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## In Defense of Labor Unions

### Negotiation rate would have lower value than what is currently paid by workers

In an interview published on August 8, by the newspaper O Estado de S. Paulo and shown by Rede TV, **Ricardo Patah, president of União Geral dos Trabalhadores (UGT)**, defends the creation of a negotiation rate to maintain union costs, since the union tax, after the approval of the labor reform, will cease to exist as of November, when the Law enters into force.

Patah explained that, nowadays, in addition to the trade union tax, which will become optional, there are: the associative contribution, which is paid by union members, who use doctors, dentists, legal support, summer camp and country club; the union dues, which varies from 6% to 10% and is charged in one installment to the salary of the month in which collective bargaining occurs; and the confederation rate, which is usually 1% per month.

The current sum of these three contributions, in the opinion of the trade unionist, reaches 20% for some unions.

The proposal of UGT is that these three contributions be eliminated and there will be only the negotiation fee. "This would be 6% per year or 0.5% per month, that is, much lower than the current sum of contributions", says Patah



***"The trade union movement is very important (...) it is essential that the trade union movement is entitled to a form of costing. And the form we are proposing will diminish the value of the contribution paid by the worker nowadays", Ricardo Patah, presidente da União Geral dos Trabalhadores***

Workers would decide, in assembly, with a quorum in a democratic way, the value of the negotiating tax, "Just as they will decide if they want to split their vacation, if they want to work less hours. Workers know what is important to them and will know how much they want to contribute to the trade union movement," says Patah, who adds:

"The trade union movement is very important. It assists the maintenance of balance in social issues. Moreover, if currently people can protest and demonstrate, for example, it is because unionism helped to end the dictatorship. It also helped to end inflation. Not to mention that trade union centers that designed the policy of the minimum wage, which is an important income distribution. For all this, it is essential that the trade union movement is entitled to a form of costing. And the form we are proposing will diminish the value of the contribution paid by the worker nowadays."

This contribution will help trade unions to continue their struggles and achievements, such as food stamps, basic food baskets, health care, real increase even in times of crisis, the search for decent work and social inclusion, an end to precarious employment and reintegration of the large number of unemployed people to the labor market, PLR (Profit Sharing and Results), among many others. The contribution will serve for the unions to continue acting in favor of the worker, for the maintenance of their rights. "The changes we are proposing are aimed at a Brazil with more conditions," concluded the president of UGT.



UGT and its ten years of fight

## UGT discusses the TISA

Treaty can change the economy for the worse in the service sector.

TISA. What is it? Who is involved? Who wins? Who loses? How can this strike us and how can we resist this treaty? To answer these questions, the Global Secretariat of **PSI (Public Services International)** and the **Friedrich Ebert Foundation in Brazil (FES Brazil)** organized a seminar aimed at trade union leaders on August 7 and 8.

The event was held at UGT's head office and brought together specialists who addressed the following topics: Transnational Corporations actions; Protocol on Transnational Corporations and Human Rights; TISA: the worst threat to public services and the struggle of PSI; Continental Journey for Democracy and Against Neoliberalism.

Among the speakers there were Ladislau Dowbor, economist, who used the opportunity to make the pre-launching of his book "The Age of Unprofitable Capital"; Professors Renato Leite (Mackenzie University) and Lucas Tasquetto (Federal University of ABC); Jocélio Drummond and Leandra Perpétuo (PSI); Gonzalo Berrón (FES) and Vânia Ribeiro (TUCA).

During the opening of the seminar, Ricardo Patah, UGT's national president, emphasized the importance and relevance of discussing the TISA. "Due to the way it is being constructed, it is a treaty that deepens the imbalance in the already fragile correlation of forces between capital and the world of work."

TISA is an international agreement focused on trade and services, which involves around 70% of the world economy and has around 50 member countries. In general terms, the treaty aims at deregulating, liberalizing and privatizing public services, reaching sectors of Transport, Communication, Health, Education, Water, Electric Energy, among other segments that would be controlled by transnational companies.

"What is really at stake in this agreement is much more than commerce, much more than services. The very concept of democracy is at stake, as well as the freedom of a people to choose how the state should function and its priorities in offering basic services; to define the preferable development model for a better and more sustainable future," says ISP leader Jocélio Drummond.

