

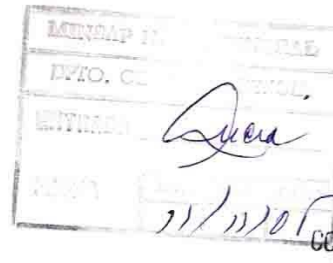
Doctors disabled in Havana by sending a letter to the Minister of Health to discuss his salary.

Artemisa, Havana Province, December 2010.

Drs. Rodolfo Martinez Vigoa and Jeovany Jiménez Vega are two medical graduates since 1994 who worked for 12 years in Guanajay, west of Havana Province until October 2006, when they were disqualified for the exercise of medicine all over the national territory for an indefinite period. The story is the following. In mid-2005 both doctors took the initiative of to convey to the Minister of Public Health Dr. José Ramon Balaguer Cabrera, the majority view that generated the meager wage increase done cash in June that year to this sector. That slightly less than that symbolic to the monthly salary, in his particular case consisted of 48.00 pesos (less than \$2.00 USD) was greeted with outrage by most workers. It was disrespectful, as other social sectors for years received three or four times the salary of a doctor added money in both currencies, food and other amenities unknown to the health worker and no comparable work which is saving a human life. Then drafted a document dated June 12, 2005 addressed to the Minister (*) and presented it slowly so that fellow who share that view sign the back of the document. Unpretentious presented it to only doctors, dentists, nurses and dental technicians help, but not the rest of radiology technicians, laboratory etc. From the outset the authors of the initiative was brought to the attention of the union leadership of the Party Organization of the Hospital "José Ramón Martínez" where they worked at the time The response to this gesture was from the beginning of brutality: Several days later, in the absence of the authors, the then First Secretary of the Party in Havana, later ousted Ivan Ordáz Curbelo organized a protest campaign in the hospital style old school: a lot of shouting and insults and a few arguments to an audience in silence which is not read the document in question and therefore did not understand. This set the tone for the months that followed: open threats by the then Provincial Health Director Wilfredo Lorenzo Felipe to abandon this initiative and similar meetings in other centers. But nevertheless, after a few months the paper was supported by the firm of 300 employees ,whom 180 are doctors and dentists, while 120 were nurses and dental technicians help, and is as follows:

- (Correction: second paragraph, which says that situation needs solution.)

12 de Junio de 2005.
"Año de la Alternativa Bolivariana para las Américas".



Compañero Ministro de Salud Pública.

Durante los últimos meses, todos los profesionales de la salud, esperamos con avidez las nuevas medidas salariales anunciadas. La realidad no colmó nuestras expectativas, de alguna manera un tanto informal, se esperó aumentos mucho mayores que sí vinieran a paliar nuestra crítica situación económica, producto de varios lustros de consagración a nuestra profesión por una retribución para nada proporcional con la carestía real de la vida. Las condiciones actuales del país no son las de hace una década por lo que creemos se está en condiciones de solucionar esta situación.

En ese sentido creemos que la situación no está en aumentar \$ 48.00, en el caso de los médicos, sino en un cambio de perspectivas en el cual los profesionales de la salud sean vistos en toda su dimensión para lo cual la sociedad toda estaría implicada en este proceso.

Otros sectores tienen desde hace años una retribución aceptable, justamente porque se encontraron estrategias acertadas para esta retribución. Ejemplo: los compañeros del SEPSA, además de recibir casi \$ 400.00 de salario, reciben divisas, aseo personal y alimentos que en total superan ampliamente los \$ 1500.00 pesos, situación muy similar a los compañeros que custodian nuestros hospitales. No es equilibrado ni justo que el compañero que le cuida la bicicleta al pueblo en el Hospital gane 3 veces más que el compañero que le salva la vida al pueblo en el Hospital. No se trata de lastimar a aquellos, cuya labor también es necesaria, sino de encontrar la forma de retribuir mejor un sector no menos importante, que interrumpe la evolución natural de la enfermedad y devuelve sano a su trabajo en la mitad del tiempo a un individuo que quizás sin nuestra intervención sería una carga para el Estado.

Una visión mas integral de nuestros profesionales hallaría otras situaciones lamentables: nuestras guardias transcurren muchas veces en condiciones deplorables y no son retribuidas. Esto es un problema histórico pero creemos que las circunstancias han cambiado. Creemos justo que nos sea pagado el riesgo biológico (bio - seguridad), la nocturnidad, así como la antigüedad.

Nuestros profesionales de la Salud Pública no están ajenos al esfuerzo que realiza nuestro país actualmente en cuanto a reparación y remodelación de policlínicos y hospitales incluyendo modernos y costosos medios diagnósticos y somos conscientes de nuestro deber social

Compañero Ministro no se trata de establecer un dilema entre dos partes que en realidad constituyen un todo. Se trata de buscar una solución efectiva y merecida para aquellos que siempre han sido parte de la vanguardia de la Revolución.

