Salman Al-Mahfoodh, and the Federation of Trade Unions Palestine branch headed by





o Shafer Saad, Hussain Al-Abbasi and Sharan Burrow



o Hussain Al-Abbasi, Shafer Saad and Salman Al-Mahfoodh

Shafer Saad.

In order to deceive others, they said their confederation is far from the control of the Arab regimes and those that did not join them are subsidiary of the ruling Arab regimes unions. Thus, so easily they forgot their history and that they allied with the forger regimes and current regimes.

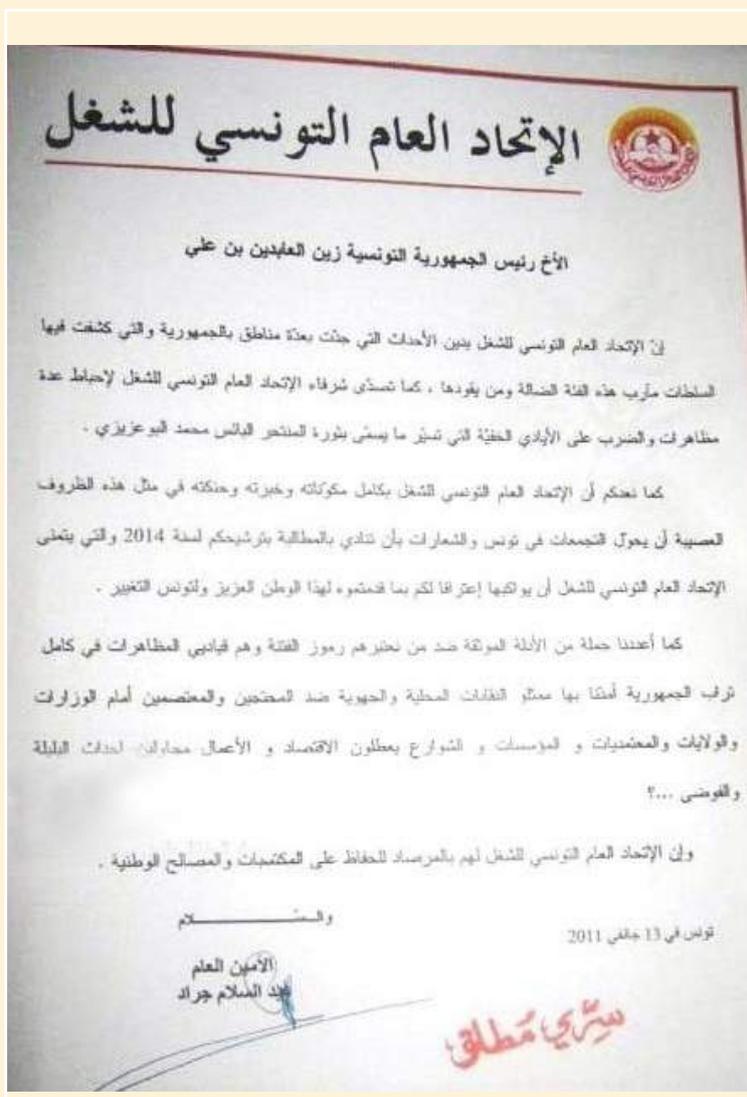
The presence of Al-Abbasi in Burrow's team is not a surprise due to his long history in supporting regimes against the people. Al-Abbasi lived in the era of Bourguiba and Zayn al-Abidin and supported them throughout their oppression in Tunisia. Then he left those battles with no wounds nor bruises which is a normal situation

as he is protected and goes with the flow of things. If his interest was with the regime, he would go against the revolution. Then, if the revolution succeeded, he would support it.

Al-Abbasi whom was raised by the Abdulsalam Jarad, the former general secretary for the Tunisian General Labour Union, that wrote

a letter to Zayn al-Abidin attacking the Tunisian revolution before the fall of the Tunisian regime.

It is funny that Al-Abbasi comes in later and say his union was not a follower to the Tunisian regime. Nevertheless, did he forget his picture that was taken whilst he was kissing Zayn al-Abidin's hand?



The Tunisian General Labour Union Dear President Zayn al-Abidin

The Tunisian General Labour Union condemns the events that have occurred in several regions of the Republic, in which authorities revealed the purposes of this deviant group and its leader. Also, the noble people in the Tunisian General Labour Union prevented many attempts for several demonstrations that took place after the «revolution» started after the miserable suicide of Mohamed Bouazizi.