Among the suggested actions that came out at the end of the meeting, there is the preparation of a booklet with explanatory content on the agreement that should be made available to the trade union entities concerned. In addition to the booklet, participants agreed to create a unique blog and fanpage to address the issue. The calendar of actions also includes holding and participating in new seminars to discuss the issue.

### Unionist points out problems in the Social Security

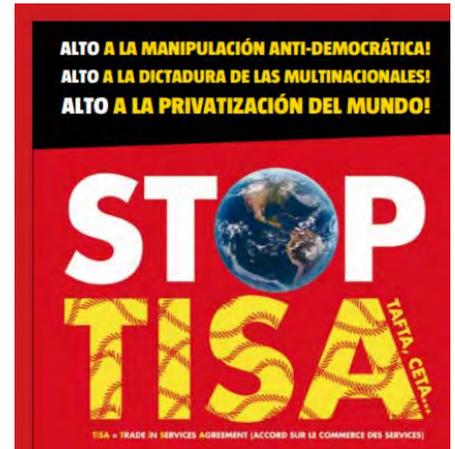
A última participação do **secretário nacional de Relações Institucionais da União Geral dos Trabalhadores (UGT), Miguel Salaberry Filho**, na condição de integrante The last participation of **Miguel Salaberry Filho, União Geral dos Trabalhadores - UGT's national secretary of Institutional Affairs**, as a member of the National Pension Council (CNP), held on August 7, showed the reason why the federal government presents reforms that go far from the cause of the problems.

Among the items on the agenda of the 240th ordinary meeting of the CNP there was the presentation of the Budgetary Pension Proposal related to the Annual Budget Law Project (PLOA 2018), in which only the expenditure forecast was presented, not including the revenue and collection forecast. Neither does the amount of debt of defaulters and evaders, which should be charged. Mr. Salaberry questioned the partial demonstration and charged the full presentation at the next Council meeting, which should include not only the payers, but also the debtors.

According to Salaberry, the fact that the government proposes Brazilians to work longer in order to retire is unfair. The Social Security reform ignores the amount of R\$ 426 billion that are not passed by companies to the INSS (National Institute of Social Security). The value of the debt is three times the Social Security deficit of 2016. These figures, raised by the Attorney General's Office of the National Treasury (PGFN), are not taken into account in the Michel Temer government reform.



Base de datos sobre el TISA



# Nissan: the fight continues

Following an unprecedented campaign of corporate threats and intimidation, Nissan employees refused the attempt to create a union. UGT is sympathetic to the workers of Nissan and launches an alert, since it can also happen in Brazil.

In a two-day election supervised by the **National Labor Relations Council (NLRB)**, the employees of Nissan Canton factory voted 2,244 to 1,307 against union representation.

"Nissan's brave workers, who have fought relentlessly for union representation alongside community and civil rights leaders, should be proud of their efforts to be represented by the UAW," said Dennis Williams, president of UAW.

"The result of the election was a setback for these workers, to the UAW and to Americans working everywhere, but in no way it should be considered a defeat."

Williams also said: "perhaps by recognizing that they could not prevent their workers from joining our union based on the facts, Nissan and its anti-workers allies were conducting a vicious campaign against their own workforce with intense coercion tactics, misinformation and intimidation."

"We are disappointed, but we are not surprised by the outcome in Canton," said **Gary Casteel, UAW secretary-treasurer and director of the international union's transnational department**. "Despite claiming for years to be neutral on the issue of a union, Nissan has held one of the most illegal and anti-union campaigns I've seen in my life."

**Ricardo Patah, União dos Trabalhadores - UGT's national president**, followed the elections. In his opinion Nissan, presided by the Brazilian Carlos Gross, carried out one of the most violent anti-union campaigns in the contemporary history of the American trade union movement.

All of these tactics of intimidation are serious violations of International Labor Organization (ILO) Conventions 98 and 87, the OECD Guidelines, and Renault's own Global Framework Agreement with IndustriALL.

To Mr. Patah, the action of the Brazilian Carlos Gross is an experiment of what can happen in Brazil after the new labor law is effective. "Capital has no country, it has no flag, it only aims at profit, wherever it is. What is happening in Mississippi can happen in Brazil, they are not respecting rights, principles and ethics. It is a violence ruled by a Brazilian, who already declared himself an enemy of the unions," says Patah.



