

COLLECTIVE LABOR AGREEMENT 2025/2026

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UNION OF WORKERS IN THE CIVIL CONSTRUCTION INDUSTRY OF CASCAVEL, CNPJ no. 78.674.090/0001-93, herein represented by its President, Mr./Ms. ROBERTO LEAL AMERICANO;

UNION OF WORKERS IN THE CONSTRUCTION AND MOBILITY INDUSTRY OF CIANORTE, CNPJ no. 77.941.284/0001-45, herein represented by its President, Mr./Ms. PAULO JOSE DE SOUZA;

UNION OF WORKERS IN THE CONSTRUCTION INDUSTRIES ED, CNPJ no. 77.817.336/0001-76, herein represented by its President, Mr./Ms. DIONE RIBAS DOS SANTOS;

UNION OF WORKERS IN THE CONSTRUCTION AND MOBILITY INDUSTRY OF MAL. CDO. RONDON AND REGION, CNPJ no. 77,804,961/0001-83, herein represented by its President, Mr./Ms. LOTARIO CLAAS;

UNION OF WORKERS IN THE CONSTRUCTION INDUSTRY OF TOO AND REGION, CNPJ no. 78.684.560/0001-08, herein represented by its President, Mr./Ms. ADEMIR FOGACA;

UNION OF WORKERS IN THE CONSTRUCTION INDUSTRIES ED, CNPJ no. 77,813,764/0001-20, herein represented by its President, Mr./Ms. ANTONIO BARROS FRANCA;

FEDERATION OF WORKERS IN THE CONSTRUCTION INDUSTRIES ED, CNPJ no. 76.703.347/0001-62, herein represented by its President, Mr./Ms. RENALDIM BARBOZA PEREIRA;

AND

CIVIL CONSTRUCTION INDUSTRY UNION OF WEST PARANA - SINDUSCON/PARANA-OESTE, CNPJ no. 74.200.973/0001-00, herein represented by its President, Mr./Ms. RICARDO PARZIANELLO;

enter into this COLLECTIVE LABOR AGREEMENT, stipulating the working conditions set out in the following clauses:

CLAUSE ONE - TERM AND BASE DATE

The parties establish the validity of this Collective Labor Agreement as the period from June 1, 2025 to May 31, 2026 and the category base date as June 1.

CLAUSE TWO - SCOPE

This Collective Bargaining Agreement will cover the category(ies) of workers in the Civil Construction Industry (including Consulting Engineering), with territorial scope in Anahy/PR, Assis Chateaubriand/PR, Boa Vista da Aparecida/PR, Braganey/PR, Cafelândia/PR, Campo Bonito/PR, Captain Leonidas Marques/PR, Cascavel/PR, Catanduvas/PR, Céu Azul/PR, Corbélia/PR, Diamante do South/PR, Diamante D'Oeste/PR, Entre Rios do Oeste/PR, Formosa do Oeste/PR, Foz do Iguaçu/PR, Guairá/PR, Guaraniaçu/PR, Ibema/PR, Iguatu/PR, Iracema do Oeste/PR, Itaipulândia/PR, Jesuítas/PR, Lindoeste/PR, Marechal Cândido Rondon/PR, Maripá/PR, Matelândia/PR, Medianeira/PR, Mercedes/PR, Missal/PR, Nova Aurora/PR, Nova Santa Rosa/PR, Ouro Verde do Oeste/PR,

The cities of Palotina/PR, Pato Bragado/PR, Four Bridges/PR, Ramilândia/PR, Santa Helena/PR, Santa Lucia/PR, Santa Teresa of the West/PR, Santa Teresa of Itaipu/PR, São José of Palmeiras/PR, São Miguel of Iguaçu/PR, São Pedro of Iguaçu/PR, Serranópolis of Iguaçu/PR, Terra Roxa/PR, Toledo/PR, Three Barras of Paraná/PR, Tupãssi/PR and Vera Cruz of the West/PR.

Salaries, Adjustments and Payment

Minimum Wage

CLAUSE THREE - WAGE FLOORS AND SALARIES

From June 1, 2025, employers represented by the Employers' Union will adjust the minimum wages and salaries of their employees under the following conditions:

First Paragraph – Minimum Wages:

1 – From June 1, 2025, the minimum wages for workers who have an employment contract within the territorial base of SINDUSCON/PARANÁ-OESTE will come into effect with the following hourly values:

	June/2025 (R\$)
Production Assistant	9.16
Official Medium	9.70
Official	12.81
Counter Master	18.78
Construction Manager	25.19

2 – Employers will grant a monthly purchase voucher (food voucher) in the form of tickets or magnetic cards, for the purchase of foodstuffs, starting June 1, 2025, in the amount of R\$700.00 (seven hundred reais) for employees in the category, as described above, who receive minimum wage.

Second Paragraph – The aforementioned purchase voucher will be delivered together with the salary payment, by the 5th business day of the following month.

Third Paragraph – The shopping voucher must be paid in full by the employer to the employees, without any deduction from their salaries as a Food Voucher or resulting from the PAT.

Paragraph Four – Employers must register with the Worker Food Program – PAT, with the aim of obtaining tax incentives.

Paragraph Five – Shopping vouchers are not of a salary nature and are not part of the employee's remuneration for any purpose. Even if companies liberally grant shopping vouchers to workers who receive above the minimum wage or to workers whose duties are not listed above, the benefit will not be of a salary nature and will not be part of the remuneration for any purpose.

Paragraph Six – The values of the shopping voucher will be paid proportionally to the days worked or justified in the month of reference.

Seventh Paragraph – The shopping voucher benefit will be granted exceptionally and exclusively to workers who suffer a work-related accident, when they are on leave and receiving the Accident Sickness Benefit benefit, limited to 12 (twelve) months, from the date of the leave.

Paragraph Eight – Employees who actually take vacation will be provided with shopping vouchers proportional to the period of actual vacation. Shopping vouchers will not be due for proportional vacation pay, accrued vacation pay, or paid advance notice. They will be due for the advance notice worked, including the 7 (seven) days of paid advance notice, as provided for in the sole paragraph of Article 488 of the CLT.

