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**UGT's declaration of repudiation:**

## Labor reform is a disservice to society

Regrettably, the Senate has not fulfilled its role of exercising broad legislative power as the representative of States when it comes to the Labor Reform. By approving the project of change in labor laws, without making any change in the text approved by the House of Representatives, Senators stopped legislating for Brazilian society and began to attend to the interests of the business sector and speculative capital, being subservient to the appeal of a government that has been doing a disservice to our country, defending personal interests to the detriment of the greater interest of the Nation.

To **União Geral dos Trabalhadores (UGT)**, the Labor Reform is unjust and cruel and was made without due discussion with society, which clearly harms the entire working class and its organization.

This Labor Reform fulfills a disservice to society, since it removes the guarantees ensured in the **Consolidation of Labor Laws (CLT)**, promotes precarious labor relations and a huge social setback



UGT rejects this vote that resulted in the approval of the project and it is engaged to continue in the fight against measures that do not comply with the principles of a just and equal society. Thus, UGT seeks for the economic development and the fight against misery through labor policies that promote security for the working class, better distribution of income and stimulation of the domestic market, with investment in the productive market, to the detriment of the speculative sector.

Our fight does not end now: it has just begun!

**Ricardo Patah, national president of União Geral dos Trabalhadores (UGT)**

## UGT demands Measure correcting labor reform

**Ricardo Patah, president of União Geral dos Trabalhadores (UGT)**, said that the basic text of the labor reform, approved on July 11 in the Senate, is a setback that removes workers' rights and union action at a time of serious crisis of unemployment in the country. And it charges President Michel Temer with the commitment to edit a Provisional Measure (MP) to correct some of the changes provided in the main text.

We are experiencing a very serious time of economic and political crisis and this reform, the way it was approved, is an instrument of diminishing the rights and performance of the unions, said Patah, adding "and it had many more votes than we imagined. We were outraged".

Among the points that UGT advocates to include in the Provisional Measure there are: the veto on the work of pregnant women in unhealthy environments; changes in the rules for intermittent work - which as approved "is analogous to slave labor"; new rules for the election of workers' representatives in companies with more than 200 employees, which exclude trade unionists from the process; revision of the measure establishing the end of the approval of dismissals by trade unions; revocation of the article that allows the individual negotiation between companies and employees; the transformation of the union tax into contribution that the worker can choose to pay or not.

We expect that President Michel Temer will fulfill the commitment to approve the basic project, sanction it and then issue an interim measure correcting those errors - said the UGT leader, who expects a consensus at the Congress among the parties to approve the PM.



Leia: Reforma da Previdência: Nenhum Direito a Menos

## Union centers reaffirm unity on struggle

The trade union centers **União Geral dos Trabalhadores - UGT**, CTB, CUT, Nova Central, CSB and Força Sindical had a meeting on July 13 and evaluated the scenario and the challenges posed by the sanction of the Labor Reform.

The trade union centers reiterate their opposition to the proposal sanctioned by President Michel Temer. Its unjust and cruel figure not only ends consecrated rights, but also imposes precarious employment on the working class, with working hours of 12 to 36 hours; the exposure of pregnant and lactating women to an environment at risk; it allows intermittent work indiscriminately; the fractionation of the right of vacation, which was previously full and lasted 30 days; among many other losses.

This reform also frontally attacks the trade union movement, which is a trench of resistance and has contributed for decades to the construction of our democracy.

Trade union centers reaffirm their unity, resistance and struggle in defense of the working class. We will remain mobilized and resilient in defense of democracy, of sovereignty, of the nation and of the rights of our people.