Esperamos su respuesta, los compañeros que al dorso estampamos nuestras firmas.

Gracias por su atención.

Nota. La respuesta a esta demanda se debe hacer llegar al Hospital Docente José R. Martínez del Municipio Guanajay, Provincia La Habana.

(*)

June 12, 2005.

"Year of the Bolivarian Alternative for the Americas."

For: Minister of Public Health.

In recent months, all health professionals, we look eagerly announced the new wage measures. The reality did not meet our expectations, in a somewhat informal, is expected to increase much greater than if they came to alleviate our critical economic situation, the product of several decades of dedication to our profession for a fee at all commensurate with the high cost of real life. The country's current conditions are not those of a decade ago so we are able to solve this situation.

In this sense we believe the situation is increasing \$ 48.00, in the case of doctors, but in a change of perspective in which health professionals are seen in all its dimensions for which the whole society would be involved in this process.

Other sectors have for yeras an acceptable compensation, just because they found successful strategies for this payment. Example: SEPSA mates, besides receiving almost \$ 400.00 in salary, they also receive currency, grooming and food that far exceed the total \$ 1500.00 pesos, very similar situation to the fellow who guard our hospitals. Is not balanced or fair to the partner that takes care of the bicycle people in the hospital earn 3 times more than the guy who saves the life of the people in the Hospital. This is not to hurt those whose work is also needed, but finding the best way to give a less important sector, which interrupts the natural progression of the disease and healthy returns to work in half the time an individual perhaps without our intervention would be a burden for the state.

A more comprehensive view of our professionals would find other unfortunate situations: our guards pass often in deplorable conditions and are not paid. This is a historical problem but we believe that circumstances have changed. We believe it is fair that we paid the biohazard (bio - security), the nocturnal and the old.

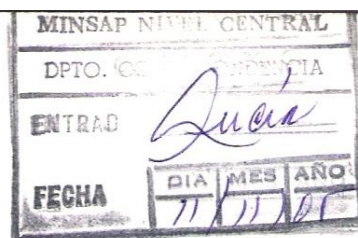
Our public health professionals are not outside the efforts of our country today in terms of repair and remodeling of polyclinics and hospitals including modern and expensive diagnostic and are aware of our social duty.

Minister Mate is not set up a dilemma between two parties that actually constitute a whole. We have to seek an effective and well deserved for those who have always been the vanguard of the revolution. We await your response, peers at the back we stamp our signatures.

Thank you for your attention.

Note. The answer to this demand should reach to "José R. Martínez" Teaching Hospital, Guanajay Municipality, Havana Province.

The original manuscript of this first document backed by 300 signatures were delivered as promised workers at the headquarters of the Ministry of Public Health (MINSAP) on November 11, 2005 (note the stamp top right) 5 years ago. That same day was given in addition a second document, signed only by its two authors, where they exposed their phones and where they believed from his Ministry to denounce the outrages received thus far and starts as follows:



Guanajay, 19 de Octubre de 2005

“Año de la Alternativa Bolivariana para las Américas”

A: Dr. José Ramón Balaguer Cabrera
Ministro de Salud Pública

La presente misiva se le remite en busca de algunas respuestas necesarias. Quienes escriben se dirigen a usted desde la buena fe con ánimo constructivo y no desean la confrontación innecesaria. Todo lo que aquí se escribe responde a nuestro criterio, es estrictamente personal, por cuanto no se responsabiliza a nadie más por lo que aquí se dice, eso sí, desde una posición de sinceridad y respeto, convencidos del deber elemental de hablar a rostro descubierto aún sobre verdades dolorosas, según la prédica martiana de que la pluma debe mojararse con la sangre de la verdad aunque nos mane del costado.

But the minister never said those 300 workers. After 5 months of waiting in vain, these doctors decided to deliver both documents at the Council of State and the Party Central Committee. Top on page 2 shows the first document MINSAP coined in the November 11, 2005 and the Party Central Committee on April 4, 2006 and down on page 4, following the first and last paragraphs the second paper (you can read the full text of this page 11 to 15), coined 3 and April 4, 2006 in the Council of State and the Central Committee, respectively, which were delivered personally by both doctors at the Office Public Attention to these institutions.

Guanajay, 31 de Marzo de 2006
"Año de la Revolución Energética en Cuba"
CC PCC REG CENTRAL
CORRESPONDENCIA

6 APR -4 13:50

A: COMITÉ CENTRAL DEL PARTIDO COMUNISTA DE CUBA.

RECIBIDA

La presente misiva se le remite en busca de algunas respuestas necesarias. Quienes escriben se dirigen a usted desde la buena fe con ánimo constructivo y no desean la confrontación innecesaria. Todo lo que aquí se escribe responde a nuestro criterio, es estrictamente personal, por cuanto no se responsabiliza a nadie más por lo que aquí se dice, eso sí, desde una posición de sinceridad y respeto, convencidos del deber elemental de hablar a rostro descubierto aún sobre verdades dolorosas, según la prédica martiana de que la pluma debe mojarse con la sangre de la verdad aunque nos mane del costado.