Paragraph Nine – For workers who are working in the month of December 2025, employers will grant, until the 20th (twentieth), as a specific “Christmas bonus”, in the form of a “purchase voucher”, the amount of R\$ 700.00 (seven hundred reais), observing the following criteria:

a - The amount will be paid proportionally to workers, according to the number of months worked in the respective year, in the proportion of 1/12 per month worked, with a fraction of 15 days worked or more in a month being considered a full month;

b - The “Christmas bonus” will only be due to workers who are actually working (or on vacation) in the month of December;

c - The “Christmas bonus” is not of any salary nature, nor is it subject to integration into the worker’s remuneration;

d - The Christmas Bonus benefit will be granted without prejudice to the “purchase voucher” for the month of December 2025, which must be paid by December 20th, by crediting the card.

Paragraph Ten – For the remaining salaries of workers in the economic category and for workers who receive above the minimum wage, a salary adjustment will be granted starting June 1, 2025, of 7% (seven percent) calculated on the salaries in effect on June 1, 2024, already corrected by the previous Collective Labor Agreement, registered with the Ministry of Labor on September 11, 2024 (PR002152/2024).

Paragraph Eleven – All spontaneous salary advances made during the period are compensated, except for increases resulting from promotion, age increase, equalization and real increase.

Paragraph Twelve – For employees hired or companies established after the base date, the salary adjustment will comply with the following conditions:

1) The same adjustment criteria granted to employees in the form of Paragraph Ten of this clause will be applied to the minimum wages for admission of employees in roles with paradigms, provided that they do not exceed the lowest salary for the same role, in compliance with the minimum wage.

2) Regarding the hiring salaries of employees in non-paradigm positions, the provisions of Paragraph Ten of this clause shall be considered. However, the adjustment shall be proportional, based on the first month worked.

Paragraph Thirteen – The adjustments granted for salaries and minimum wages were the result of free negotiation and fully settle any differences that may have existed during the period of validity of the previous collective agreement.

Paragraph Fourteen – If during the validity of this agreement a new minimum wage is decreed by the Federal Government, it is guaranteed: that SERVANTS may never receive less than the value of the minimum wage plus 5% (five percent); that PROFESSIONALS may never receive less than the value of the new minimum wage plus 10% (ten percent); that PROFESSIONALS may never receive less than the value of the new minimum wage plus 10% (ten percent);

may receive less than the value of the new minimum wage plus 20% (twenty percent); that the FOREMAN or MAINTENANCE WORKERS may never receive less than the value of the new minimum wage plus 22% (twenty-two percent); and that WORKERS may never receive less than the value of the new minimum wage plus 25% (twenty-five percent).

Paragraph Fifteen - Any salary and shopping voucher differences for the months of June and July/2025 must be paid to workers together with the payment of salaries for the period of August/2025.

CLAUSE FOUR - PROFESSIONAL CLASSIFICATION

In the professional classification of this convention, 05 (five) professional categories will be specifically considered, namely:

- 1) Production Assistant or Servant – is any worker who does not have any professional qualifications, whose role does not require professional training, performs any and all activities to assist others.
Professionals;
- 2) Semi-Professional – is the worker who, although with relative knowledge of the trade, does not yet have the capacity, productivity and ease of the professional, carrying out the services under the guidance and supervision of the latter, or even the Master Builder.
- 3) Professional – any worker who possesses broad and specialized knowledge of their trade and is capable of performing it with productivity and ease. This category includes the various functions inherent to the field, the main ones being: bricklayer, carpenter, rebar fitter, plumber, electrician, painter, welder, tiler, warehouseman, pointer, metal structure assembler, earthmoving equipment operator, pile driver and foundation drill operator, elevator operator, crane operator, hoist operator, and freight elevator operator (except mini-crane and column hoist operators).
- 4) Foreman or Foreman – this is a position held by the Professional, provided that he/she meets the necessary technical conditions, and who, although with relative knowledge of the trade, does not yet have the capacity, productivity and ease of the Construction Master, carrying out the services under the latter's guidance and supervision;
- 5) Construction Manager – this is a position held temporarily by the Professional, provided that he/she meets the technical requirements necessary for this role.

First Paragraph – In addition to the categories mentioned in the previous item, the category of Semi-Professional includes office employees who do not belong to other unions due to their professional discrimination, and who perform, among others, the functions of typists and security guards.

Second Paragraph – Any other employees who perform subordinate functions, including administrative assistants, janitors, waitresses and office boys, will receive salaries corresponding to the state minimum wage provided for in item "III" (Workers in the Production of Industrial Goods and Services, corresponding to Major Occupational Groups 7 and 8 – CBO) in art. 1, of State Law No. 16,099/2009, that is, R\$ 2,123.42 (two thousand, one hundred and twenty-three reais and forty-two centavos), valid until December 31, 2025, after which the correction of the aforementioned State Law will follow.

Third Paragraph – The workers described in the Paragraph above will not be entitled to shopping vouchers, given that this is part of the regional minimum wage legislation.

Paragraph Four – Workers who exclusively perform the function of concrete mixer (Concrete Mixer Operator) will be considered Semi-Professional, and this salary will not be due to employees who operate occasionally.

Salary Payment Methods and Deadlines

CLAUSE FIVE - SALARY ADVANCE

Employers who so choose will grant their employees a salary advance in cash, salary check, check from the contractor as long as it is affiliated with Sinduscon or through credit in a bank current account, under the following conditions:

1) The advance will be at least 40% (forty percent) of the previous month's salary, provided that the employee has already worked the corresponding period during the fortnight;

Payment must be made by the 15th (fifteenth) business day prior to the normal payment date.

CLAUSE SIX - PAYMENT OF SALARIES

Employers shall ensure that wages are paid by the end of the workday, in cash, paycheck, or bank check, at the workplace, or by crediting a bank account. When employers make payments by check, they shall do so on the fourth (4th) business day. If the fourth business day falls on a bank holiday, payment by check must be made on the third business day.

Sole Paragraph – A fine of 5% (five percent) is hereby established on the salary that may be unjustifiably delayed for more than 05 (five) days, adding to this interest of 2.5% (two point five percent) for each day that exceeds this period.

Bonuses, Additional Benefits, Assistance and Others

13th Salary

CLAUSE SEVEN - PAYMENT OF THE 13TH SALARY INSTALLMENT

Companies are allowed to pay the 13th salary in up to 4 (four) installments, corresponding to the percentages of 20% + 20% + 20% and the last (until December 20) of 40%, observing the nominal value of the amount.

