

Inside this number:

UGT, elections and the Brazilian democracy	01
Dilma says she is open to dialogue	01
National plenary session of commerce workers	02
23rd Trade Union Congress for Commerce Workers	02
Multiplying decent work	03
"It is time of equality in the Americas"	03
UGT and TRT hold seminar	04
International seminar on Decent Work	04
Course of Union education in Manaus	04
Discussing telework	04

UGT, elections and the Brazilian democracy

Ricardo Patah, national president of UGT

Brazilian presidential elections went peacefully, showing a democracy in constant improvement. Enacted in 1988, the new constitution allowed us regular elections. It has been in practice for almost 30 years, however, it is a short and insufficient time. Our democracy is still very young, but with visible progress in the form of participation and representation.

UGT is younger: eight years of life. Young as our Constitution, UGT has showed democratic maturity. Internally, it won plurality, which has become a trademark of our organization.

Each of its members could choose their candidates, both for proportional and majoritarian seats. This diversity is our strength!

"Elections allow the coexistence of opposites, the healthy controversy and the quest for consensus based on majorities"

Disputes of the political calendar are extremely important: they improve, strengthen and are an inexhaustible source for democratic learning. In major democracies - and that is the case of Brazil - the dispute is only a process, a form of choice. There are no losers or winners. A project or a path is chosen. Only time shows whether the route chosen was the right one. With the regularity of the calendar, mistakes can be corrected.

Brazil is still a country to be built. Our trade union central, one of the national institutions, is also under construction. Elections allow the coexistence of opposites, the healthy controversy and the quest for consensus. In this case, consensus based on majorities. The results, from north to south and east to west, are tangible, although heterogeneous. Just take a look at the electoral map that emerged on October 26, plural and diverse, a portrait of Brazilian contrasts. We are this way.

UGT also has this very Brazilian feature. Its plurality is exercised within the limits of democratic coexistence and, therefore, it remains united, solid and firm, seeking its destiny. Respectable and grand destiny. Greatness will be irreversible. Let us go to it!

Dilma says she is open to dialogue

After winning over the most disputed presidential election in Brazilian history, the re-elected President Dilma Rousseff (PT party), preached dialogue, asked unity to Brazilians and said she does not believe that the country has come out divided after the election.

Rousseff had 51.64% of the votes against 48.36% of Aécio Neves (PSDB party).

"I urge, without exception, to all Brazilians to unite in favor of the future of our homeland, of our country, of our people," Rousseff said.



"I do not believe, sincerely, from the bottom of my heart, that these elections have divided the country in half. I do understand, indeed, that they mobilized ideas, emotions that sometimes were contradictory, but moved by a common feeling, the search of a better future for the country", the president affirmed. By saying that "this president right here is open to dialogue", Dilma said she knew that "re-election is a vote for hope in the improvement of a government."

National plenary session of commerce workers

On October 30, the national plenary session of trade union officers of UGT began in Belo Horizonte, Minas Gerais. This event gathered trade union officers from several Brazilian States. After the discussion of the main topics that guide the fight of this class, which struggles for better working conditions, and after presenting the proposals for the resolution of these problems, they issued the **Carta de Belo Horizonte**, with the results of this session.



The opening session, presided by Caninde Caught, Secretary General of UGT, was attended by José Cloves Rodrigues, President of the Union of Commerce Workers of Belo Horizonte, Marcio Fatel, president of the Federation of Commerce of the state of Bahia, Cleber Paiva, Federation of Commerce Workers of Rio de Janeiro and Espírito Santo, Lourenço Ferreira do Prado, vice-president of the national UGT, Valmir de Almeida, from the Federation of Commerce Workers of the North and Northeast regions, besides the presidents and representatives of the UGT's state branches: deputy Ademir Camilo, from Minas Gerais, congressman José Francisco, from Pará, Ari George, from Espírito Santo, Waldemar Schulz (Mazinho) from Santa Catarina, Jacira Carvalho from Goiás, Francisco Lima from Rondônia, Carlos Lindolfo from Ceará, Sérgio Luiz from Rio de Janeiro and Celso Henrique from Piauí.

"This is an event that reflects what the employee needs, besides the fact that is time we united this class to meet future challenges," explains congressman Camilo. UGT is the trade union central that aggregates the greatest number of trade union institutions of commerce workers in Brazil, summing up 300 entities, this is essential to strengthen the unity of the class in favor of benefits that are necessary for workers in this sector.

On Friday (03), the plenary session began with a speech of Ricardo Patah, president of UGT, who addressed the issue regarding the veto of Article 5 of the regulation of the profession that deals precisely with the financial support of trade union institutions.

"We had, indeed, freedom of choice in trade union dues to the whole category, that is, ten days before it was charged workers could make a letter of objection and refuse to pay. Now it does not happen anymore. With the change that was made we can only charge the due of our members if they make a letter allowing us to do so, ie, no one will pay, but they will enjoy the benefits achieved through collective agreements", says Patah.

The debate continued and at the end those who attended the meeting approved the **Carta de Belo Horizonte** (Fábio Ramalho - UGT Press)

23rd Trade Union Congress for Commerce Workers



The TvUGT program of this week showed how was the 23rd Trade Union Congress for Commerce Workers, which took place from October 14 to 16 in Sao Pedro, countryside of the State of Sao Paulo and was attended by more than a thousand people.



President of Commerce Workers Union of Minas considers this moment timely to hold the national plenary session



In Memoriam José Ribeiro de Paula Coelho



Check the resolutions of the 23rd Trade Union Congress for Commerce

Multiplying decent work

In Zurich, UGT debates with FIFA the future of the World Cup and the life of workers

On October 22, UGT, represented by **Nilson Duarte Costa**, president of **UGT's State branch of Rio** and president of the Trade Union of Inter-city Heavy Construction Workers of Rio de Janeiro - SITRAICP/RJ, and by Gustavo F. C. Garcia, coordinator of the project Multiplying Decent Work - Decent Life, had a meeting with the FIFA directors of the communication and social corporate responsibility in Zurich, Switzerland..

