



## *Additional Labor Situations Received*

**2014**

### *Homicides*

- Ever Luis Marín Rolong, 46 years old and a member of SINALTRACEBA union, which represents workers hired by Bavaria Brewery, was assassinated on January 4<sup>th</sup> while waiting for the bus in Soldead, Atlántico. After the murder, Rafael Maldonado Gamboa, president of the union, was threatened by phone, stating that his death would follow. Marín Rolong was an active participant in the Sinaltraceba's collective bargaining process that ended in December 2013.
- Wilson Javier Solórzano Arenas, a penitentiary worker in El Espinal, Tolima, and member of the Penitentiary Worker's Union (UTP) was murdered on April 29, 2014, after reporting corruption inside the penitentiary system. That very day, he was due to expand his report with the prosecutor's office.
- Within eight days, two members of the National Association of Transit and Transport Workers (Andett) were murdered during a period of contention regarding labor conditions and wage theft. Jhon Jairo Uribe was murdered in La Estrella on September 16, and on September 23, Jorge Elías Hincapié Arenas was murdered in Envigado. Both of these men were leaders in organizing transport and transit workers in their communities.
- On April 9, 2014, Jesús Adán Quintó, a union leader and community organizer in the Afro-Colombian communities of the Medio and Bajo Atrato was assassinated in Turbo, in the Antioquian Urabá. This attack happens after the National Protection Unit reduced the protection it afforded Adán Quintó, even when he received frequent death threats.
- Edith Del Consuelo Santos Jiménez, member of the Security Union (Sinproseg) and community leader, who advocated against environmental degradation by Ecopetrol, and advocated for security guard's rights, was assassinated on August 29, in San Isidro de Chicheme.

### *Other Violations*

- In 2014, around 22 acts of violence against unions were registered, these include: threats, assaults, and attacks against union locales. Some unions which registered these acts of violence included: the Central Unitaria de Trabajadores (CUT), the Sindicato de Trabajadores de las Empresas Municipales de Cali (Sintraemcali), the Sindicato de los Trabajadores y Empleados Universitarios de Colombia (Sintraunicol), the Sindicato de Trabajadores de la Electricidad de Colombia (Sintraelecol), the Sindicato de Nacional de Trabajadores del Sistema Agroalimentario (Sinaltrainal), the Sindicato Nacional de Trabajadores de la Industria Minera, Petroquímica, Agrocombustibles y Energética (Sintramienergética) and the Unión Sindical Obrera de la Industria del Petróleo (USO).
- On February 24, five members of the board of directors for the Union for the Colombian Textile Industry (Sintratextil) and the Association of Textile Workers of Cartagena were threatened by a pamphlet during a period of collective bargaining and right after they staged a protest against the corporation. Due to the location of the pamphlet in a restricted zone, it is believed the threat comes from within the company. The union was not allowed to go to the prosecutor's office to lodge a complaint the day the threat was received.
- On August 29, a paramilitary group threatened Donald Iguarán, Milton Mora, Neiro Bocanegra, Ángel Amaya, Arnoldo Alarcón and Marcelino Figueroa, members of the Coal Worker's Union (Sintracarbon). As well as Deivis Vanegas, Luis Guzmán, Alberto Padilla and Yeiner Morales who worked for Sinaltrainal food-worker's union. All of those threatened were known for their local and regional organization.
- The director of the Sintrainduleche was threatened September 10 on his motorcycle at a time when he was publicly claiming of corruption and other irregularities. At this time, the union was also involved in collective bargaining over salary and contracting. Similarly, the union had recently claimed that the legal representatives of the corporation, and the director of the HR department had implemented an illegal collective pact in the company.
- Mariano Cabanzo, Judicial and Labor Secretary in the Union of Construction Workers for the Petrol Industry (USO) was threatened on March 24 while he was filing a report on illegal labor intermediation. In this same context, Edwin Palma, another member of the USO was threatened.
- Jhon Alexander Rondríquez Quintero, president of the USO in the sub-directive Centro, was the victim of an attempt on his life on August 11 in Barrancabermeja, Santander. Afterwards, a pamphlet was circulated threatening a variety of labor leaders

including, Rafael Rodríguez, Ariel Corzo, Robinson Díaz, and Alexander Castro, it is believed a paramilitary group is behind these actions.