First Paragraph – The installment plan referred to in this clause must be clearly displayed on the payroll, specifying the installment in question.

Second Paragraph – Considering that the value of the 13th salary is that fixed for the month of December, the company will deduct the amounts advanced, considering the December salary.

Other Additional

CLAUSE EIGHT - ADDITIONAL COMPENSATION

For employees who have 5 (five) or more uninterrupted years of service with the same employer, an additional compensation equivalent to 50% (fifty percent) of the last salary will be paid upon termination of the employment contract. From then on, for every additional 5 (five) complete years, an additional compensation of 50% (fifty percent) of the last salary will be paid.

Housing Assistance

CLAUSE NINE - HOUSING

Employers who provide housing to their employees shall observe the following:

- 1) Houses intended for workers:
 - with up to 50 m², will be provided free of charge;
 - from 50 to 80m², 1.5% (one and a half percent) of the amount may be discounted from the worker's normative salary;
 - with more than 80 m², this discount is limited to 2.0% (two percent) of the standard salary.

First Paragraph – Such benefit will not be included in the employee's remuneration.

Second Paragraph – The discount is limited to the salary for one resident per house, and occupancy will be limited to one family per house.

Third Paragraph – In the event of termination of the employment contract, the employee will have up to 30 (thirty) days from the date of dismissal to vacate the house.

Paragraph Four – During the period in which the worker remains in the accommodation provided by the employer and maintains his/her residence in the city of origin, he/she will not be entitled to receive the transfer allowance.

Food Assistance

CLAUSE TEN - FOOD

Employers covered by this agreement may choose to provide food to their employees, within the modalities provided for in the Worker Food Program.

Sole Paragraph – Such benefit will not be included in the employee's remuneration for all purposes.

CLAUSE ELEVEN - BREAKFAST

Employers shall provide breakfast to their employees at their construction sites, on days when there is work, consisting of at least: 01 (one) cup of coffee with milk (300 ml) and 02 (two) bread rolls with margarine;

1 – The employer will establish the time at which breakfast will be provided. The time spent consuming breakfast will not be counted as part of the working day or time at the employer's disposal;

2 – The value of the coffee is not a salary, is not part of the employee's remuneration for any purpose, and does not generate repercussions on vacation + 1/3, 13th salary, overtime, FGTS + fine, prior notice and other contractual repercussions;

3 – The company may replace the provision of breakfast with a ticket worth R\$6.60 (six reais and sixty cents) per day worked.

Transportation Assistance

CLAUSE TWELFTH - TRANSPORTATION

Transportation for workers, when provided by the employer, must be in a closed vehicle, for example, a bus, minibus, or station wagon.

Sole Paragraph – The dismissed worker is guaranteed payment of the expenses of returning to his place of origin, that is, where he was recruited.

Life insurance

CLAUSE THIRTEEN - LIFE INSURANCE

In favor of each employee, the employer will maintain group life insurance, the benefit of which must observe the following coverage:

- A basic capital of R\$ 41,912.00 (forty-one thousand, nine hundred and twelve reais) in the event of death by any cause; •
- The same capital for total disability due to accidents or illness; •
- For partial disability due to accident, the proportionality of the above-mentioned value will be applied, due to of the damages incurred in the accident; • 50% of the basic capital in the event of death from any cause of the spouse; • 25% of the basic capital in the event of death from any cause of children up to 18 years of age and in the maximum of 4 children.
- 2 (two) basic food baskets of 25 kg each, in case of death from any cause of the holder, in the month of accident.

First Paragraph – Employers must leave a copy of the Life Insurance policy in a visible location at all construction sites, along with a list of insured parties.

Second Paragraph – The cost of group life insurance will be borne by the employer.

Other Assistance

CLAUSE FOURTEENTH - ACCIDENT BENEFIT

Employers shall provide, free of charge, to their employees who have suffered a work-related accident, the necessary medication for treatment that the Public Health System does not have in its pharmacies.

CLAUSE FIFTEEN - RETIREMENT BONUS

Employees who have worked for the same employer for more than 5 (five) years, upon leaving due to retirement, will be paid a bonus equivalent to 30 (thirty) days of their last salary received.

Employment Contract Admission, Dismissal, Modalities

Admission/Hiring Rules

CLAUSE SIXTEENTH - TRIAL CONTRACTS

Trial contracts will be concluded in accordance with the provisions contained in the Consolidation of Labor Laws – CLT.

Sole Paragraph – Employees hired for the same role previously held with the same employer, within 01 (one) year prior to the date of the new hire, and

who prove this fact by presenting their work card, will not be subjected to new experience, as long as this period of time does not exceed 02 (two) years.

Termination/Dismissal

CLAUSE SEVENTEENTH - TERMINATION OF EMPLOYMENT CONTRACT

Contract terminations must observe the following procedures:

a – The settlement of labor rights resulting from the termination of the employment contract must be carried out within 10 (ten) days from the end of the contract;

b – If the last legal day for payment of severance pay falls on a Saturday, Sunday, holiday or day on which the trade union does not provide approval services, payment must be made on the first business day immediately preceding the payment, and payment is considered timely.

The company will inform the employee of the day, time and place where assistance will be provided for the termination of his/her employment contract.

c – The contracting worker entity undertakes to proceed with the approval of the contractual terminations, indicating on the back of the respective term, any discrepancies, in accordance with the provisions of Summary No. 330 of the TST;

d – If letter “b” is met and the employee does not appear at the Workers’ Union to receive the severance pay, the Union must obligatorily record on the back of the contract termination, by means of a stamp or equivalent declaration, with the signature of its legal representatives or agents, that the employer appeared on the agreed date and place.

The stamp or declaration affixed will be valid as an exemption from any fine, whether for payment or for annotation in the CTPS (Workers' Registry) at a later date. Upon payment, the employer must provide a list of the amounts paid into the FGTS (FGTS) and the respective dates of payment and the fine, if due, in accordance with article 9, paragraph 1, of Decree No. 2,430/97, which regulated Law No. 9,491/97;

and – When employers have to carry out contract terminations, in locations where the Workers' Union does not have a Sub-Headquarters, they may notify the Workers' Union in advance via email or telephone, which will be responsible for designating the date and time for the assistance to be provided.

f – In the cases provided for in current legislation, upon termination of an employment contract, the employer must provide the employee with a copy of the professional social security profile - PPP;

g – Union assistance will be required in employment contracts with more than 12 (twelve) months of effective validity.