**UGT and other union centrals CTB, CUT, Nova Central, CSB and Força Sindical**

**DIREITOS DISTORCIDOS**

As emendas incorporadas ao projeto afetam:

- O **acordo** entre patrão e empregado passa a **valer mais que a lei**;
- **Restringe acesso à Justiça** gratuita para ações trabalhistas;
- Admite **excesso de Jornada** mesmo **sem acordo** prévio;
- **Acordos** patrão-empregado ficam **fora do contrato** de trabalho;
- Vale-refeição e outros **benefícios deixam de contar** como encargos trabalhistas e previdenciários;
- **Reduz em 2/3 o adicional** a ser pago pela redução de tempo de almoço e descanso;
- **Restringe** as condições para **eleição de representantes** de empregados nas empresas;
- Empregados devem **deverem apresentar valor exato pretendido em reclamações** trabalhistas na Justiça.

The Intercept Brasil **clique para ampliar**

*"What Brazil watched yesterday at the Senate was the declaration of the end of the dignity of labor relations. We are facing an inhuman setback that harms the worker, privileges economic and political interests and shames our nation."*

**Luiz Carlos Motta**  
president of the  
**Federation of Commerce of the State of São Paulo**  
and president of UGT's  
**State branch of São Paulo**

## Unemployment rates will not reduce

'There is no possibility that the labor reform will reduce unemployment'

On July 3, the **Center for Trade Union Studies and Labor Economics of Unicamp (Cesit)** has launched a dossier to evaluate the labor reform proposal of the illegitimate president Michel Temer (PMDB party).

According to the document, the Bill of the House of Representatives (PLC 38/2017) about to be voted by the Senate does not bring a single point that benefits the worker.

The document of Cesit highlights that the proposal with the goal of reviewing more than a hundred items of the CLT (Consolidation of Labor Laws) is a collection of several employers' claims.

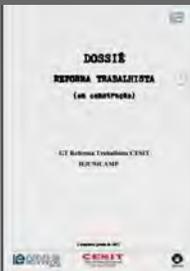
There are remnants of CNI (National Confederation of Industry) platforms, such as "101 Proposals for Labor Modernization", "Legislative Industry Agenda" and "Paths of Labor Modernization" both in the Bill 6.787/2016, which was approved by the House of Representatives, and in Bill 38. In addition, these Bills are also an answer to the claims of the National Confederation of Agriculture (CNA), in particular the "Employers' Bank Proposal" and the "Balance Sheet 2016 and Outlook 2017".

The drafting in the agendas was largely incorporated by PMDB's 2015 "A Bridge to the Future" program.

The dossier also evaluates the project in relation to the most precarious and atypical forms of hiring, flexibility of working hours, reduction of remuneration, changes in health and safety standards at work, fragile union relations and changes in collective bargaining and in the limitation of access to Labor Justice and the power of this body. (RBA)



See how the senators voted



Dossier on the labor reform

## The importance of unionism

**José Antonio Martins Fernandes, President of Sinpefesp and FEPEFI and UGT's National Secretary for Sports and Recreation Affairs**

Directly or indirectly, we have been active in trade unionism for at least 35 years. We know, therefore, of the struggles taken in order to bring better living conditions to the Brazilian worker. Throughout this path, we have been able to witness the achievement of great benefits that currently the business world takes for itself.



When they offer a job to young people, entrepreneurs signal with benefits: "We offer food stamps, transportation vouchers, medical care."

That is, the salary itself is not so great, but when such benefits are added people face such jobs.

What young people do not know is that the business world has nothing to do with the perks offered.

Those who got food stamps, transportation vouchers, basic food (or food allowance), PLR – Profit Sharing, salaries with readjustment above inflation and even the establishment of the Physical Education Professional Day (in the case of Sinpefesp) was trade unionism.

In fact, entrepreneurs fought - and a lot - against these advances, as in the past they repudiated proportional vacations and Christmas bonus salaries.

Bosses do not want to spend money. They only do so by legal decree. Let our young people know this and, based on facts, give more value to their Union, for there is, in the current's savage capitalism, opportunism and an evident exchange of values

### Time for a union at Nissan US plant

In the face of anti-union management, workers at Nissan's plant in Canton, Mississippi, have fought for more than ten years for the right to organize. This week, workers filed for a union election, with the assistance from **United Autoworkers**.