The Tunisian General Labour Union promises with all its experience in these difficult conditions that they will transform communities in Tunisia. Also, to change the slogans for the year 2014 that the union will acknowledge what they have given to this dear homeland. Evidence against the sedition symbols who are the leaders of the demonstrations were prepared in the entire territory of the republic given by the representatives of the local trade unions against the protesters in front of ministries of states and institutions causing the streets to cripple and leading the economy and businesses to cause confusion and chaos.

The Tunisian General Labour Union looked out for them to maintain gains and national interests.



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Seven workers were killed in Iraq



A source in the Ministry of Labour said that the Fallouja Public hospital received on Wednesday, 17th December, 2014, seven dead and five more injured workers. The accident was caused by a missile fell in their work place in the north of the city bridge.

Gendarmeries arrest 32 workers from "Aqaba Containers"

32 workers from a company of containers in Aqaba were arrested by Jordanian Gendarmeries using the tear gas, the work in the company was interrupted due to the company's insistence on the determination of the work schedule in accordance with the Labour Law Articles which entitle the employer to regulate the work hours without prejudice to the workers' acquired rights.

An Egyptian worker was killed while digging for antiquities



An Egyptian worker was killed due to a building collapse while he was digging in the ground looking for antiquities in Al Sadaat City, he was taken to the hospital to save his life but he died.

3 companies dismisses Saudi workers

The Supreme Labour Authority decided to bring three workers back to their work after they had been dismissed by their companies under the pretext of the expiry of their contract period and gave them their compensations. The three workers were exposed to the arbitrary dismissal.

'A worker died in the workers accommodation

The Kuwaiti firemen could find a dead Asian worker after a fire broke out in one of the company's workers' accommodation. It is worth to say that the accommodation where the fire broke out accommodates about 1200 workers, where the firemen could save most of workers who were surrounded by the fire except one of them who was not of the workers saved.

A Palestinian worker died after fallen down from an under construction building

A Palestinian worker, 25 years old, died when he had fallen down from an under construction building in Jerusalem. A medical source pointed out that the emergency teams who arrived immediately at the accident place tried to save the worker's life but they couldn't as he suffered deadly injuries in different places of his body as a result of this fall.

Workers' exploitation in "Apple" company

Video leaked from the factory of the American "Apple" company revealed so many violations against the workers. The video showed some workers sleeping during their duty which extends for 12 hours a day due to the exhaustion state they suffer because of the long hours of work in the company factories.

Payment of the Egyptian labours in 2015

Mr. Star Danboos, the head of the General Federation of Iraq Trade Unions, said that there was a committee in the Iraqi Ministry of Labour & Social Affairs that currently working on the calculation of the due salaries of the Egyptian labours who used to work in the government sector before the year 1990, in order to be paid during the year 2015.

Nothing new in the medical insurance & the teacher's protection



The Teachers Trade Union that the file of the teacher's protection and the file of the medical insurance are still at the standstill, despite the so many agreements that were made between the Trade Union and the government in order to suspend its strike.

Cooperation between the Trade Unions

Egypt Trade Union Federation under the leadership of Mr. Jabali Al Maraghi held a meeting of discussions on Saturday 13th December with the Trade Union of Iraq and the General Union for Work in Lebanon. The meeting discussed the different aspects of the joint cooperation on both local as well as the Arabian levels, and emphasized on the close brotherhood ties.

The minimum wages in the private sector to be raised



The Saudi Ministry of Labour has revealed that it is going to raise the minimum wages in the private sector gradually. The source said that the current wage which is \$800 shall be raised to \$10000, and later to reach \$15.000.

The president of "Petrol" condemns depriving the workers of their rights

Mr. Yousif Al-Kundari, the president of Petroleum & Chemical Industry Workers refused the recommendations of some of the Parliamentary members concerning the cancelation of the participation in the success reward, considering that as a deprivation of the workers' rights. He added that the labour rights are protected from any kind of frivolity.

Israel tightens procedures against the Palestinians

An official in the Palestinian Civil Affairs Ministry said that Israel has refused the renewal of 600 work permits for Palestinian workers since the situation tensify that started three months ago, for security causes; he added that the workers usually renew their work permits every three months but this time the Israeli Authorities refused such renewal.