Prior Notice

CLAUSE EIGHTEEN - PRIOR NOTICE

The advance notice must contain the day, time and place where the approval will take place.

Sole Paragraph – The dismissed employee is exempt from serving the notice period when he proves that he has obtained a new job, relieving the employer of the obligation to pay for the days not worked.

Other rules regarding admission, dismissal and types of hiring

CLAUSE NINETEEN - OFFICIALIZATION OF PAYMENT PROOFS

Employers must provide or make available to employees pay stubs detailing the installments paid. In the case of bank deposits/bank transfers, employee signatures are not required.

CLAUSE TWENTIETH - SUBCONTRACTING WORK

The hiring of subcontractors without their own legal personality is prohibited.

First Paragraph – If the contracted contractor fails to fulfill its obligations towards its workers, the Workers' Union will summon the main contractor to make efforts to regularize labor credits.

Second Paragraph – In the event of insolvency of the contracted contractor, the main contractor will be subsidiarily responsible for the payment of labor credits, provided they are related to the work, limited to the period in which it benefited from the provision of services by the worker.

CLAUSE TWENTY-FIRST - PIS WITHDRAWAL

The employer will release the employee to withdraw PIS.

First Paragraph – The hours spent for this purpose cannot be compensated or discounted by the employer.

Second Paragraph – The provisions of this clause do not apply to employers who have an agreement signed with bank branches, for payment directly by the employer.

Labor Relations Working Conditions, Personnel Standards and Stability

Other personnel rules

CLAUSE TWENTY-SECOND - PARKING

Employers are obliged to maintain covered parking for bicycles and motorcycles in their workplaces, and are exempt from liability for damage or theft.

Working Hours Duration, Distribution, Control, Absences

Working Hours Compensation

CLAUSE TWENTY-THIRD - COMPENSATION OF HOURS IN THE EVENT OF TERMINATION OF THE WORK ON SATURDAYS

It is possible to completely eliminate work on Saturdays through individual agreements between employers and employees.

First Paragraph – in this case, the 44 (forty-four) hour weekly working day may, among other possibilities, be distributed into:

a – 8:00 (eight hours) on one weekday and 9:00 (nine hours) on four other days, with each employer having the discretion to set weekdays at 9:00 (nine hours); or

b – 8:48 (eight hours and forty-eight minutes) daily, 5 (five) days a week.

Second Paragraph – no salary increase will be due for excess hours worked during each week, to compensate for Saturday hours, due to the closure of working hours on that day of the week.

Third Paragraph – the use of the working hours compensation system, to eliminate work on Saturdays, does not prevent overtime work from being carried out, even on these days, with such hours being paid as overtime and the validity and effectiveness of the compensation agreement being maintained.

Paragraph Four – The company is authorized, regardless of whether or not it adopts the compensatory work regime, through a written agreement with its employee, to establish a meal break of less than 1 (one) hour, respecting the minimum of 00:30 (thirty) minutes.

Paragraph Five – The option for any of the hypotheses of compensation of working hours must be agreed upon between employer and employee - in an individual compensation agreement or directly in an individual employment contract - thus considering that the legal formalities have been complied with.

Paragraph Six – Whenever the hours compensation regime is adopted with the total suppression of work on Saturdays, as per § 1 of this Clause, employees are guaranteed remuneration for Saturdays that coincide with holidays, as if they were worked, respecting the specific compensation criteria of each company.

Paragraph Seven – If the compensated Saturday falls on a holiday, the company may proportionally reduce the workday during the week (4:00 hours) or pay the corresponding hours as overtime. Employers are advised to post a notice to employees on the Monday before the Saturday holiday that the compensation is canceled for that week.

Eighth Paragraph – The validity of compensation, even in unhealthy activities, does not require prior inspection by the competent authority in matters of occupational hygiene.

CLAUSE TWENTY-FOUR - HOLIDAYS AND BRIDGE DAY COMPENSATION

Companies are authorized to establish compensation programs for working days interspersed with weekend holidays, so that employees can have longer rest periods.

First Paragraph – Compensation must be agreed upon between employer and employee, in an individual compensation agreement, thus complying with legal formalities.

Second Paragraph – Companies are authorized to change the day on which their employees will enjoy their holiday break, provided that the compensation for said dates occurs within the period of validity of this collective agreement or that there is payment for the hours worked with an additional 100% (one hundred percent).

Third Paragraph – To make the exchange effective, the company simply needs to reach an agreement directly with its employees, at least 2 (two) days in advance of the holiday date.

Journey Control

CLAUSE TWENTY-FIVE - CONTROL OF WORKING HOURS

Employers, in addition to the working hours controls provided for in the CLT, may adopt any alternative working hours control systems, including remote and telematic systems, which must record the start and end times of work, authorizing the pre-notation of the meal break.

First Paragraph – The adoption of alternative working hours control systems may cover the entire company, specific departments, sections and sectors or certain workplaces.

Considering the characteristics of business activity, with dispersed job positions, it is possible to calculate the working day, for the purposes of counting days worked, overtime and other additional payments, the calculation of the month counted from the 20th of one month to the 19th of the following month and, so on, from the 21st, 22nd, 23rd, 24th, 25th, 26th to the 20th, 21st, 22nd, 23rd, 24th and 25th of another.

Second Paragraph – For employees hired during the term of the agreement referred to in the Second Paragraph of this clause, it will only be necessary to enter into an individual agreement between the employer and employee under the same terms as the agreement signed with other workers, also registered with the workers' association, for integration into the system.

CLAUSE TWENTY-SIX - ISSUANCE OF TIME AND ATTENDANCE RECEIPT

In view of the terms of Ordinance No. 1,510/2009 (art. 7, paragraph D) combined with Ordinance No. 373/2011 (arts. 1 and 2), both from the Ministry of Labor and Employment, the parties agree that companies are authorized to adopt Electronic Time Control without issuing proof (extract) of the time record.

