



PD - AAT - 749  
45880

# African-American Labor Center

Centre Afro-Américain du Travail • المركز الأفريقي الأمريكي للعمل

1400 K STREET, N.W. • SUITE 700 • WASHINGTON, DC 20005

TEL. (202) 789-1020 • CABLE: AFAM LABOR WSN • TWX: 710-822-1115

LANE KIRKLAND *President, Chairman of the Board* • FREDERICK O'NEAL *Secretary-Treasurer* • PATRICK J. O'FARRELL *Executive Director*

May 27, 1986

Mr. Roger Carlson  
Director  
Office of Southern African Affairs  
AFR/SA, Room 3921  
U.S. Agency for International Development  
Washington, D.C. 20523

Dear Roger:

Following our discussion on May 21, I am forwarding you additional information on our union-to-union assistance to black trade unions in South Africa.

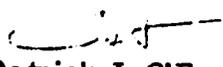
The attached proposal was worked out between the AALC and the President of the Black Health and Allied Workers of South Africa during his visit to the United States last March. The proposal gives you the number of trainees involved, the estimated cost and course composition of each seminar. This particular program will be a union-to-union project between the Service Employees International Union (SEIU) and the Black Health and Allied Workers Union (BHAWU).

We propose to follow the same model with the necessary adjustments to meet the needs of each union for all the other AFL-CIO affiliates that will be involved in our union-to-union operations, namely:

American Federation of Teachers,  
United Steel Workers of America,  
United Food & Commercial Workers Union  
Communication Workers of America,  
International Ladies' Garment Workers  
International Association of Machinists  
International Union of Bricklayers & Allied Craftsmen

I trust you will find the information helpful.

Yours sincerely,

  
Patrick J. O'Farrell  
Executive Director

Enclosure  
NNM:ms

#### BOARD OF DIRECTORS

BOB C. CHAZEN • THOMAS E. DONAHUE • MURRAY R. FINLEY • THOMAS W. GLEASON • WAYNE E. GLENN • BARBARA E. HUTCHINSON • JOHN T. JOYCE • RICHARD I. KELBOY • JOHN E. LYONS • CHARLES H. PELLARD • LYNN E. WILLIAMS • WILLIAM W. WINFINGER

PROPOSAL: Education Program for the Black Health and Allied Workers of South Africa

PHASE I:

Organizers and Branch Officers

Period:

July or August 1986

Place:

Johannesburg (one of each seminar)

Pretoria " "

Pietersburg " "

Participation:

10 per-seminar for organizers

30 per-seminar for branch of ficers

Length:

5 days (one week) for organizers

2 days (week-end) for branch of ficers

Budget:

A. Organizers Seminar		
Transportation allowance (\$2 x 5 days x 10)	\$100.	
Per diem allowance (\$6 x 5 d	300.	
Classroom rent	150.	
Class supplies and materials	250.	
Closing ceremony and other	200.	
	<u>\$1,000.</u>	
Total three seminars		\$3,000.
B. Branch Officers Seminar		
Transportation	\$150.	
Room and board plus room at conference center (\$25 x 30 participants x 2 days)	1,500.	
Class supplies and materials	200.	
	<u>\$1,850.</u>	
Total three seminars		\$4,050.
C. U.S. Participation		
Air travel	\$3,000.	
Local travel	500.	
Per diem (25 days x \$70)	1,750.	
Other costs	450.	
	<u>450.</u>	<u>\$4,700.</u>
TOTAL PHASE I		\$11,750.

PHASE II:

Educators and Branch Officers

Period:

August or September 1986

Place:

Johannesburg (educators, branch officers)  
Pretoria (branch of ficers)  
Pietersburg (branch officers)

Participation:

10 per-seminar for educators (7 local, 3 other cities)  
30 per-seminar for branch of ficers

Length:

5 days (one week) for educators  
2 days (week-end) for branch of ficers

Budget:

A. Educator Seminar	
Transportation allowance (local)	\$100.
Other transportation (outside participants)	100.
Per diem (local)	210.
Per diem (outside participants)	450.
Classroom rent	150.
Classroom materials and supplies	250.
Closing ceremony and other costs	<u>200.</u>
	\$1,460.
B. Branch Of ficers Seminar	
Same costs as in Phase I	
Three seminars	\$1,100.
C. U.S. participation	
Same cost as in Phase I	\$4,700.
D. Education equipment	\$3,000.

TOTAL PHASE II

\$10,260.

Additional request: Secretarial Training (estimate)

4,000.

**TOTAL PROJECT BUDGET:           \$26,010**



# African-American Labor Center

Centre Afro-Américain du Travail • المركز الأفريقي الأمريكي للتعامل

1400 K STREET, N.W. • SUITE 700 • WASHINGTON, DC 20005

TEL. (202) 789-1020 • CABLE: AFAM LABOR WSH • TWX: 710-822-1115

LANE KIRKLAND *President, Chairman of the Board* • FREDERICK O'NEAL *Secretary-Treasurer* • PATRICK J. O'FARRELL *Executive Director*

May 27, 1986

Mr. Roger Carlson  
Director  
Office of Southern Africa Affairs  
U.S. Agency for International Development  
AFR/SA Room 3921  
Washington, D.C. 20523

Dear Roger:

I attach the additional information you requested on the proposal of the A. Philip Randolph Institute to provide training and expertise to black South African organizations on a sub-contract basis with the AALC.

The A. Philip Randolph Institute has indicated that its survey team plans to launch a pilot project simultaneously with the start of its survey. We hope to get the first assessment of the project once the team returns to the U.S. which we expect will be in late July/early August.

I hope you will find the information helpful.