"eBay" website dismiss thousands of workers

"eBay" website tends to dismiss thousands of its workers in the beginning of the next year. Wall Street newspaper reported that the Website tends to dismiss nearly 10% of its manpower, or about 3.000 workers. The report expected that the dismissal process shall be within the private store of the company.

Ministry's workers protest

The workers of the Ministry of Industry and the and the Unionists activists headed by the General Federation Of Iraqi Trade Union organized a protest on 19th December, in the center of Baghdad demanding the cancelation of the self- financing system and changing it into a central system and to pay the overdue salaries for the last few months, and to support the national industry.

Jordan discusses the formation of the Pilots' Trade Union

A meeting was held in the Ministry of Transportation to discuss the Jordanian pilots' demand of forming a union for themselves, like other Trade Unions. The meeting was attended by the Jordanian Minister of Labour, the Minister of Transportation and the head of the Civil Aviation Regulatory Authority.

Conditions of the Egyptian workers

Mr. Mohammad Wahab Allah, the Secretary – General of the Egyptian Trade Union Federation, who is heading the Union's delegation in its visit to Lebanon, discussed the different aspects of the joint cooperation with the Lebanese Trade Union under the leadership of Mr. Ghasan Ghusun, and trying to identify the aspects of care and support that the Union provides for more than 25.000 Egyptian.

Saudi Arabia: Dismissal of "154" workers

The Ministry of Education dismissed 154 workers with a justification contributed to an error which was discovered after two years of their appointment. The workers revealed that they received threats that they would not get their latest salaries unless they sign their letters of termination.

Strike in the Ministry of Commerce

The Ministry of Industry & Commerce witnessed on 13th January, 2015 a general strike. The strikers closed the public entrances and stopped receiving the public transactions which caused a huge disorder in front of the department. A source said that the strike was executed because there are insufficient workers to carry out the large number of the public transactions.

Cleaners strike threatens a health disaster

Cleaners strike in the public hospitals in Gaza Strip, which has entered its 13th day, worsening the health situation and threatens a health situation. The workers in this sector did not receive their salaries since last June, which made their life harder and more complicated.



Italian workers protest against the government reform plans

Thousands of workers from different Trade Unions in Italy took part in a general strike in more than 50 cities in Italy protesting against the government reform plans. The strike caused a state of disorder and interruption in the public transportation sector, schools, ports and other public services.

Iraq

Jordan

Egypt

Saudi Arabia

Kuwait

Palestine

The world

The World Federation of Trade Unions (WFTU) shows solidarity with the labour in United States against



The World Federation of Trade Unions (WFTU) expressed their solidarity with workers of African origin that marched in various cities in the United States expressing their rejection of all kinds of racial discrimination practiced against them and violation of their rights. The protests spread across America in condemnation of the murder of a young black unarmed youth Michael Brown aged 18 years, who was killed in broad daylight by a police officer in Ferguson on the outskirts of the city of St. Louis, on 9 August. Mass protests and violent clashes continued against the police to demand the

justice in Ferguson and other cities of United States during the past few months, which made the US Attorney General Eric Holder to apply for his resignation, and it is worth mentioning that Holder, was the first black man to hold this position in 2008. The World Federation of Trade Unions (WFTU) stressed on behalf of the 90 million members all over the world, the rejection of all kinds of racial segregation practiced against the workers and citizens of African descent in the United States, also condemned the brutal attacks committed by the

police. As the WFTU assured that the trade union movement stands against all forms of discrimination between employees, regardless of whether ethnic, religious discrimination, doctrinal discrimination, or on the basis of sex, Workers are all brothers and sisters and stand united to achieve common interests. The WFTU noted that workers all over the world should unite in order to preserve their rights, and the WFTU will not tolerate violence by any state against the working class, and will always stand with the oppressed sectors until their demands are achieved.

General Strike in Greece Paralyzes the Local Transport

Labour unions in Greece staged a 24 hours strike on Thursday, 27th of November 2014, which cancelled hundreds of flights, shut public offices and severely disrupted local transport, in the first major industrial action to cripple the austerity-weary country. The General Confederation of Greek Workers (GSEE) and the Greek Civil Servants' Confederation (ADEDY) called to protest against planned layoffs and pension reform demanded by European Union and International Monetary Fund lenders who have bailed out Greece twice.