Sole Paragraph: Employees who wish to obtain proof must request it from their employer, who must provide it.

Other provisions on working hours

CLAUSE TWENTY-SEVENTH - WATCHERS' DAY

Employers are authorized to formalize a Working Hours Compensation Agreement under the regime of 12 (twelve) hours of work for 36 (thirty-six) hours of rest, for employees who perform the function of security guard, directly with the employee, in which case they will not have the right to claim hours exceeding the 8th (eighth) daily hour nor any paid weekly rest periods eventually worked, since the days off will be distributed according to the rotation schedule to be drawn up for each case.

Sole Paragraph – No overtime will be due for work beyond the 44th (forty-fourth) hour per week, as compensation will be made the following week with a 36 (thirty-six) hour workday.

Vacations and Leaves

Duration and Granting of Vacations

CLAUSE TWENTY-EIGHT - VACATION

The granting of collective or individual vacations must observe the following procedures:

- 1) Vacations may be taken up to 3 (three) times, when agreed with the employee and with their agreement, and the start of the vacation cannot occur 2 (two) days before a holiday or paid rest day.**
- 2) When the collective or individual holidays to be enjoyed coincide with December 25th and January 1st, these days will not be counted as holiday period.**
- 3) Vacations, whether individual or collective, must be notified to the employee 30 (thirty) days in advance.**
- 4) Paid weekly rest lost due to unjustified absence from work will not be deducted from the vacation period or compensation.**
- 5) Vacation pay must strictly adhere to the prevailing salary for the days actually taken. Therefore, if there is a salary adjustment during the vacation period, the employee is guaranteed the right to receive the adjusted salary for the days taken from the effective date of the adjustment.**
- 6) All employees who terminate their employment contract by resigning are guaranteed payment of proportional vacation corresponding to the months worked, or a fraction exceeding 14 (fourteen) days, including the one-third compensation referred to in art. 7, XVII of the CF.**

Worker Health and Safety

Working Environment Conditions

CLAUSE TWENTY-NINTH - PCMAT AND PCMSO

Employers covered by this Collective Bargaining Agreement are obliged to send to the Professional Unions a copy of the updated PCMAT (when required by law) and PCMSO.

Uniform

CLAUSE THIRTY - CLOTHING

During the validity of this Convention, all workers will receive, free of charge, from their employer, work clothing, consisting of at least 2 (two) t-shirts and 2 (two) pairs of trousers.

Sole Paragraph – If one of the parts is damaged, the employer will replace it automatically.

Acceptance of Medical Certificates

CLAUSE THIRTY-ONE - MEDICAL CERTIFICATES

Medical certificates for exemption from work due to illness, with incapacity of up to 15 (fifteen) days, shall be provided to the employee preferably by physicians accredited by the employer or SECONCI, where available, and in the absence of such, within the scope of Social Security services, by physicians from the INSS (National Institute of Social Security), companies, public and parastatal institutions, and labor unions, which have contracts and/or agreements with Social Security, and by dentists in specific cases and in similar situations. The employer shall provide proof of delivery/receipt of the certificate to the employee. Employers are expressly prohibited from recording absence due to illness in the employee's CTPS (Workers' Registry), which must be in accordance with the CLT (Consolidation of Labor Laws).

First aid

CLAUSE THIRTY-SECOND - FIRST AID KIT

All construction sites must have a first aid kit, provided by the employer, containing the medications required by the Work Environment Control Program – PCMAT and/or the PCMSO – Occupational Health and Medical Control Program.

Other Standards for the Prevention of Accidents and Occupational Diseases

CLAUSE THIRTY-THREE - USE OF CELL PHONE AT THE PLACE OF WORK

With a view to worker safety, companies are authorized to create internal regulations to regulate the use of cell phones during working hours on construction sites, which must be complied with by workers.

Other Standards for the Protection of Injured or Sick People

CLAUSE THIRTY-FOUR - CAT SHIPMENT

If an employee suffers a work accident, leaving him/her away from his/her duties for more than 15 (fifteen) days, the employer is obliged to forward a copy of the CAT to the Professional Union within this period and, in the event of death, immediately.

Trade Union Relations

Union Access to the Workplace

CLAUSE THIRTY-FIVE - PROTECTION OF UNION LEADERS

For the effective and exclusive exercise of union activity, union leaders and delegates elected in the single electoral process who identify themselves in advance will enjoy broad access to construction sites.

Release of Employees for Union Activities

CLAUSE THIRTY-SIX - RELEASE OF THE MANAGER WHO REMAINS WITH THE EMPLOYER

Union managers and delegates who remain working for the employer may be absent from work for union reasons, at the request of the respective union, within a maximum period of 30 (thirty) days, uninterrupted or not, during the validity of the Collective Labor Agreement, provided that the request is made at least 48 hours in advance.

First Paragraph – The aforementioned request must be made in writing by the Union to the local representative of SINDUSCON, who will be responsible for informing the employer to which the employee is linked.

Second Paragraph – Paid union permission hours will be paid as if the employee were at the employer's disposal, with such period being considered as effective service provision for all legal purposes.

Third Paragraph – The release referred to in this clause is limited to one manager or delegate per employer.

Access to Company Information

CLAUSE THIRTY-SEVENTH - RIGHT TO POST

Except in the most favorable circumstances, employers will make bulletin boards available to the Union, next to the time clock or in a location easily accessible to workers, to post official communications of interest to the union. The posting of material with partisan political or offensive content is prohibited.

Sole Paragraph – Copies of said communications must also be sent to the Employers' Union on the same days they are posted on the workers' notice boards.