Yours sincerely,

Patrick J. O'Farrell  
Executive Director

Enclosure  
NNM:ms

## BOARD OF DIRECTORS

SOL C. CHAIKEN • THOMAS B. DONAMUE • MURRAY H. FINLEY • THOMAS W. GLEASON • WAYNE E. GLENN • BARBARA B. HUTCHENSON • JOHN T. JOYCE • RICHARD I. KILROY • JOHN H. LYONS • CHARLES H. PILLARD • LYNN B. WILLIAMS • WILLIAM W. WINPESINGER



4

## SUMMARY

This is a proposal of the A. Philip Randolph Institute (APRI) to provide training and expertise on a sub-contract basis with the African-American Labor Center in such areas of community services as day-care centers and adult education, and in other civil rights-related areas to black South African organizations. Some of these organisations such as the Western Cape Men's Hostel Association, the Edendale Churches' Laborer Education Program and the Council of Unions of South Africa, have already indicated their needs and priorities, namely the establishment of advice centers in their regions to provide workers with assistance in labor issues, job placement, worker protection in terms of occupational safety and health, job training and similar community concerns.

## BACKGROUND

The current situation in South Africa is well documented and needs no elaboration. It is sufficient to say that the recent political and social unrest has had an enormous effect on the condition of the black South African worker. The Pretoria government's relentless use of state violence to address labor disputes has stripped the black worker of the most basic of trade union rights. At the same time, rising unemployment has taken its toll on the already impoverished black community. Unemployed workers face an unsympathetic state bureaucracy which deliberately places a labyrinth of obstacles in the path of collecting compensation for injury from the workmen's compensation fund or benefits from the unemployment insurance fund. Workers, unaware of their legal rights, routinely forfeit benefits and claims due to them. The resulting financial penury and loss of self-respect leave an indelible mark of hopelessness and despair that is played out in the destruction of the individual, the family and the community. Increases in alcoholism, drug abuse, crime, family violence and suicide become an all too common sign of a community where the right to work and to profit from that labor is curtailed by a racist and oppressive system.

In order to provide black workers with the knowledge and the means for recourse, centers are needed where information and advice can easily be available to black workers to enable them to organize and take control of their lives. These centers will focus on providing basic education on conditions of employment, the unemployment insurance fund, the workmen's compensation fund, pensions and trade unionism with the purpose of raising worker awareness as well as giving advice on all legal and other constraints affecting the community.

## PROGRAM OUTLINE

The A. Philip Randolph Institute will provide training and technical assistance to several organizations to run advice centers in their regions. The Western Cape Men's Hostel Association, the Edendale Churches' Labour Education Program, and the Council of Unions of South Africa (CUSA) head the list of projects we propose to service.

The Western Cape Men's Hostel Association is an organization made up of migrant workers living in hostels. Its aim is: (a) to fight for full residence and employment rights, (b) to end the present contract labor system, (c) to upgrade existing facilities and amenities, and (d) to provide opportunities for adult education and cultural activities.

The Edendale Churches' Labour Education Program and Advice Office is a parish-based ministry which seeks to fulfill its goals of serving the poor and oppressed by providing advice and information to workers on job-related issues and conducting basic educational and organizing courses to improve the working conditions of black workers.

The Council of Unions of South Africa (CUSA) is one of the three most important trade union federations in South Africa. It sees an urgent need to provide training in mediation and conflict resolution for residents in the black townships where violence has now become a commonplace occurrence.

Each of these organizations is committed to running workers' advice centers to deal with the problems of workers outlined above. The specific objectives of these advice centers are:

- to provide advice on legal and related issues affecting workers' lives;
- to inform working people and disseminate information, by way of labor clinics and workshops, about labor related issues such as conflict resolution, negotiating techniques and organizing;
- to act as a liaison between workers, their community and their employers; and
- to serve as a center for workers to organize themselves at the grassroots level to play a viable and effective role in community development.

Assistance from the A. Philip Randolph Institute would involve training and would be both technical and financial. APRI proposes to send an initial outlay of funds to each organization to cover start-up costs for organizing resource personnel and meeting basic administrative and staffing needs. This would include salaries for organizers and education officers; operating expenses such as rent, telephone, stationery, printing, postage, workshop and seminar costs; and capital expenditures such as office equipment and a vehicle.

Technical assistance would consist of a team led by the head of the A. Philip Randolph Institute and composed of experts from the Institute for Mediation and Conflict Resolution (IMCR), an expert in labor education, and APRI's technical/resource person. The IMCR representatives would train core personnel and provide advice and training in areas such as future staff training, problem solving, conflict resolution and negotiating techniques. The labor education expert would provide training in organizing, assess the needs of each organization and make appropriate recommendations for enhancing the capability of each to meet the needs of their workers most effectively. The APRI technical/resource person would provide expertise in job placement, community development and education and would make recommendations in a report to be submitted to the AALC.

Follow-up funding would depend on the evaluation of the programs, subsequent suggestions and recommendations of APRI, and the advice of the AALC.

FEASIBILITY STUDY/PILOT SCHEME

FEES:

2 weeks consultants' fee for 2 consultants	\$4,000.	
Per diem (5 x \$100 x 14 days)	<u>7,000.</u>	\$11,000.

TRAVEL:

(a) International Washington/Johannesburg/Washington 5 x \$2,400	12,000.	
(b) Domestic (South Africa)	<u>1,000.</u>	\$13,000.

Number of trainees involved in  
the pilot scheme will be 30 for each of the  
3 projects

PARTICIPANT EXPENSES:

Per diem for one session (30 x \$10 x 14 days) = \$4,200 x 3	<u>\$12,600.</u>
---	------------------

<b>TOTAL</b>	<b><u>\$36,600.</u></b> =====
--------------	----------------------------------