

UNITARIAN RESOLUTION
BY THE INDEPENDENT TRADE UNION MOVEMENT OF CUBA

We, the undersigned, in representation of the Independent National Workers' Confederation of Cuba (CONIC), the Confederation of Independent Workers of Cuba (CTIC); and the Unitarian Council of Cuban Workers (CUTC);

Whereas:

The independent trade union organizations share similar principles and programs, be in the political arena to achieve democracy, individual and collective freedom, or in the area of demanding the betterment of quality of life and work of working people in our country;

Reaffirming:

Their commitment to the fight for complete validity and enforcement of the Universal Declaration of Human Rights, the respect for trade union rights, and the full compliance with the international conventions adopted by the International Labor Organization (ILO);

Verifying:

That the regime in power violates those rights to which the Republic of Cuba is obligated to respect being a signatory to those conventions, and that the regime infringes on the right to bargain collectively, on the freedom of association and on the independent representation of workers;

Driven With Urgency:

Due to the decision by the government to massively dismiss hundreds of thousands of workers, the announcement of greater repressive and disciplinary measures in the workplace, in a model that pretends to maintain the essence of the system, the collectivism, the state ownership of the means of production, the centralization of decisions and planning, the prohibition against individual accumulation of wealth, but at the same time demands greater productivity from enterprises and workers, negating independent economic, political and cultural freedoms and promises nothing other than greater control and repression;

Confirming:

That the objectives announced in the "Project of Guidelines for Economic and Social Policies," submitted for the consideration of the VI Congress of the Communist Party of Cuba constitutes a project of greater trade union and social repression;

Recognizing:

That the application of the development of self-employment guidelines is limited since it does not conceive individual economic liberties and, instead, it is a control mechanism over the workers dismissed by the State placing them in a disadvantageous position at the same time that it imposes draconian taxation measures, a situation that demands the need for the self-employed workers to join independent trade unions in order to obtain assistance in their fight for worker rights;

Concerned:

Over the magnitude and the labor reality that for the first time in the last half century is confronting the trade union movement, we hereby issue a call for the unity of all workers, whether affiliated or not to independent unions in order to unite our strength in meeting the challenge imposed upon us by the current labor context in Cuba. Accordingly,

WE AGREE:

- ❖ To create the Independent Trade Union Coalition of Cuba (Coalition) to unify objectives and activities of labor, political, economic and social nature in order to adopt a common program of action.
- ❖ To demand the right to legally represent its affiliates with employers and government, that is guaranteed by the international norms ratified by Cuba and of obligatory application.
- ❖ To inform the appropriate international trade union bodies of the existence of this Coalition and to request affiliation to the International Trade Union Confederation of (ITUC) and the Trade Union Confederation for the Americas (TUCA).
- ❖ To request the official registration of the Coalition in the Registry of Associations of the Republic of Cuba.
- ❖ To disseminate these agreements within the Central de Trabajadores de Cuba (CTC) and its affiliated unions, among self-employed workers and small enterprise workers.
- ❖ The organizations forming this Coalition will each maintain its own autonomy in accordance with their respective Constitutions and By Laws.
- ❖ The Coalition sets in motion the celebration of its First Congress.

Signed in Havana, Cuba on this the 30th day of March, 2011

Maria Elena Mir Marrero
General Secretary, CONIC

Maybell Padilla Pérez
General Secretary, CUTC

Iván Hernández Carrillo
General Secretary, CTIC