Union Contributions

CLAUSE THIRTY-EIGHT - ASSISTANCE CONTRIBUTION

Considering that the assemblies of the Professional Unions signatory to this Instrument
The regulations were open to the entire category, including non-members, in accordance with article 617, paragraph two, of the CLT;

Considering that the category as a whole, regardless of union affiliation, was represented in collective negotiations in accordance with the provisions of items III and VI of article eight of the Constitution of the Republic and covered, without any distinction in this collective agreement;

Considering that the representation of the category, whether associated or not, and its scope in the normative instrument does not affect the freedom of association enshrined in item V of article eight of the Federal C

Considering that the same assembly that authorized the Union to hold collective negotiations and enter into this agreement collectively, in advance and expressly, agreed to the salary deductions as an assistance contribution, intended for the union entity, under the terms of the Social Statute and art. 545 of the CLT (law 13467/2017);

Considering art. 611 of the CLT, which determines the application of the collective labor agreement to all those represented by the union entity;

Considering the importance of union representation by professional bodies;

a) Within reason, discounts in favor of professional entities are established as follows:

UNION OF WORKERS IN THE CIVIL CONSTRUCTION, POTTERY, AND CEMENT, LIME AND PLASTER, HYDRAULIC TILES, REINFORCED CEMENT PRODUCTS, CONSTRUCTION CERAMICS AND MARBLES AND GRANITES AND ROAD CONSTRUCTION, PAVING AND EARTHMOVING WORKS IN GENERAL OF CASCAVEL – SINTRIVEL: Discount of 1.5% (one and a half percent), to be discounted month by month from June/2025 onwards from each worker's remuneration, with 2.78% of the monthly amount being transferred to the Workers' Federation in

Construction and Furniture Industries of the State of Paraná, as established in Clause X, of article 8 of the Articles of Association.

UNION OF WORKERS IN THE CIVIL CONSTRUCTION INDUSTRIES AND IN THE ROAD CONSTRUCTION, PAVING AND EARTHWORKS IN GENERAL INDUSTRIES OF FOZ DO IGUAÇU: Discount of 1.5% (one and a half percent), to be discounted month by month from June/2025 onwards from the remuneration of each worker, with 2.78% of the monthly amount being transferred to the Federation of Workers in the Construction and Furniture Industries of the State of Paraná, as established in Clause X, of article 8 of the Social Statute.

UNION OF WORKERS IN THE CONSTRUCTION AND FURNITURE INDUSTRIES OF MARECHAL CÂNDIDO RONDON: Discount of 1.5% (one and a half percent), to be discounted month by month from June/2025 onwards from the remuneration of each worker, with 2.78% of the monthly amount being transferred to the Federation of Workers in the Construction and Furniture Industries of the State of Paraná, as established in Clause X, of article 8 of the Bylaws. For the STICM OF MARECHAL CÂNDIDO RONDON, non-member/affiliated employees are guaranteed the right to oppose the aforementioned contribution, prohibiting opposition promoted or intermediated by the employer or third parties. This opposition must be presented individually by the employee, directly to the Professional Union at its headquarters or sub-headquarters, or sent by mail, within 30 (thirty) days from the notification of the first deduction made from the paycheck, in a request, with identification and signature of the opposing employee, except in the case of an illiterate employee, in which case he/she may oppose through a request, which must be attested by 02 (two) duly identified witnesses. Upon receipt of the opposition, the Union will provide a delivery receipt and forward it to the employer, so that the deduction is not made.

UNION OF WORKERS IN THE CONSTRUCTION AND FURNITURE INDUSTRIES OF MEDIANEIRA: Discount of 1.5% (one and a half percent), to be discounted month by month from June/2025 onwards from the remuneration of each worker, with 2.78% of the monthly amount being transferred to the Federation of Workers in the Construction and Furniture Industries of the State of Paraná, as established in Clause X, of article 8 of the Social Statute.

UNION OF WORKERS IN THE CONSTRUCTION AND FURNITURE INDUSTRIES OF TOLEDO: Discount of 1.5% (one and a half percent), to be discounted month by month from June/2025 onwards from the remuneration of each worker, with 2.78% of the monthly amount being transferred to the Federation of Workers in the Construction and Furniture Industries of the State of Paraná, as established in Clause X, of article 8 of the Social Statute.

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a.1 - Companies will transfer the amounts of the aforementioned discounts to the workers' organizations by the tenth day after the month of collection, together with a copy of the guide, list of employees and the amounts discounted;

a.2 - An employee who is subject to a deduction of the Assistance Contribution when working in the territorial base of a Professional Union, for its benefit, may not be subject to a new deduction for this purpose, in the same year, in favor of any entity hereby agreed, in the event of his/her transfer to another city in the State.

a.3 - Non-member employees are guaranteed the right to object to the aforementioned contribution, which must be submitted individually by the employee, directly to the Professional Union at its headquarters or sub-headquarters within 10 (ten) days after the registration of this instrument with the Ministry of Labor and Employment, in a handwritten request, with identification and signature of the opposing employee, except in the case of an illiterate employee, in which case he or she may object through a document written by another person, which must be attested by two duly identified witnesses. Upon receipt of the objection, the Union will provide a delivery receipt and forward it to the employer, so that the deduction is not made.

a.4 - If for any reason there is a proven refusal by the entity to receive the letter of opposition, the employee may send it by post with acknowledgment of receipt.

a.5 - The discounts referred to in this clause arise from the category's decision, deliberated upon at EGMs and thus stipulated, with the union having sole responsibility in the event of any disputes by a category member, including before the employer. In the event of a labor claim, inspection notice, or Public Civil Action, the Workers' Unions undertake to regressively guarantee, unconditionally, irrevocably, and irreversibly, the immediate reimbursement of any judicial and/or administrative ruling that the companies or the employers' union may suffer, even in the first instance, regarding the return of the installments discounted under the contribution title referred to in this clause. If the union does not refund the amounts due, the company is authorized to offset the amount with other amounts that should be deposited with the union.

CLAUSE THIRTY-NINTH - CONFEDERATIVE CONTRIBUTION OF EMPLOYEES

It is hereby agreed upon by the signatories that all workers associated during the term of this agreement will receive a monthly discount from employers, starting in June 2025, at the percentages indicated below, in agreement with the professional union entity, on their total salary (salary plus purchase voucher). This discount is established in accordance with the opinion of the General Assemblies of the Workers' Unions in accordance with Article 8, paragraph IV, of the Federal Constitution.

The resulting amounts from the discount must be deposited in a special account at Caixa Econômica Federal, in the name of the labor organizations, by the fifth day following the discount, under penalty of the sanctions provided for in the first paragraph of this clause. Employers shall submit to the professional organization a list of gross amounts and discounts made from employees on a monthly basis. The favored unions shall send employers the payment slips for the confederation contribution, with Caixa Econômica Federal responsible for distribution for the purpose of maintaining the confederation system. Distribution of the contribution shall be made according to the instructions printed on the slip, which will be provided by the unions and carried out by Caixa Econômica Federal.