Ante la falta de valentía y la indiferencia mostrada por nuestro Ministerio nos dirigimos a la representación más alta del poder del pueblo en busca de una actitud más ética. Una única advertencia: estas líneas y las firmas adjuntas son solo la punta del iceberg; el problema en sí es mucho más polémico y profundo y nunca será resuelto con remedios paliativos ni tímidos aumentos salariales. Solo podemos, humildemente, alertar; el que tiene oídos para oír, oiga. La realidad es mucho más dura que cualquier palabra y esa, aunque nos queme las manos, no cabe en ningún discurso. Son miles los trabajadores, firmantes aquí y no firmantes, los que esperan su respuesta. Confiamos en que sea moderada y juiciosa, argumentada e inteligente, alejada de cualquier asomo de torpeza. La dureza de estos tiempos no nos ha hecho perder la ternura de nuestros corazones. Tenemos fe en que se tomarán decisiones consecuentes con el espíritu de esta Revolución de los humildes, por los humildes y para los humildes.

Agradeciendo su atención

Jeovany Jiménez Vega, Reg. 68615

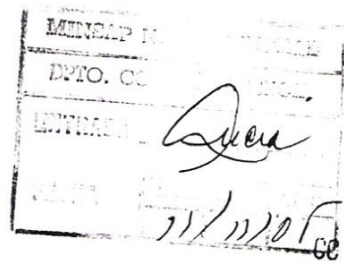
Especialista de 1er grado M.G.



Rodolfo Martínez Vigoa, Reg. 68629

Especialista de 1er grado M.G.

That's when someone unscrupulous, having absolutely no legitimate reason to condemn them, was very pragmatic: it was invented. They were accused of not having delivered the first authentic document signed by 300 workers, but only the second document unknown to protect with these 300 companies, accusing them of allegedly misleading and colleagues who trust in them. Look again at the detail of the stamps of the Ministry of Public Health and the Party Central Committee in the first document that allegedly did not deliver Jeovany and Rodolfo, which definitely refutes this lie.



12 de Junio de 2005.
 "Año de la Alternativa Bolivariana para las Américas".

Compañero Ministro de Salud Pública. 21/3/07.

Durante los últimos meses, todos los profesionales de la salud, esperamos con avidez las nuevas medidas salariales anunciadas. La realidad no colmó nuestras expectativas, de alguna manera un tanto informal, se esperó aumentos mucho mayores que si vinieran a paliar nuestra crítica situación económica, producto de varios lustros de consagración a nuestra profesión por una retribución para nada proporcional con la carestía real de la vida. Las condiciones actuales del país no son las de hace una década por lo que creemos se está en condiciones de solucionar esta situación.

PCC REG CENTRAL
 CORRESPONDENCIA
 8 APR -4 13:51

Two weeks later submitted two documents in the Council of State and the Central Committee came in a violent overreaction. In response, in mid-April 2006, the Union and the Party organized the now classic acts of repudiation at each facility where workers had signed, in which repeated the lie systematically to death: presumably these two doctors were the counter the scourge can betray the worker viciously that they trust. Then Dr. Jeovany was expelled from the Party, which campaigned for ten years. He was immediately suspended from his residency in Internal Medicine, which was in his last year without incurring any discipline teacher and taken to a doctor in the area of health, while his colleague, Dr. Rudolph was transferred from the Emergency Services hospital to a rural section, all as punishment for his "audacity." Five months later they were ineligible to exercise their profession throughout the country indefinitely, through Ministerial Resolutions 248 and 249 of September 27, 2006 issued by Dr. Jose Ramón Balaguer. These documents are an adulteration of the truth from beginning to end, are tight, do

not make any appeal in the civil courts or by administrative and left defenseless. They had never abused any patient or family, never incurred during their work indiscipline care, or in any way violated the Code of Medical Ethics. His only sin was unforgivable send a letter to the Minister where they talked of their paltry wages. That was enough for them to be expelled from the Public Health System. Was applied inappropriately Ministerial Resolution 8 of the February 7, 1977 in its third WHEREAS (**) sanctioned events that violate medical ethics at work committed direct patient care and / or their families. Below is the third WHEREAS the said Order applied to this case:

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cumplimiento de sus cargos o en el cumplimiento de funciones asistenciales, técnicas o investigativas.