Nissan's Canton plant is one of only three Nissan facilities in the world, including two in Tennessee, where workers are not represented by a union. This week, employees announced plans to seek a representation election on 31 July – 1 August for blue-collar employees.

"Nissan employees want fair wages for all workers, better benefits, and an end to unreasonable production quotas and unsafe conditions in Mississippi," said Nina Dumas, a Nissan technician who has worked in the plant for five years. "The company doesn't respect our rights. It's time for a union in Canton."

The Canton plant shows a grim pattern of labour abuses, and the National Labor Relations Board (NLRB), an agency of the U.S. government, has charged Nissan with:

- Threatening, restraining and coercing employees in the exercise of their right to organize a union
- Threatening to close the plant if workers unionize
- Threatened to falsify employee records to retaliate against workers
- Unlawfully instituted a company uniform policy that effectively banned workers from wearing pro-union t-shirts.

"When we speak out to demand basic protections, Nissan threatens and harasses us," said McRay Johnson, a technician in the Canton plant who also has been there for five years. "Employees need and deserve representation in the workplace."

Management at the Canton plant have already expressed that they are not supporting the workers' decision to seek representation.

IndustriALL Global Union General Secretary Valter Sanches said:

"It is an outrage that the workers are being denied the fundamental right to join a union. IndustriALL will continue to support the workers' fight and we call on Nissan to facilitate the vote."

Nissan employees' move to form a union comes four months after the historic "March on Mississippi," when an estimated 5,000 workers and civil-right activists converged on the Canton plant to demand that the company respect workers' rights. The **União Geral dos Trabalhadores - UGT**, proudly, participated in the March.



ILO condemns  
Brazilian  
Labor Reform

## Antonio Jara

### Argentine unionist and secretary general of CCSCS

Today we say goodbye to our colleague and friend Antonio Jara, a great union leader and a tireless defender of the workers of South America and of the world.



Jara leaves a history of struggles and important achievements for the region. By representing Argentine workers in Mercosur's social and labor organizations and in the Mercosur Economic and Social Consultative Forum in the ILO, among other places, he has contributed significantly to the construction of a more just and more integrated region for labor and social rights. With very strong and clear positions, he has given us a relentless defense of regional integration as a path for the development of our region.

**Secretary-General of the Coordinator of Trade Union Centers of the Southern Cone (CCSCS)**, Antonio led the labor movement in the region in a process of resistance to the neoliberal attacks that the region has suffered, maintaining the unity of the working class in search of a more fair region and world

UGT celebrates this day in the life of our colleague and friend, and we send our love and solidarity to the companion Marita Gonzales, his children, grandchildren and the whole family, remembering one of his most famous phrases:

**May the workers be happy!**

**Valdir Vicente de Barros**

**União Geral dos Trabalhadores UGT's secretary of Public Policies and Migrations**

**Ricardo Patah**

**President of União Geral dos Trabalhadores UGT**

### Article of newspaper on ILO is far from the truth

The article published on the July 12 issue of the **Estadão** reports in a distorted and biased manner that the International Labor Organization has backed away from the position it once held, since the labor reform approved on July 11 represents a series of violations of Conventions ratified by Brazil. Such information is far from the truth and shows great ignorance of the role of the ILO and its relationship with the labor laws of its Member States.

Last June, Ronaldo Nogueira, Minister of Employment, repeated what we, the representatives of the Brazilian workers, have heard from the mouths of business representatives for several years, that the ILO should stick to its technical role and not get involved in domestic matters. Apart from the absurdity of a reactive business speech such as this being expressed by a Minister of State, which shows where the commitment of this government lies, there is a serious misunderstanding in the business/government narrative.