ENTITY	CONTRIBUTION
Sintracon/Medianeira	2.0% (two percent)
Sintracocifoz	1.5% (one point five percent)
Sintracon/Toledo	2.0% (two percent)
Sintracon/Marechal Candido Rondon	2.0% (two percent)

First Paragraph: The worker who contributes with the Assistance contribution provided for in this CCT is exempt from paying the confederative contribution.

Paragraph Two – It is hereby established that for workers in the territorial bases of the Professional Unions Signing the CCT, in accordance with art. 545 and its Sole Paragraph of the CLT, employers are required to deduct from the payroll of their employees, provided they are members of this entity, the monthly fees known as Membership Fees, equivalent to 2% (two percent) of the salary. The payment to the union entity must be made by the fifth day following the month in which the deduction originated, by means of a nominal list. After this period, sanctions will be applied according to art. 600 of the CLT.

Paragraph Three – Payment of fees and contributions referred to in this clause, made after the deadline, when voluntary, will be monetarily updated, with the same index as the nominal value of the union contribution, art. 600 of the CLT, plus a 2% (two percent) fine, in addition to interest on arrears of 1% (one percent) per month.

CLAUSE FORTY - ASSISTANCE CONTRIBUTION/EMPLOYER REVERSAL TAX

The employer's reversion rate, to which all employers, whether members or not of the aforementioned Union, shall be subject, is also established, with the same foundations and purposes, as resolved at the General Meeting of the Employers' Union. This rate shall consist of the collection in favor of SINDUSCON PARANA OESTE – UNION OF THE CIVIL CONSTRUCTION INDUSTRY OF PARANÁOESTE of the assistance contribution, as per the table below, in account no. 32616-0 at Sicoob – Cooperative 4370-2, Av. Brasil 8096, in Cascavel, Paraná. Said collection shall be made at any branch of the aforementioned banking establishment using a specific guide, which may be found at the Union's headquarters. Companies established during the term of this agreement shall also pay the contribution in question, monetarily updated, taking the month of their incorporation as the collection period. The aforementioned contribution must be collected by September 20, 2025.

Company Share Capital in June/2025 in R\$	Contribution Amount R\$
1) Up to 7,000.00	580.00
2) From 7,000.01 to 25,000.00	880.00
3) From 25,000.01 to 40,000.00	1,450.00
4) From 40,000.01 to 180,000.00	2,820.00
5) From 180,000.01 to 400,000.00	4,145.00
6) From 400,000.01 to 1,000,000.00	5,330.00
7) Over 1,000,000.01	7,393.00

First Paragraph – For employers who are individuals, contractors (individuals), as well as companies whose corporate purpose is not civil construction, but which carry out works during the term of this CCT, the minimum rate of R\$580.00 (five hundred and eighty reais) will be applied, per work, as per band 1 of the table above.

Second Paragraph – Employers who make payments by the due date will receive a 10% (ten percent) discount.

Third Paragraph – Employers who make payments after the due date will lose the 10% (ten percent) discount, and will be charged a fine of 2% (two percent) plus 1% (one percent) of interest on arrears per month or fraction thereof.

Paragraph Four – For employers whose Share Capital is not expressed in Reais (R\$), the conversion will be carried out in accordance with the monetary update established in accordance with Decree-Law No. 2341/87, Law No. 7730/89, Law No. 7799/89, Law No. 8200/91, Law No. 8383/91, Law No. 8417/92, Law No. 8849/94 and Law No. 8850/94, whose conversion tables can be found at the headquarters of Sinduscon Paraná Oeste.

CLAUSE FORTY-FIRST - MEMBERSHIP FEES

According to Article 545 and its Sole Paragraph of the CLT, employers are required to deduct from their employees' payroll, provided they are duly authorized by them, the monthly dues owed to the union, when notified by the union, except for union dues, assistance dues, negotiation dues, and confederation dues, the deduction of which is independent of these formalities. Payment to the union must be made by the fifth day following the month in which the deduction occurred, by means of a nominal list. After this period, sanctions will be applied as per Article 600 of the CLT.

Sole Paragraph – The worker who pays the monthly membership fee will not be subject to the discount of the assistance contribution, negotiation contribution and confederation contribution.

Other provisions on the relationship between unions and companies

CLAUSE FORTY-SECOND - STATISTICAL CONTROL

Employers shall provide the Workers' Union, upon request, with a list of workers' names, date of hire and position.

CLAUSE FORTY-THIRD - INFORMAL WORK

The Professional and Employers' Union, if they become aware of the existence of workers without a professional card - CTPS, will immediately summon the employer to rectify these irregularities, under penalty of being classified under Subparagraph "II", of the Third Paragraph, of Art. 297, of Law No. 9,983, of July 14, 2000.

CLAUSE FORTY-FOUR - NEGATIVE CERTIFICATES

Certificates of no outstanding debt issued by employers' unions and workers' organizations will be issued only to employers, including subcontractors, who are up to date with their obligations under the collective bargaining agreement. When approving terminations of employment contracts, professional unions will require employers and subcontractors to present the aforementioned certificates of no outstanding debt issued by both the employers' and workers' organizations.

CLAUSE FORTY-FIVE - STUDY AND SUPERVISION COMMITTEE

The Commission for the study and monitoring of compliance with this agreement is hereby established, consisting of two members of the labor unions and two members of the employers' union.

Sole Paragraph - It is also defined that the commission will develop studies on various topics related to the improvement of the construction sector, with the following topics being mandatory for the aforementioned commission:

- **Studies aimed at eradicating illiteracy in the construction sector.**
- **Studies relating to methods and resources for monitoring compliance with this convention with the territorial base of the contracting unions.**
- **Develop a formula to eradicate informal labor in the sector.**
- **Develop studies to eradicate workplace accidents.**
- **Conduct a survey and register workers who do not yet own their own home.**

General Provisions

Rules for Trading

CLAUSE FORTY-SIX - EXTENSION

The collective labor agreement may only be extended if this is in the interest of the signatories and after approval by the General Assemblies, all in accordance with article 615 of the CLT and § 3 of art. 614.