# Trade Union Training at BRICS

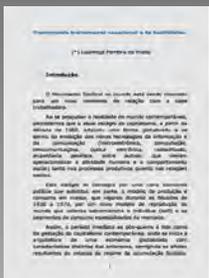
UGT defends training during Trade Union BRICS meeting



During his participation in the Trade Union BRICS in Beijing, China, on July 24, **Lourenço Ferreira Prado, UGT's Secretary of International Affairs**, highlighted the importance of carrying out the work of training the staff to face the new reality of the economy, which privileges the individual to the detriment of mass production and consumption. BRICS is an international mechanism encompassing five emerging economy countries (Brazil, Russia, India, China and South Africa).

Currently, the BRICS hold more than 21% of world GDP. They represent 42% of the world's population, 45% of the world's workforce and the world's largest consumer power. They also stand out for the abundance of their national wealth and the favorable conditions they currently present.

According to Lourenço, trade unions must recover their training attribution, reaching wide masses, because they are grassroots institutions that perform a direct contact with workers. The combinations of training and communication strategies are essential.



Check out the entire exhibition of Lourenço Prado



## UGT celebrates ten years at the Assembly of São Paulo

A solemn session was held on August 7, at the Legislative Assembly of the State of São Paulo, to celebrate ten years of **União Geral dos Trabalhadores - UGT**. The session was requested by Davi Zaia, UGT's vice-president and congressman, and authorized by Cauê Macris, Speaker of the Assembly.

In addition to the congressman, the following people attended the event: Ricardo Patah, president of UGT and of the Commerce Workers Union of São Paulo; Gilberto Kassab, Minister of Science, Technology, Innovation and Communications; Eduardo Anastasi, representing the Minister of Labor, Ronaldo Nogueira; congressmen Ramalho da Construção and José Américo; and Roberto de Lucena, UGT's vice president.



"Since it was born, UGT fights for the grassroots, for those who often have no voice. We were born to add, aggregate and unite. We were always against any kind of segregation. In these ten years, there are many activities that we are proud of. We strive for accessibility, for women's rights, for the inclusion of the LGBT public, among many other actions".

UGT was born with the concept of inclusion and respect. That is why, ten years ago, we had 180 unions and today there are 1,386 members. We are in a difficult time, but the labor reform is there and we will overcome it with creativity. UGT has been a reformer since always, but not in a way that harms the worker. It is just the opposite of what we want and we will achieve. We will fight for political reform and to put an end to corruption, making trade unionism bigger and bigger," said **Ricardo Patah**.

## FETRACOOP e Fundacentro sign cooperation agreement

**FETRACOOP - Federation of Workers in Cooperatives in the State of Paraná** (an institution affiliated to UGT), signed a technical cooperation agreement with **Fundacentro - Jorge Duprat Figueiredo Foundation for Safety and Occupational Medicine**.

The event took place on August 8, at Fetracoop's head office in Curitiba, and brought together leaders of the entities affiliated with Fetracoop, not to mention the presence of Paulo Rossi, president of UGT's State branch of Paraná; of Whashington dos Santos, advisor of Fundacentro/SP; of the Head of Fundacentro/PR, Marco Aurélio de Miranda Carvalho; the president of Fetracoop, Clair Spanhol and UGT's national leaders: Adir de Souza, Paulo Sérgio dos Santos and Alexandre Donizete Martins.

Clair Spanhol, president of Fetracoop, celebrated the partnership. "We had already set up a specific sector within the federation's board of directors to deal with the health and safety conditions of co-op workers in cooperatives, and with the expertise of Fundacentro - an agency linked to the Ministry of Labor, the people we represent will gain from this partnership, and the cooperatives themselves, who will have access to the most sensitive sectors to accidents at work, and due to this prevention will be the way to the eradication of serious accidents and that often lead to serious problems for the workers," Spanhol concluded. *(UGT Paraná)*

## DIEESE discusses Labor Reform

**Technical Note number 178** – The labor reform and its impact on labor relationships

This note brings the main points of the labor reform bill. This proposal enables the removal of workers rights, promoting precarious employment.

**Technical Note number 179** unprotected labor relationships: back to 1930?

Unprotected labor relationships means back to 1930?

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

The UGT union is an organization formed to defend the Brazilian workers across a broad trade union movement, national, ethical, supportive, independent, democratic and innovative.

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Technical Note number 179 unprotected labor relationships