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UGT discusses challenges of new labor situation

Due to the situation that is approaching on November 11, when the new labor legislation comes into force, presidents of UGT's State branches had a meeting in search of alternatives to face this reality. One of the characteristics of this reform is to further increase the imbalance of forces in the relation Capital x Labor through the dismantling of the CLT (Consolidation of Labor Laws). As if that were not enough, another hard strike provided by this reform refers to the costing of trade union entities, with the end of the compulsory trade union tax, a resource that ensures the functioning of a large part of the structure of the unions.

During the opening of the meeting, Ricardo Patah, UGT's national president, reinforced the seriousness of the situation. "This is not only the case of our trade union center, but of the whole union movement, which has never been under a situation as serious as the one we are experiencing." Despite these difficulties, the president recalled that UGT has been seeking for alternatives to enable the actions of trade union entities and to minimize the setback promoted by the new legislation.



The trade union center has held meetings with officers of the Executive power, including President Michel Temer who has committed to the issue of a Provisional Measure to correct the distortions of this legislation. The meetings were also extended to the authorities of the Legislative, aiming at the construction of an agreement that minimizes the labor losses.

Among the points that UGT defends to be included in the Provisional Measure there are the veto to the work of pregnant women in unhealthy environments; changes in the rules for intermittent work – which, as approved "presents conditions analogous to slave labor"; the 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 individual negotiation between companies and employees; the transformation of the union tax into contribution that the worker can choose to pay or not.

One of the consensuses during the meeting between presidents of State branches was the need to strengthen the workers' caucus at the National Congress and the need to elect congressmen who are truly committed to the working class.

IAE presents proposal

During the meeting, economist Helen Silvestre Fernandes, from UGT's IAE (Institute of Higher Studies) presented a proposal based on data from the PNAD (National Survey by Household Sample)/2015 that points to a strong disarticulation of workers' representation.

According to the 2015 survey, out of 94.4 million workers, only 18.4 million (19.5%) were unionized. **Nevertheless, this information indicates that the number of unionized grew by 11.4% in 2015 compared to 2014.** The IAE suggested action on two fronts. One of them consists of acting together with the grassroots working on the format of the negotiations and another front consists of the parliamentary action, through the formulation of proposals and organization of a more effective presence in the National Congress.



UGT nos seus dez anos de luta

Women are united against Social Security Reform

In defense of retirement and no right less: these were the mottoes of the protest organized by the National Forum of Women Workers of the Central Trade Unions and their affiliated unions, which took place on September 26, in front of the INSS (National Institute of Social Security), in downtown São Paulo and also in Brasília.

With the support of social movements, the act aimed to denounce and dialogue with the population about the impacts for women if the Social Security reform proposed by the Temer government is approved.

"Women from UGT at the national level and the other trade union centers organized this demonstration to say that they will not accept any removal of rights. Whether it is the right to retirement, whether it is about labor rights that were achieved and guaranteed. The Constitution is our biggest argument against any kind of setback," said Cassia Bufelli, UGT's assistant secretary of the Women's Department.



Currently, it is possible to retire by contribution time - women must have contributed for 30 years to the INSS, there is no minimum age; men need to have 35 years of contribution and there is also no minimum age - or by age - minimum of 60 years for women and 65 for men, with at least 15 years of contribution.

If the Social Security Reform is approved, women will need to be at least 62 years old and contributed for 25 years to be able to retire. Men must be at least 65 and contributed for 25 years as well.

"We defend that our right has to be guaranteed on an equal footing, not on setbacks. The greatest loss for working women in the Social Security Reform is the demand for a greater age and longer working time. When the rules were created, it was thought that there was a difference between the woman and the man in the labor market. Today, we still have not reached equality, but they want to match access to retirement," explained Cassia.

Isabel Kausz, secretary of the Women's Department of the Commerce Workers Union of São Paulo, affiliated to UGT, was also at the demonstration in the capital of São Paulo and reinforced the struggle: "They did a labor reform without taking workers into account. For example, they did not worry with pregnant women working in unhealthy places. Now, they want to reform the Social Security system, once again, without thinking about citizens and especially about women, because they will not be able to retire. We will not allow that to happen. We are united to fight against the dismantling of rights."

Trade union centers are united against reforms

Trade union centers discuss unitary action against the Bill on the Social Security Reform

On September 25, leaders from the union centers UGT, CTB, Força Sindical and Nova Central (NCST) had a meeting at the head office of CUT (Unified Workers Central), in São Paulo, in which they discussed the elaboration of a single agenda of mobilizations to denounce the consequences of the Labor Law, which will come into force on November 11, as well as the damages it will bring to the workers. During the discussions, the unionists also agreed that the centers are going to carry out a great mobilization in order to avoid that the Congress approves the Social Security Reform Bill the way it was sent by the government.

During the meeting, which was attended by the president of Dieese (Inter-Union Department of Statistics and Socio-Economic Studies), given the new economic reality of the country, the need to find a way to support this body in the restructuring that is being implemented was also discussed.

The unionists also approved holding a national meeting of the public transport sector, with the goal of organizing the actions in a unitary way. According to them, this is one of the most important and strategic branches of professional activity in the country.

At the end of the meeting, the leaders approved a new meeting to be held on October 2, at 8:30 am, at the head office of Força Sindical, in São Paulo, where the unitary actions of the trade union centers will be defined.