Application of the Collective Instrument

CLAUSE FORTY-SEVENTH - RIGHTS AND DUTIES

All employers, including individuals and legal entities, and workers covered by this Collective Bargaining Agreement, whether or not members of the signatory entities, must comply with and apply the rules contained therein, in accordance with current legislation.

CLAUSE FORTY-EIGHT - COLLECTION ACTIONS

In the event of default, the employers' union and workers' organizations will have the power to take appropriate action, in a competent forum, to collect the amounts due, as agreed in this agreement, regardless of whether an assembly is held.

CLAUSE FORTY-NINTH - DISCREPANCIES

Any differences in the application of these provisions shall be resolved, in the first instance, by the boards of directors of the contracting entities. If a solution cannot be reached through the agreed-upon means, the parties may appeal to the competent authorities.

Non-compliance with the Collective Instrument

CLAUSE FIFTY - FINE

For failure to comply with any clause of the collective bargaining agreement, the employer is subject to a fine equivalent to 15% (fifteen percent) of the minimum wage for the professional category, which will be paid to the employee. This fine does not apply to clauses that already provide for a specific financial penalty, and it is clear that, under no circumstances, may fines be accumulated for violation of the same clause.

Other Provisions

CLAUSE FIFTY-FIRST - LIABILITY ON TERRITORIAL BASES

The establishment and designation of the territorial bases of the labor organizations mentioned in this agreement, as well as the consolidation or dismemberment of their categories, are the sole responsibility of the Federation and the Workers' Unions involved. By signing this instrument, the Employers' Union does not recognize, in any way and for any purpose, any disagreements in this regard among the workers' unions.

Sole Paragraph - The new municipalities officially created as a result of the separation of another municipality that previously belonged to the territorial base of any participating workers' union are included within this scope.

CLAUSE FIFTY-SECOND - TERRITORIAL BASIS OF THE AGREEING ENTITIES

The territorial base of the participating entities includes the following municipalities:

A) SINTRIVEL / CASCAVEL:

Anahy, Assis Chateaubriand, Boa Vista da Aparecida, Braganey, Cafelândia, Campo Bonito, Captain Leonidas Marques, Cascavel, Catanduvas, Blue Sky, Corbélia, Diamond of the West, Diamond of the South, Formosa of the West, Guaraniaçu, Ibema, Iguatu, Iracema of the West, Jesuits, Lindoeste, Maripa, Nova Aurora, Palotina, Santa Lucia, Santa Teresa of the West, Three Barras of Paraná and Vera Cruz of the West.

Base provided by Cianorte/Ubiratã: Formosa do Oeste, Jesuits. Base provided by Fetraconspar: Iracema do Oeste.

B) SINTRACOCIFOZ:

Iguaçu Falls

C) SINTRACON / MARSHAL CANDIDO RONDON:

Guaíra, Marechal Cândido Rondon, Nova Santa Rosa, Four Bridges, Pato Bragado, Mercedes, Terra Roxa and Between Rivers of the West.

D) SINTRACON / MEDIANEIRA:

Matelândia, Medianeira, Missal, Saint Therese of Itaipu, Saint Miguel of Iguaçu, Serranópolis of Iguaçu, Itaipulândia and Ramilândia.

E) SINTRACON / TOLEDO:

Toledo, Tupãssi, São Pedro do Iguaçu, Ouro Verde do Oeste, São José das Palmeiras and Santa Helena

G) SINDUSCON / WEST-PR (Employer):

Anahy, Assis Chateaubriand, Boa Vista da Aparecida, Braganey, Cafelândia, Campo Bonito, Captain Leonidas Marques, Cascavel, Catanduvas, Blue Sky, Corbelia, Diamond of the West, Diamond of the South, Entre Rios do West, Formosa do West, Iguaçu Falls, Guaira, Guaraniaçu, Ibema, Iguatu, Iracema do West, Itaipulândia, Jesuits, Lindoeste, Marshal Candido Rondon, Maripá, Matelândia, Medianeira, Mercedes, Missal, New Aurora, New Santa Rosa, Green Gold of the West, Palotina, Pato Bragado, Four Bridges, Ramilândia, Saint Helena, Saint Lucia, Saint Teresa of the West, Saint Therese of Itaipu, Saint Joseph of the Palms, Saint Miguel of Iguaçu, Saint Peter of Iguaçu, Serranópolis do Iguaçu, Terra Roxa, Toledo, Three Barras do Paraná, Tupãssi, Vera Cruz do Oeste, all from the State of Paraná.

CLAUSE FIFTY-THREE - DEPOSIT AND REGISTRATION

Having thus agreed, they sign this Collective Labor Agreement, duly registered in the mediation system of the Ministry of Economy, so that it produces legal effects and becomes mandatory for the economic and professional categories of the Civil Construction Industry.

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ROBERTO LEAL AMERICANO

President

UNION OF WORKERS IN THE CIVIL CONSTRUCTION INDUSTRY OF CASCAVEL

PAULO JOSE DE SOUZA

President

UNION OF WORKERS IN THE CONSTRUCTION AND MOB INDUSTRY OF CIANORTE

DIONE RIBAS DOS SANTOS

President

UNION OF WORKERS IN THE CONSTRUCTION INDUSTRIES ED

LOTARIO CLAAS

President

SIND. OF WORK. IN IND. FROM THE CONST. AND FROM THE MOB. EVIL. CDO. RONDON AND REGION

ADEMIR FOGACA

President

UNION OF WORKERS IN THE CONSTRUCTION INDUSTRY OF TOO AND THE REGION

ANTONIO BARROS FRANCA

President

UNION OF WORKERS IN THE CONSTRUCTION INDUSTRIES ED

RICARDO PARZIANELLO

President

**CIVIL CONSTRUCTION INDUSTRY UNION OF WEST PARANA -
SINDUSCON/PARANA-OESTE**

RENALDIM BARBOZA PEREIRA

President

FEDERATION OF WORKERS IN THE CONSTRUCTION INDUSTRIES ED

ANNEXES

ANNEX I - MINUTES OF THE CLOSING OF THE SINDUSCON OESTE 2025 CCT

[Annex \(PDF\)](#)

The authenticity of this document can be confirmed on the Ministry of Labor and Employment website. on the Internet, at <http://www.mte.gov.br>.