POR CUANTO: Toda conducta de los profesionales o técnicos de la salud, que en el ejercicio de la medicina en sus diversas formas, sea contraria a los principios, normas o valores, de carácter social, moral o humano, que genera nuestra sociedad socialista en construcción, no sólo puede resultar lesiva a la dignidad humana de los pacien-

✓

✓

tes, a la sensibilidad de sus familiares y al crédito y prestación que este Organismo por su función, debe mantener ante el pueblo al cual está obligado a servir, sino que, puede poner en peligro la vida y en casos extremos provocar la muerte de los primeros con las consiguientes consecuencias que ello implica.

POR CUANTO: La Resolución Ministerial No. 162 de 22 de abril de 1968, dictada para regular el procedimiento

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(**) WHEREAS: Any professional conduct of health technicians, who in the practice of medicine in its various forms, is contrary to the principles, norms and values, social, moral or human generated by building socialist society can not only be harmful to the human dignity

of patients, the sensitivity of their relatives and credit and the agency for providing this function, you must keep before the people he is obliged to serve, but may endanger life and in extreme cases lead to death of the first with the attendant consequences that implies.

Claim that the above mentioned stores the remotest connection with the events described would be an insult to intelligence. Even by doing more apparent contradiction in the ninth WHEREAS documents that explicitly recognizes that disabled the facts were not committed in working hours and related work such as medical care. You sure as decontextualized the wording of that resolution (***) to try to legitimize what was clearly an arbitrary:

CUANTOS precedentes.

POR CUANTO: Considerando que los hechos probados y narrados a pesar de no constituir infracciones de la disciplina laboral y no haberlos cometido en el desempeño de sus funciones, son incompatibles con la conducta que debe caracterizar a los profesionales y técnicos de la salud, que en el ejercicio de la medicina en sus diversas formas, sea contraria a los principios, normas o valores, de carácter social, moral o humano, que genera nuestra sociedad y que puede resultar lesiva al crédito y prestación que este organismo, por su función, debe mantener ante el pueblo al cual está obligado a servir, por lo que es procedente resolver como se dirá.

POR CUANTO: Por Acuerdo del Consejo de Estado de fecha 27 de

(*) WHEREAS:** Considering the proven facts and narrated **although not in breach of labor discipline and not having committed in the course of their duties**, are incompatible with the conduct that should characterize the professional and technical health that in the practice of medicine in its various forms, is contrary to the principles, norms and values, social, moral or human generated by society and that can be harmful to the credit and benefit that this organization, its feature, you must keep before the people which is obliged to serve, so it is appropriate as will be resolved.

How these doctors, or any other worker, could affect their patients or family members for speaking respectfully to the Minister? In no way was possible as all dealings with colleagues were made in the street or in the worker's home and this is a fact completely unrelated to his

work as a physician, as recognized above facts do not bear absolutely no relation to their work care. This demonstrated the arbitrary, unfair, illegal and immoral sanctions. There is no single legal basis, the moral or ethical justification.

After disabling, both doctors made many efforts at all levels possible for these unfair sanctions were revoked. They contacted a dozen lawyers who always rejected the case for the same reason: the fact that these sanctions are not established absolutely no appeal made them unaffordable for both the civil and the administrative. From March 21, 2007 both doctors began an uninterrupted series of applications to the central organs of state to try to recover their work. This included the Council of State and the Council of Ministers, the Party Central Committee, the National Assembly of Popular Power, the Attorney General's Office and of course to the Directorate of the Ministry of Public Health. For five years, all the central authorities of this country with the power to rigorously investigate and / or repeal this case ignored the dozens of documents sent.

On March 3, 2008 Dr. Jeovany declared hunger strike outside the Ministry of Public Health. During four days that shook the strike held several municipalities in western Havana, until it was taken at dawn on March 7 by a senior official at the Interior Ministry police unit of Artemisa, where he wrote an official record of warning. This was reflected serious attempt in the first issue of the independent report "*Praxis*" of the Catholic Church Guanajay:

