

**Independent Trade Union Coalition of Cuba**  
*Coalición Sindical Independiente de Cuba*

**DECLARATION**

The Cuban working class is suffering through the worse moments of its life. The 1.3million workers that will lose their jobs due to a mandatory process, temporarily frozen by the State, compels the Independent Trade Union Coalition of Cuba (CSIC) to take a stand for the welfare of workers, proclaiming to the Cuban people and the world the interests of the independent trade unions in seeking social justice, which would allow workers a decent quality of life for them and their families.

The CSIC represents workers from all sectors: manual laborers, intellectuals, industrial, agricultural, the self employed, maritime, technicians, teachers, scientists, administrators, professionals, artists, the private sector –both salaried and autonomous, among others that are integrated into the Coalition.

The CSIC values above all the respect to human dignity, which is essential to the free exercise of human and labor rights; the liberty and equality without distinction of class, ethnicity, income, political preferences, ideologies, cultures, religion, sexuality, or any other aspect which diminishes their right to work.

**FOR THESE REASONS THE COALITION:**

-Bases their policy on the Universal Declaration of Human Rights, and the conventions and recommendations of the International Labor Organization (ILO), which Cuba has ratified.

-Aspires for a just and equitable Cuba, with a basis on solidarity and justice in the resolution of labor disputes.

-Fights for decent work and just pay, which satisfies the necessities of the working class, for which it is indispensable the increase of salary, and productivity, as well as the decrease of market prices, both private and public, by foreign or national currency.

-Advocates union autonomy, under the protection of international labor standard, especially the ILO conventions 87/1948 (Convention of Freedom of Association and Protection of the Right to Organize) and 98/1949 (Convention for the Right to Organize and Collective Bargaining), which Cuba has also ratified.

-Condemns the jail sentences of those who, under the protection of the conventions 87 and 98 (noted above), form independent trade unions, or belong to one.

-Demands the state to allow its workers to accept international financial aid from the United Nations system, NGOs, as well as others who would support them, to create small businesses of different types that will offer new sources of employment.

-Believes it to be indispensable to modify the tributary system that extorts the self-employed. Seeks to lower taxes, modify them, and facilitate their payment, especially for small business, until they have obtained certain level of profits.

-Believes in freeing human creativity in exerting self-employment, allowing professionals and workers the right to exercise, without limiting their specialties. This includes administrators, the service sector, technicians as well as others comprised in the salary scale, prior to the completion of the legally established work period.

-Favors lowering the amount paid into social security for women in the informal sector, according to the type of establishment and prospect of sales.

-Deems it necessary to allow collaboration between small businesses so as to ensure affordable product prices to the population by means of supply and demand.

-Believes it essential to authorize the Cuban people as well as foreigners to invest in diverse sectors of production. Allowing foreign business to freely contract the workforce, dissolving ideological consideration in personnel selection, evaluating their technical and professional capacity as well as the experience of the workers.

-Advocates the need for real, active, and permanent workers participation in the resolution of economic problems in their industrial or services sectors.

-Considers the existence of a single monetary unit to be absolutely unavoidable and for which workers should be pay for time worked.

-Favors dialog and negotiations, which improves relations between workers and employers through exchanges that facilitates the process.

-Recognizes the authentic precursors that defended the working class, and had rescued and consolidate labor and union demands that are violating.

-Denounces the regimes unjustified use of violence, corruption, unemployment, and vengeance.

-Respects human dignity, for which the free exercise of human rights is essential.

-Urges workers in the agricultural and rural sector to reclaim the land, demand proper farming tools, freely sell their products, and at a fair price, with or without intermediaries.

-Declares itself for the development of a labor culture that serves to defend workers from the administrators and against their injustices.

- Condemns the bureaucratic and ineffective structures stemming from state and/or partisan interests and slow economic development.
- Opposes labor injustices and the arbitrary and discriminatory disciplinary measures that violate the integrity of workers.
- Advocates for an open forum for free expression, association, peaceful assembly, and the exchange of ideas.
- Considers it imperatively necessary to enact laws according to the reality of national context, such as: labor code, law of labor justice administration, and the creation of a new Constitution of the Republic according to democratic principles.
- Urges the state protect the elderly and disenfranchised who wander the cities and countryside for lack of family who would care for them, lack of access to social assistance or have been arbitrarily taken out of the system.
- Supports the right to strike, meeting certain prerequisites, so long as they are just, and affect the majority of workers concerned.
- Considers it appropriate to reach a compulsory stoppage in terms of irreconcilable situation with management and guarantee workers are compensated.
- Supports peaceful demonstration in demanding implementation of petitions and labor demands previously presented to the state, which have been denied.
- Defends a free buy-sell system of real states, if it is duly registered as a property.
- Believes workers have the right to receive, as compensation for time worked, a performance related additional payment or bonus at the end of the year.
- Demands the Worker's Central of Cuba (CTC) recognize the existence of independent unions and allow us to present candidates in elections.
- Demands the abolishment of limitations in the election of work or profession, ensuring that right be open and based on merit.
- Would fulfill individual contracts and regulations derived from labor legislation currently in force in terms of work and social security.
- Believes workers, as regulated, should know, control, and participate in the drafting of collective bargaining agreements, and ensure their clauses are upheld and respected.

-Opposes acts of repudiation and actions that violate the physical, moral and spiritual dignity and integrity of the working class, condemns repression, harassment, torture, jail sentences and cruel, inhumane and degrading treatment.

-Others to be added.

Written in Havana  
August 2011

Maria Elena Mir Marreo  
General Secretary: Confederación Obrera Nacional Independiente de Cuba (CONIC)

Maybell Padilla Pérez  
General Secretary: Consejo Unitario de Trabajadores de Cuba (CUTC)

Iván Hernández Carrillo  
General Secretary: Confederación de Trabajadores Independientes de Cuba (CTIC)