Dealing with multinational companies

TUCA studies actions to defend workers of multinational companies

From September 25 to 27, the **Trade Union Confederation of Workers of the Americas (TUCA)** held a meeting on "Strategies for trade union actions against multinational corporations and global production chains", in São Paulo

This meeting brought together trade union leaders from five Latin American and Central American countries. During the event, they were able to share experiences and outline plans to strengthen union institutions that face these large corporations that, in the desire to increase their profitability through cheap labor, settle in poor or developing countries and violate principles such as decent work, do not respect environmental laws and also promote foreign exchange evasion.



"Talking about multinational companies is complex because they hold financial capital that often exceed the GDP of entire countries, they have extremely strong political influence to the point of changing laws to their favor and they hold a mass communication system capable of changing the culture of many regions," explains Josimar Andrade, director of the Commerce Workers Union of São Paulo.

The director emphasized the struggle of his trade union against the multinational companies Zara, caught with work under conditions analogous to slavery in the process of making clothes; Carrefour - for anti-union practice; and Walmart, for respecting Brazil's labor laws. "It is an arduous and uninterrupted fight, because these companies settle in a certain region with the discourse of job creation, in return they pay low wages, withhold or receive tax exemption, which damages the union," says Josimar.

Trade union representatives from Argentina, Brazil, Costa Rica, El Salvador and Panama attended the event.

Six = A hundred million?

Inequality: six Brazilians accumulate wealth equal to half of the poorest population

If the current trend is maintained, women will earn the same salary as men in 2047 and black people will have income equal to whites only in 2089



Jorge Paulo Lemann (AB Inbev), Joseph Safra (Safra Bank), Marcel Herrmann Telles (AB Inbev), Carlos Alberto Sicupira (AB Inbev), Eduardo Saverin (Facebook) and Ermirio Pereira de Moraes (Votorantim Group) are the six richest people of Brazil. Together they hold the same wealth as the country's 100 million poorest, or almost half the Brazilian population (207.7 million).

If these six billionaires spent one million reais a day together, it would take 36 years to exhaust their assets. This was revealed by a study on social inequality carried out by Oxfam.

The survey also found that the richest 5 percent had the same share of income as the other 95 percent of the population. In addition, it shows that, in one month, the super rich (0.1% of the current Brazilian population) earn the same as a person who receives a minimum wage (937 reais) - about 23% of the Brazilian population - would earn working for 19 years. The data also pointed to gender and race inequality: if the trend of the last 20 years is maintained, women will earn the same salary as men in 2047, while blacks will have income equal to whites only in 2089.

According to Katia Maia, executive director of Oxfam and research coordinator, Brazil has progressed towards the correction of inequality in recent years, through social programs such as Bolsa Família, but it is still a long way from being a country facing inequality as priority. In addition, according to her, only increasing the inclusion of the poorer does not solve the problem. "There was inclusion in recent years at the bottom of the pyramid, but the question is the top," she said. "Widening the base is important, but there is a limit. And if you do not redistribute what is at the top, there comes a time when one cannot broaden the base," she explained.



OXFAM: The distance that unites us: a portrait of Brazilian inequalities

Chiquinho Pereira is reelected at the Union of Bakers

New board of directors of the SP Union of Bakers is elected with 97% of votes

After five days of voting, the category of bakers, confectioners and clerks elected the new board of directors of the Union of Bakers of São Paulo, affiliated to the UGT for the period of 2017 to 2021, with 11,587 votes, guaranteeing 97% of the votes of the members who attended the polls. There were 260 blank votes and 60 null votes, out of a total of 11,907 votes.

Ricardo Patah, president of UGT, talked about the essential role that the **Union of Bakers has played, through Chiquinho Pereira**, in the fight for the rights of workers, in defense of Brazil's interests and in the construction and growth of UGT.



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By thanking the collaboration of the friendly unions, Chiquinho Pereira said that "despite the offensive of the bosses and the governments, in trying to remove our rights and achievements, of trying to break the unions that fight for improvements for their categories, we will resist and fight until the end, in search of better days for the workers and their families ", the unionist concluded.

UGT-RJ attends act against religious intolerance

On September 17, UGT's State branch of Rio de Janeiro (UGT-RJ), represented by its Human Diversity Department, attended the 10th Walk in Defense of Religious Freedom.



During press interviews, **Ivanir dos Santos**, interlocutor of the **Rio de Janeiro Commission for the Fight Against Intolerance (CCIR)**, said that the act, held in Copacabana, South Side, aimed at drawing the attention of society and authorities to the urgent need for the implementation of public policies aimed at curbing the violence suffered by members of religions of African and Afro Brazilian matrices.

According to the CCIR, the state of Rio is now the first place in cases of religious intolerance in Brazil, with reports of dozens of cases of physical violence to supporters and sympathizers of such religions, as well as cases of break-ins in recent months. (UGT RJ)

Minas Gerais will hold Forum of Defense of Labor Law

On March 19, the State Labor Ministry (MPT) of Minas Gerais and seven trade union centrals - CUT, CTB, UGT, CSP-CONLUTAS, NCST, CGTB and CSB - had a meeting and created the Inter-Institutional State Forum for the Defense of Law Labor and Social Security (FESIDS), to follow the developments of the Labor Reform (Law 13,467/2017) in that state.

"If these institutions are united, they will improve their thesis and broaden the horizon of information and data to face a scenario that is not yet concretely designed, but which will certainly require a close look at labor relations, so that we can prevent and fight against possible situations of precarious employment, fraud and reduction of labor rights," says Adriana Souza, MPT's chief prosecutor in Minas Gerais.

The Future of Work in Brazil

As a result of the work of UGT's Institute of Higher Studies, the text "The Future of Work in Brazil" is an attempt to anticipate what will happen in the next fifteen years and how UGT and other trade unions can contribute to our country, having their members as target audience.



The Future of Work in Brazil