<p style="text-align: center;">Leads</p> <p>. El Gobierno cubano firmó los Pactos Internacionales de los Derechos Civiles y Políticos; y de Derechos Económicos, Sociales y Culturales el 28 de febrero.</p> <p>. Expulsan al estudiante de Derecho Nelson Pérez de la Universidad de Pinar del Río por manifestar opinión sobre el cumplimiento dentro de Cuba de los recién firmados Pactos.</p> <p>. Crece la violencia en nuestro municipio, esta vez de una forma desgarradora al ser la víctima una madre asesinada por su propio hijo.</p> <p>. La compañía eléctrica realiza reparaciones en las acometidas de las viviendas reemplazando los cables viejos y deteriorados por otros nuevos y de mayor calibre.</p> <p>. El servicio de acueducto ha mejorado, pero es inestable y todavía ineficiente.</p>	<p>Una solicitud escrita en el 2005 al MINSAP sobre aumento salarial avalada por trescientas firmas de trabajadores de la salud, más otra reclamación posterior les trajo incomprendiones, la expulsión del trabajo y la inhabilitación del título académico por tiempo indefinido a los Jóvenes médicos Jeovany Jiménez Vega y Rodolfo Martínez Vigoa. Al primero le implicó la suspensión de su especialidad en Medicina Interna mientras cursaba su 3er. Año.</p> <p style="text-align: center;"><i>Joven médico cesó huelga de hambre realizada en reclamo de su trabajo y título.</i></p> <p>Después de cuatro días en ayuno frente al policlínico de Guanajay, en el Parque Martí, el estimado médico, Jeovany Jiménez Vega, (<i>el Chino</i>) ex-trabajador del mismo y acompañado de su colega Rodolfo, abandonó su protesta en la madrugada del viernes 7 de marzo cuando fue conducido a la Unidad de la PNR de Artemisa, por un alto oficial del MININT. Una vez en la unidad se le redacta un acta oficial de advertencia. El martes 11 ambos médicos reanudaron sus gestiones ante el Consejo de Estado y están en espera de la solución de su problema. El pueblo de Guanajay siguió con mucha consternación la dramática pero firme decisión del galeno, quien encontró numerosos gestos de solidaridad por parte de la población guanajayense, donde destacaron muchos buenos samaritanos de nuestra comunidad católica. El pueblo comenta con esperanza la pronta comprensión de sus reclamaciones por parte de las autoridades competentes. Como también opinan que todos somos útiles en la sociedad pero un médico ocupa siempre un lugar muy sensible en cualquier grupo humano.</p>
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Promises of political leaders and officials of the Ministry of Interior of the case would be treated, then did the doctors to return to the path of sterile efforts at the Council of State at the Ministry of Public Health found again, for more than two years, with the same indifference from the central authorities. Even since last June 21 the case was brought to the attention of Raul Castro providing all the essential documents. The new Minister of Health Dr. Roberto Morales Ojeda was sent all the documentation from the August 3, just days after taking office.

There was a second attempt to strike on Feb. 15 that was cut short by the intervention and the unfulfilled promises of high officers of the MININT to Dr. Jeovany that his case would be channeled directly to the then Minister Dr. José R. Balaguer. After almost 10 months, December 3, 2010, Latin American Medicine Day, Dr. Jeovany declared in a hunger strike to the current Directorate of the Ministry of Public Health, strike that place physically in the Martí Park, in Guanajay. The next day is added as a spokesperson Dr. Alfredo Felipe Valdés, who signed the letter to the Minister in 2005 and Jeovany`s friend. For more than four days were constantly persuaded by methods of psychological coercion and pressure in various ways by the officers of State Security to abandon its position, in this case there was no physical violence of any kind. On several occasions met with authorities of the Ministry of Public Health who said they could be possible solution to the case if the strike deposed, proposals rejected again and again by Dr. Jeovany given their natural skepticism. On the afternoon of December 7, both doctors are in the Martí Park visited by a messenger outside the Ministry of Public Health and the Interior Ministry, whose identity here reserve, which assures them that given the gravity of the injustice and turn taking events, then one possible solution is managed to the highest levels of government without specifying details, and ask that you please stop the strike to defuse the climate of negotiation. Both doctors have access to Wednesday December 8th deliver documents to the authorities, declaring that disrupt MINSAP then the strike pending the resolution of the case through more appropriate and civilized. The photo taken on December 4, 2010, in front of the Policlinic of Guanajay, Drs. Alfredo Felipe and Jeovany Jimenez.



In the said letter from Dr. Jeovany to the Minister of Public Health, delivered on December 8, 2010 in MINSAP reads:

"... Unfortunately I have been pushed to the point of taking extreme positions such as absolutely exhausted every resource at our disposal through the channels established in our country for this for over four years. I agree with you that this is not an appropriate means to enforce a right by attacking something as sacred as health and life and always has dire consequences as well as human family and thus encouraged, although not wanting it, appalling record . In this we agree. But also recognize that something like this would never happen if they worked properly mechanisms to ensure that such acts never see accomplished with impunity. So just suppose, through a simple mental exercise, how much has to be neglected and abused an honest man who deeply loves his family, to take such an attitude. The very nature of our profession enjoins us to fight for life... "

Of all that is told here in some cases there are tens and hundreds of other witnesses. These doctors retain all documents coined at the time of receipt since this story began in November 2005 until today that copiously illustrates how were neglected and abused for four years.

It is here a clarification core, this issue has always been assumed by these doctors work as purely a matter, concerning them only as subordinate to his ministry workers, never had another purpose or intent behind and so remains even. Any political overtones and all the consequences

that have resulted, were due to misreading did the official authorities, and thus completely outside the will of these workers.

Finally, the following is the letter of the second document sent, signed only by Drs. Rodolfo and Jeovany for a better understanding of their motives in this case.

Guanajay, March 31, 2006

"Year of the Energy Revolution in Cuba"

FOR: STATE COUNCIL OF THE REPUBLIC OF CUBA.