The **International Labor Organization**, in fact, is not able to voice or interfere in the domestic affairs of its member countries, which are outside its scope. However, when a member state signs and ratifies one of its conventions (which is the case of Brazil and Conventions 98, 144, 151, 154 and others that could be included here), the ILO and its control bodies are authorized to issue opinions on violations of Conventions negotiated in the framework of the International Labor Conferences in a tripartite manner. It is worth remembering that these Conventions are binding in nature and oblige States to observe their compliance. Therefore, it is more than natural for the ILO to express itself, when consulted, on possible violations that represent changes in national legislations.

**Valdir Vicente de Barros**

**Secretary of UGT's department of Public Policies and Migration Affairs**

**Lourenço Ferreira do Prado**

**UGT's Secretary of International Affairs**



## Latin American commerce workers debates in Argentina

Representatives and commerce workers leaders from Brazil, Argentina, Uruguay, Paraguay and Chile had a meeting on July 11, in Puerto Iguazú, province of Misiones, Argentina, to discuss labor relations in Latin American trade.

UGT, the trade union center with the largest trade union representation of Brazilian commerce workers, was in charge of leading the work. Together with President Ricardo Patah, a delegation from Rio Grande do Sul was composed of Orildes Maria Lottici, Secretary of Trade Union Education of UGT's State branch of Rio Grande do Sul (UGT-RS) and President of SEC Bento Gonçalves, and Sérgio Marino Ribeiro Neves, Secretary of Finance of UGT-RS and Secretary General of SEC -BG.



The debate around the sector has been gaining strength in the last two years and expects the founding of UNICON - Mercosur Trade Union Confederation, which will bring together 14 million trade union workers under the auspices of the Federation of Trade and Services Employees (FAECYS), Commerce Workers Organizations of Uruguay, Paraguay and Chile, and in Brazil by the three Trade Union Centers affiliated to the International Trade Union Confederation (ITUC): CUT, Força Sindical and UGT.

The work of this meeting culminated in the organization of the International Congress of Commerce Workers of Mercosur + Chile, scheduled to take place from September 05 to 07, 2017, in the City of Encarnacion, Paraguay. The International Labor Organization (ILO) and UNI Global Union will support this congress.

## Union of athletes of São Paulo celebrates 70 years



The **Union of Professional Athletes of São Paulo**, an institution affiliated with UGT, was founded 70 years ago and now celebrates this glorious trajectory in favor of professional athletes and prepares a series of events to mark such a significant date.

The first event will be a lecture with the theme "Ethics in the survival of soccer", taught by Prof. Clóvis de Barros Filho on July 22, Saturday, at 10:30 A.M. in the Auditorium of the Soccer Museum in São Paulo.

## Rio hosts UGT's seminar on trade union education

Reflect on the issues of today's world and how they affect the lives of workers. With this goal, members of UGT from Rio de Janeiro and São Paulo had a meeting on July 11, at the head office of the Trade Union of Tailors and Sewers (SOAC), during the National Seminar on Trade Union Training.

An initiative of UGT's National Department of Trade Union Education, with the support of Ipros (Institute of Social Promotion), represented by Paulo Roberto Nascimento, by IAE/UGT (UGT's Institute of Higher Studies) and by economist Helen Silvestre Fernandes, the agenda, according to Josineide de Camargo Souza (Josi), secretary of this department of UGT, is part of UGT's Strategic Training Program. (UGT's State branch of Rio de Janeiro).

## Why is the labor reform unconstitutional?

Ministério Público do Trabalho aponta 12 mudanças que violam os direitos constitucionais do trabalhador. Entenda cada uma delas

A reforma trabalhista votada no Senado Federal viola princípios básicos da Constituição, de acordo com relatório do Ministério Público do Trabalho. Pelo menos 12 pontos do projeto de lei que altera a legislação trabalhista ferem direitos constitucionais do trabalhador. As mudanças violam os princípios da dignidade humana e da proteção social do trabalho, e podem ameaçar até o salário mínimo, segundo o **procurador-geral do Trabalho, Ronaldo Fleury**.



Why is the labor reform unconstitutional?

The UGT Global is the Newsletter of International Information of the União Geral dos Trabalhadores

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