On the agenda there were topics such as the World Cup held in Brazil in June / July this year, the future of the event and workers involved with the World Cup. Along with UGT, there were other institutions such as Solidar Swizterland, Südwind and DKA Austria, civil society organizations from Europe that have been working with UGT to promote, through international solidarity, decent work in Brazil and worldwide.



The meeting is part of the initiative "Our Game", promoted by various European organizations and supported by UGT since 2013.

"Our impression is that FIFA, despite having no interest in actually solving the problems assigned to it, want closer relationships with different stakeholders, such as representatives from trade unions and from the organized civil society. But the spirit of the debate by FIFA was to exempt responsibility all the time", evaluated Nilson Duarte Costa.

Nilson proposed that FIFA ought to give more transparency to the contracts it signed with countries that host the World Cup, and that it should include a clause on respect for Decent Work and for International Labour Standards in these contracts. Social organizations that attended the event demanded the existence of a term of respect for human rights and sustainability.

FIFA's response was that it can not interfere in the internal affairs of countries, which led Gustavo Garcia, UGT's Project Coordinator on Decent Work, to say: "It is a simple matter. FIFA, the owner of the event, should adopt a serious policy of social responsibility and not take the Cup to countries that do not respect these issues. Shirk this responsibility is to take to itself all kinds of atrocities committed on behalf of soccer".

"Our proposal is to create an open channel of communication with FIFA and give it the chance to change the reputation of predator in order to become a development partner through work and respect for human rights," conclude the representatives of UGT. *(Gustavo Garcia, Zurich, Suíça)*

"It is time of equality in the Americas"

On October 16, Victor Báez, secretary general of TUCA, made the final speech on behalf of the trade union movement in the Americas in the closing of the ILO XVIII Regional Meeting of the Americas that took place in Lima, Peru, from October 13-16.

In his speech, Báez said that the final declaration of this meeting contained many of the proposals of the trade union movement and emphasized the continuation of the international economic crisis and the need of dialogue.

"In this moment in which there is evidence of regrowth of a new crisis and of the exhaustion of resources that some governments were counting on to make an expansive policy in the recent past, it is likely that in the coming years a process of tripartite dialogue and good bipartite agreements on the level of collective bargaining will be more necessary than ever to find a way to not lose our achievements from the last century".

To the general secretary of TUCA, a lot of people in the Americas "came out of poverty - in some countries, there were policies that lifted hundreds of thousands of people out of poverty (...) and these people do not want to go back to the situation of poverty, and this represents a qualitative leap in our societies and a shift in the social and political fight".

"Men, women, rich, poor, employers, employees, the time has come for equality in the Americas," Baez concluded.



decent work,
decent life



Read the
speech of
Victor Baez

UGT and TRT hold seminar on the trade union movement

UGT, in a partnership with the Judicial School of the Regional Labour Court of the 2nd Region, held the event "The Brazilian Trade Union Movement", which took place on October 24, in the Ruy Barbosa Forum and was attended by more than 350 lawyers and unionists.

During the opening, Ricardo Patah, national president of UGT, recalled that the Public Ministry and the Labour Court came out after the trade union movement in the relation labour-capital, but some interferences have caused insecurity in unionism and estrangement in relations.



International seminar on Decent Work - CG/MS

On November 03, Campo Grande will host the International Seminar on Employment and Decent Work: modernization in labour relationships, which will take place in the Convention Center Rubens Gil de Camillo. Accreditation will take place at 07:00 A.M. and the official opening at 8:30. In the end, a certificate will be delivered with complementary hours.

This event will be held by Sindasul (Trade Union of Administrators of Mato Grosso do Sul), CFA (Federal Council of Administration), OAB-MS (Brazilian Bar Association - section of Mato Grosso do Sul) and UGT's State branch of Mato Grosso do Sul, and has the goal of contributing to improvements in the labour and employment relationships among tripartite actors (government, employers and workers).



Course of Trade Union education in Manaus

National Confederation of Liberal Professions - CNPL, holds a course of trade union education in Manaus on October 30 and 31. This course is aimed at officers from institutions that represent liberal professionals with the motto "getting to know more on unionism".

CNPL, over the last 18 months of management under the new board of directors, has achieved closer relationship with affiliated federations and grassroots trade unions through an intense, healthy and extremely profitable exchange by retaking actions that promote education, updating, qualification and capacitation of trade union officers from all liberal professional classes. More information on: www.cnpl.org.br/cursos

Discussing telework

UGT's Institute of High Studies, achieving its main function of supporting UGT in the "elaboration of strategies and understandings on labour and employment relationships and issues of society as a whole" has released a series of studies on the issue of telework and trade union organization.

The law 12.551/2011 made telework a reality in Brazil by equating work performed at distance to the work performed in the employers' facilities. Telework was regulated under the Superior Labour Court, through the draft of the administrative resolution of February 2012. Read more on this issue:

Teletrabalho, ação sindical e proteção social: o nó do gargalo (Telework, trade union action and social protection: strangling point)

Trabalho Remoto ou Tele-trabalho: como fica a organização Sindical? (2) Remote work or telework: how does trade union organization remain? (2)

Trabalho Remoto ou Tele-trabalho: como fica a organização Sindical? Remote work or telework: how does trade union organization remain?

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

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.

Communications Director: Marcos Afonso de Oliveira

Publisher: Mauro Ramos