CENTRAL COMMITTEE OF THE COMMUNIST PARTY OF CUBA.

This letter is referred to find some answers. Writers talk to you from the good faith in a constructive spirit and do not want the unnecessary confrontation. **Everything here is written reply to our criteria, is strictly personal, as no one else is responsible for what is said here**, yes, from a position of openness and respect, convinced of the fundamental duty of speaking to her face uncovered even about painful truths, according to Martí preaching that the pen must be wet with the blood of the truth even if we mane on the side.

The letter dated June 12, 2005 arises out of our sector wage increase from the same month, as the initiative of two doctors of the Hospital "José Ramón Martínez",Guanajay Municipality, Havana Province that have the backing of modest 11 years of work, graduates since 1994 as part of the Seventh Contingent "Carlos J. Finlay. " Is to draw attention to a thorny issue that we know: the economic plight of MINSAP qualified personnel. This document does not allow double readings, it is very clear in his thesis, does not deviate an inch from the truth, it has another purpose than to call the direction of our ministry to a healthy reflection on one of our most nerve, a acute situation under which underlie most of the subjective problems of our industry and calling for an urgent solution. Unpretentious only be presented to physicians, nurses, dentists and dental technicians help, but not other staff or laboratory technician. Approach was intended to reflect a widespread feeling of the overwhelming majority of qualified personnel subordinate to the Ministry of Public Health. All who read it (and there were many hundreds), who signed both fully aware of their own volition, such as who did well by his will (even against their will for fear of consequences that grieve us mention), without exception, share that view, even those who disagreed with the method which, incidentally, while unusual is not remotely illegal. This

initiative led to an overreaction and unnecessary political factors that give a connotation that tried to pursue anything, creating a climate of great tension, using inappropriate methods that we prefer not to judge here that ranged from "acts of repudiation" in which officials provincial range we questioned from many points of view, more screaming arguments, without even knowing, all done behind our backs without an elemental notice so logically they were away, a farce made to workers who were unaware of the text, which did not even know what was talked about even though the text was placed by us in the hands of the Party and the Union of our hospital from one week earlier, yet he was not even read. Then we are besieged with disrespect in our job placement or guards while carrying drugs. On more than one occasion we were openly threatened with "suspension of securities" and other "administrative measures". As to leave no doubt was removed from his post as Head of Service of the Dental Clinic of Artemis Sorelis companion Victor Castillo, wife of Rodolfo Martinez Vigoa, the undersigned, who supported us in our initiative, which was an unjust and arbitrary decision made despite an excellent performance of their duties for more than 7 years. A leader of the Municipal Party of Artemisa, in a fit of profanity, before hundreds of mourners at a provincial act publicly called us loudly "professional cheesy" and days later, we called to task for having recanted cowardly said. Someone circulated lurid and biased comments or vulgar lies about our purpose, which ended up creating a rarefied atmosphere around the issue, despite our initiative which was supported by 300 workers, of whom 180 are doctors or dentists well-deserved reputation in their environment and social work. **As promised, the letter dated June 12, 2005 signed in the handwriting of the 300 employees supporting our view, was delivered to the Ministry of Public Health on November 11, 2005 according to the established procedure.** After almost five months so far not received an official response from our Ministry which is a profound lack of respect and almost an insult to this group of workers who had the honesty to call attention to a reality that plays hard every day to its door and hangs over his desk, the attitude of these workers is, foremost, as an act of faith and deserves at least a decent response.

Comrades, when we said to be up to a nerve issue did not use sharp words for free. The employee subject to our Ministry has its own characteristics that must be taken into account to avoid falling into simplistic analysis. You should know the dedication and personal effort it takes to be a competent professional. Who graduated and then exceeded, as an unavoidable consequence human wants to live decently from the fruits of their labor, but today our particular reality is quite painful and different: we receive a salary evanescent runs high at 5 or 10 days,

leaving then in the throes of urgency at the expense of the kind of public charity, the spontaneous gesture of grateful patient who knows our desperate need. We speak of talented and dedicated high quality human, working with threadbare coats and one pair of worn shoes, with many of their basic needs without covering, which have coexisted with this unfortunate situation for over a decade, burdened by shortages that fill these pages and let your imagination.

While it is true that some of our patients with only sixth grade receive no less than \$ 3000.00 MN month selling candy or peanuts and others may win it daily, it would be absurd here the comparison with the sector performing work on their own. We therefore propose to call attention to state sector who interact around us and it would be valid to take as a point of comparison. Examples: Agent SEPSA that including MN, CUC, food, grooming, etc., receives about \$ 2000.00 MN ETECSA office monthly or similar concepts that receives \$ 1000.00 MN. The Revolutionary Armed Forces and MININT receive higher salaries than ours and continue for years a systematic policy of stimuli. In all these cases is given promptly to the uniform and shoe worker. The list of highest paid sectors is too long. Then no answer for some questions: if one argues the unavailability of resources or budget and being the NHS a single entity subordinated the state to centralize these resources, what justifies the custodian receives the hospital door 3 times income a professor of internal medicine doctors who have trained for decades, and even the director of the hospital?. Is not it totally absurd that a course of 1 month to report individual several times more useful than 12 years of college? Is there any sense that this society that aspires to full equality may reward several times a custodian to a neurosurgeon who saves one life now? What justifies from MGI or dentist specialist in the area until the last super specialist Institute have unmet basic needs, and not being the case, meets at the expense of any office and never from his salary as a professional?