- Luz Aidé Caro Flórez, a member of the National Union Association of Healthcare and Social Service Workers (Anthoc) and employee in San Rafael Hospital, received a death threat on February 19 after she filed a complaint of workplace abuse by a hospital contractor. This is added to another series of acts committed against her in response to her joining the union.
- Absalón Meneses Benavides and Darwin Duque, both members of Anthoc were threatened on July 22, by a pamphlet from the Rastrojos paramilitary group, which named them military objectives. Similarly, the regional subdirector of Anthoc (who is in charge of human rights) has slowly had her security detail reduced by the state, to the point where she is left defenseless and incapable of fulfilling her regional duties.
- Elsa María Páez, human rights secretary in the Penitentiary Worker's Union (UTP) was the victim of an attempt on her life in February 9, when she noticed that an explosive had been placed on top of the car she and her four-year old son were in. This is the second time she has received such a threat.
- Francisco Mora, member of the National Transportation Workers Union (SNTT) was injured during a June 10 protest, where policemen fired a tear gas canister point-blank at his right arm.
- José Miliciades Sánchez, president of the Union of University Workers (Sintraunicol) was injured by ESMAD troops who were deployed to contain a May 1 protest, with damage being done to his right jaw.
- Rodolfo Prada González, a member of the USO union, was arrested on August 25 while handing out union pamphlets that denounced workplace violations. The police detained him stating that he was a threat to citizen security. In January, he was a victim of an attempt on his life.
- Rafael Cabarcas, member of the USO union and a consultant for the organization, was arrested and taken to the prosecutor on October 7, 2014.
- Medardo Hernández Baldiris member of the Educators of Bolivar Union (Sudeb) was protesting and blocking a roadway in la Boquilla to fight against a viaduct that would affect the Ciénaga La Virgen. Afterwards, he was dragged out of a hotel and detained by members of the police, which caused him to be taken to the hospital for injuries sustained in the incident.

## 2015

### *Homicides*

- Raúl Ancizar Guevara Arango was a social studies professor at the Marmato Institute for 37 years and the president of the United Educators for Caldas, subdirective Marmato union. Raúl Ancizar was killed on March 7, 2015 in the municipality of Supía, Caldas.
- Alex Fabián Epinosa Carvajalino worked as an assistant to a public prosecutor in the municipality of Los Patios, Norte de Santander and was the Human Rights Coordinator for the Central Unity of Workers (*Central Unitaria de Trabajadores*, CUT). Since 2011 he had been threatened by paramilitaries, but was denied transfer from the department. Alex Fabián was killed on May 30, 2015 in Cúcuta, Norte de Santander.

### *Other Violations*

- Guillermo Rivera Zapata is the national president of Sintrainagro. Medardo Cuesta is an executive member of the Central Unity of Workers (*Central Unitaria de Trabajadores*, CUT). On February 24, 2015, they were both the victims of an assassination attempt in the municipality of Florida, Valle del Cauca. Although Guillermo Rivera has assigned protection, they were not authorized to travel with him to Florida when the attack happened.
- Jorge Andrés Vargas Bueno, president of Sintrainagro section Carepa and director of the department of education at the Central Unity of Workers (*Central Unitaria de Trabajadores*, CUT) was the victim of an assassination attempt on November 23, 2015.
- On March 11, 2015 various members of the National Union of the Agrofood System (Sindicato Nacional de Trabajadores del Sistema Agroalimentario) were threatened. Some of the union members said that the death threat arrived soon after the union had denounced the business: A tiempo-Servicios Temporales, SAS for numerous worker rights violations.
- On March 19, 2015, members of the union Sintraunicol, Aspu and the Association of pensioners that are in the University of Córdoba received death threats. Those threats were particularly grave because those union organizations are pushing for a collective reparation process for prior grievances.
- On January 24, 2015, many members of the Central Unity of Workers (*Central Unitaria de Trabajadores*, CUT), subdirective Valle, were threatened along with the president of that union, Wilson Sáenz Manchola, the secretary general, Antonio de la Cruz Gutiérrez and the director of the Human Rights Department, Hernán

Arciniegas Ladino. Those union members were declared to be guerrilla sympathizers and told to leave the department by the Barcin and the Black Eagles (Águilas Negras).

- The agenda of the Construction Workers' Union (USO) has been primary based off of the demanding of labor guarantees. In January, a large series of union workers were threatened and intimidated.
- On March 14, soldiers from the army assaulted and harassed Lorena Castro Capaz and her son, both union members, firing at them and making them walk in front of the army in order to fall victim to any landmines before the soldiers.

## 2016

- Senelia Rengifo Gómez, who worked in the Educational Center Cimarronas and was well-known for her childcare skills, was a labor organizer and treasurer of the SIMANA union. She was murdered on February 2, in between the municipalities of Colon-Génova and La Unión in Nariño.
- Oswaldo Henandéz Gutierrez, 60 years old member of SINDESS was murdered while he was filing a complaint of working irregularities on April 7.
- Directors of the Anthoc union in Barranquilla received a box with a series of threatening messages and a dog's head on March 1.
- In Bugalagrande, on April 20, a pamphlet was distributed by the Gaitanista Self-Defense force announcing that all union members and organizations were military targets.