All Greek domestic and international flights were cancelled after air traffic controllers joined the strike. Trains and ships also halted services. Hospitals worked on emergency staff while tax and other local public offices remained shut. Banks were on strike too, along with retail stores and journalists. Frequent and often violent demonstrations greeted the start of the crisis and imposition of austerity measures, but their frequency has dropped off over the past two years. Some Athenians said they saw little hope in yet another strike bringing any change.





Union highlight

What is the purpose of declaring the financial deficit in the Social Insurance Organization (SIO) before every parliament term?!

As we know, Bahrain won a membership in the Board of the International Labour Organization (ILO), the question is, would the labour minister appoint the Fake Federation who filed a complaint against Bahrain in the ILO and tried their best to damage Bahrain's reputation?!

The international Organizations recognize the role of Bahrain in the Labour Movement, so why would they marginalize Bahrain free Labour Union Federation (BFLUF) from presenting Bahrain internationally.

One of the recently joined worker in Alba was disappointed and surprised that he has to leave Alba and Bahrain and return back to his homeland, the worker had resigned from his previous job and he passed the medical check-up, why should the management of Alba treat workers unjustly?! Do they have any humanity?!

Is there any impact of recently announced fall in oil prices for the Line 6 project in Alba?! Many are wondering that the cost of building Line 6 will be less if the oil price was high..

What is the purpose of impeding the Union Cars offers by the company management?! While the Union tries its best to finish all the procedures in one day, the legal department in the company takes more than 2 months to sign the documents and to finish all the procedures.



The Trade Union Has To Revive Its Struggle

By : Ghazi Al Hamer

As we stand on the threshold of a new year, looking forward with hope for a better and bright future, looking back to the past year, we have to stand honestly in the phases of self-accounting and reconsideration, and the Trade Union is greatly concerned in this process, especially in this time which is full of challenges and new turbulent surroundings that arrest the progress of economic process represented in the economic crises that swept over the world of capitalism, and exacerbated the conflicts of interests and enhanced the class conflict between the rich who endeavor to obtain the wealth and the poor who are the majority and who operate the productivity wheel.

Our Trade Union nowadays is in a great need for self-renovation and self-development, in order to be able to move forward towards the future, fully equipped and stable and determined to achieve its goals, and to maintain its position in the front of defending the rights of the working class, and guard its achievements, that might be affected by the difficult economic circumstances, such as the economic crises and the economic depression, which is not limited to the crises of the oil markets and the cheap prices of this important product, and shall definitely badly affect other sectors of services, policies and most of the products. Moreover, processes and tight policies have appeared in so many countries, and that shall badly affect the working class and shall have a great burden on the poor classes of the society. The classes of the low-income and the poor classes of the society, whose income is hardly enough for the basic needs of life, due to the sharp rise in the prices of the products and services, shall be the victims of such situation.

All indicators and economic predictions in our Kingdom indicate that we shall have difficult economic circumstances, and we shall have new and unavoidable economic facts, that require deliberate preparation and readiness from all decision-makers. Critical

solutions have urgently to be found for the rising public expenditure rates and the disruption of the National Income. Therefore, it is not surprising in the near future to have a sharp rise in the daily goods and the government shall be forced to remove its subsidization or reducing it, so the petrol prices shall be increased, and consequently the prices of so many services and products, and the indirect taxes shall be increased automatically as a result, so the public sector shall move towards the Privatization. This expected scenario shall be frightening and shall threaten our daily life and shall increase the burden of thousands of workers, and the Trade Union shall be encountered by a new challenge that imposes on it new tasks and responsibilities in its course of defending its achievements, legitimate rights and maintains its advanced positions, and the new circumstances the Trade Union to innovate new methods of struggle and get rid of the state of rupture split.

The current situation of split and weakness is unacceptable, and the spirit of selfishness prevailing amongst its leaders has to be thrown away, also it is no longer acceptable that the workers of the public sector are currently outside the Trade Union, and they don't have the right to form a trade union for themselves, as well as the foreign workers, who form more than 70% of the working class has to be involved in the Trade Union movement and make use of its potentials, and the same has to be made towards the working woman, whose role has to be activated. Today, the Trade Union leaderships are required to draw the guidelines of the Trade Union movement, and establish a fixed and clear strategic vision that opens new opportunities of development and improvement, and shall enable the Trade Union to face the new challenge...Our question is that has the Trade Union got prepared for the new future?

Send us your suggestions, feedbacks and complaints on: omalalba@gmail.com