Our workers are asked for a spirit of altruism and selfless, capable of high doses of sacrifice and have a great human sensibility, all qualities that undoubtedly possesses. Unfortunately, the exchange store chain, where is the state that sets prices and sells hard, where they end at the end of many steps daily foreign exchange that we charge are not altruism, sacrifice and dignity (which was really touching), but simply the CUC. There the dentist perceives \$ 540.00 MN around a month of work to pay full wages for a pair of poor quality, \$ 2.75 CUC (\$ 68.75 MN) for a pound of ground beef or \$ 1.75 CUC (\$ 43.75 MN) by a liter of milk produced locally. Then our

professional, no alternative, goes out to that other daily - Fight " to avoid having to prostitute themselves in their profession by selling certificates, change of medication or a sinecure. This is a situation so overwhelming that forces him to seek an alternative source of income as exotic and dissimilar forms that fill with wonder: raising pigs, Iron street, selling pizzas, ham or eggs, as a bricklayer, carpenter, shoemaker or just renting for a fixed monthly price on the car which won an international mission because they have no way to pay for gasoline, all activities that have something in common: courage and subtract time for professional development, what subtract from what should be their only concern, the study should be reversed in an exquisite attention to the patient from the scientific point of view.

If we may now be flying the flag of internationalism through the medical missions in dozens of countries, it is also thanks to the spirit of giving of those remain in Cuba. Our work has had to assume the work of those who come to the medical mission and thus covers the work previously performed by 3 or 4 partners, there even more dramatic cases, all trying to deliver the same care to the patient and receiving in return the same remuneration of times while he knows that his international colleagues, deservedly so true, receives several hundred dollars a month and his return will receive a monthly stipend negligible under the present circumstances.

It is a fairly widespread claim that it would be fair payment for medical duty performed often without the most basic conditions. It would be equally fair to pay the old and biosecurity at all of our employees for obvious reasons. It is the view shared by most workers with teaching and administrative positions that payment for these concepts are not commensurate with the effort required and the responsibility involved. The \$ 6.00 MN paid for night nurses to month are ridiculous, just remember that in the street today are \$ 10.00 MN pizza, an avocado or a soft drink cans. Also is not proportional to health remains the study of a second specialty to \$ 50.00 MN is increased by this concept to our wages, all while someone without blushing fixed the price of a toy at \$ 5.00 to \$ 10.00 CUC or a color TV for \$ 300th CUC when it involves our full pay 13 months of work, remembering that for about two years in the retail chain was increased massively CUC between 10 and 30% to prices since then, were shocking.

In this context our staff created a greater expectation about the wage increase of June 2005, so this was actually received with disappointment. Under these circumstances raise \$ MN 48th monthly salary of a doctor was little more than symbolic. In the corridors of our hospitals and

polyclinics were heard harsh words, full of grievance and resentment, murmured phrases insulting will not repeat here as a matter of basic decency.

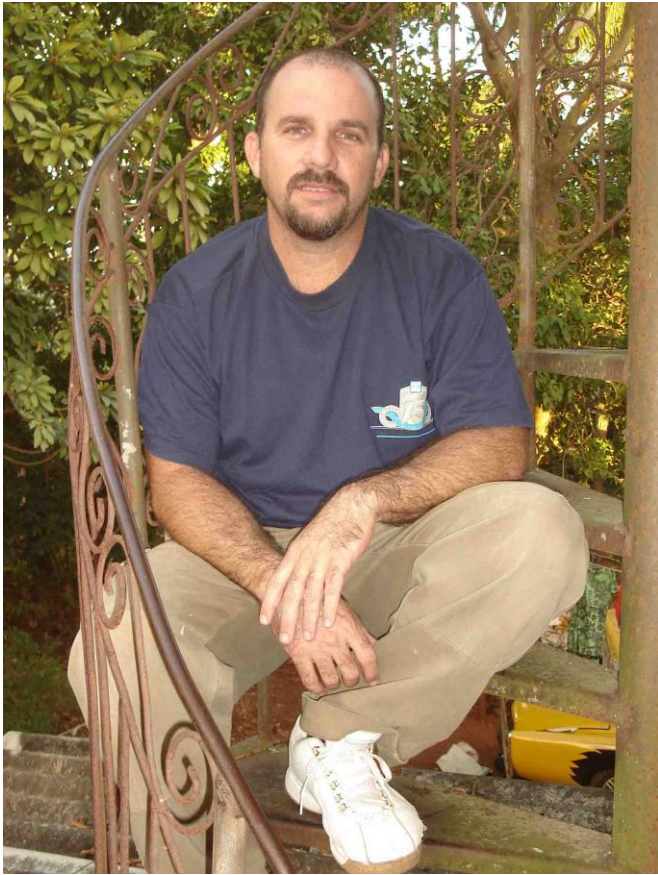
Our ministry is in the moral obligation to respond respectfully to their workers because of the high sensitivity of the issue involved here, the same worker in the peak and sad the special period stood at \$ 3.00 USD or less per month with their job holding up the value of this work and deserve to know that your criteria are taken into account. While all right and strengthens us and brings together successful, likewise our own unjustifiable inconsistencies and errors are free to deliver weapons to the enemy. Everything here is well told with complete truthfulness, he said so appropriately and follows a very simple reason: while justice is the supreme ideal of the Revolution is neither fair nor proportionate, however, are currently receiving compensation our work even after decades of effort and commitment, while other state sectors are paid several times, no state compatible with the Marxist principle " ... to each one according to their job.

In the absence of courage and indifference displayed by our Ministry we went to the highest level of political leadership of the country in search of a more ethical attitude. Only one warning: these lines and signatures appended are just the tip of the iceberg, the problem itself is much more controversial and deep and will never be solved by palliatives or timid wage increases. We can only humbly alert: he that has ears, let him hear. The reality is much harder than any word that, while we burn their hands, does not fit in any discourse. Thousands of workers here and not signatories hereto, awaiting their response. We hope to be moderate and sensible, reasoned and intelligent, far from any hint of awkwardness. The harshness of these times has not made us lose the tenderness of our hearts. We are confident that decisions will be consistent with the spirit of this revolution of the humble ones, for the humble ones and by the humble ones.

Thank you for your attention.

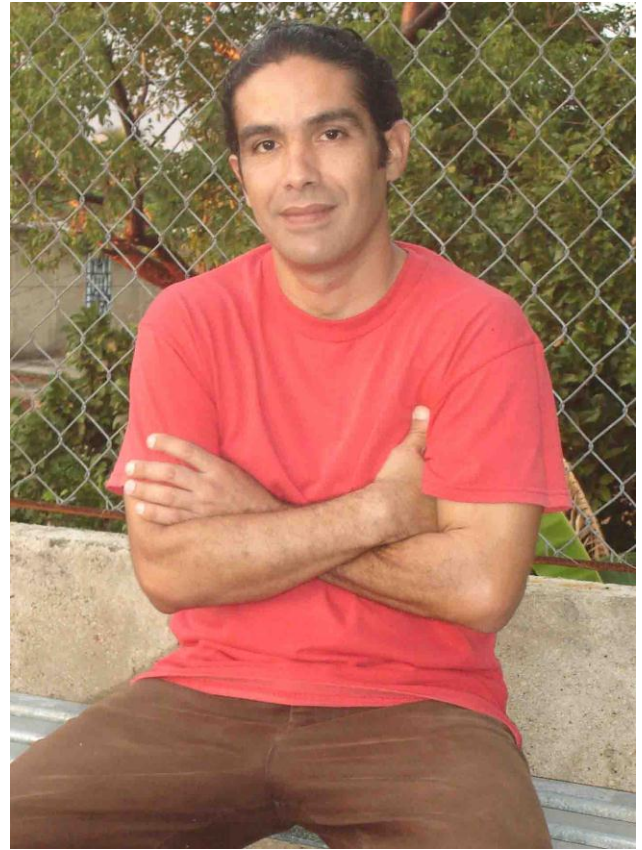
Jeovany Jimenez Vega. Reg. 68615
Specialist first grade MGI

Rodolfo Martínez Vigoa. Reg. 68629
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Dr. Rodolfo Martínez Vigoa. 41 years old.
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Graduated since 1994 in the Institute of Medical Sciences of Havana as part of the Seventh Contingent "Carlos J. Finlay". Graduated First-Degree Specialist in General Medicine since 1998. He worked 12 years in the municipality of Guanajay, Havana, during the first years in primary and then in the Hospital Emergency Service "José R. Martínez" until it was disabled by Resolution 249 of September 27, 2006 issued by the then Minister Jose Ramon Balaguer Cabrera. It comes from a family with Catholic vocation. Signer of the Varela Project in early 2003. It has no political affiliation. In mid-2010 decided to leave the country with his family to which he had to ask the Minister of Health liberalization of the sector and by virtue of Resolution 54 of July 2, 1999 will be held the regulated five years despite being disabled since 2006. From the stage of active worker supports his family as a carpenter's helper. Married with two childrens.



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