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UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
Washington, D. C. 20523

LAC REGIONAL
PROJECT PAPER
AIFLD - UNION-to-UNION

AID/LAC/P-556

Project Number: 598-0789

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AGENCY FOR INTERNATIONAL DEVELOPMENT
PROJECT DATA SHEET

1. TRANSACTION CODE
 A = Add
 C = Change
 D = Delete
 Amendment Number _____
 DOCUMENT CODE
3

2. COUNTRY/ENTITY
 LAC/Regional

3. PROJECT NUMBER
 598-0789

4. BUREAU/OFFICE
 LAC/DP 05

5. PROJECT TITLE (maximum 40 characters)
 AIFLD - Union-to-Union

6. PROJECT ASSISTANCE COMPLETION DATE (PACD)
 MM DD YY
 03 31 90

7. ESTIMATED DATE OF OBLIGATION
 (Under 'B', below, enter 1, 2, 3, or 4)
 A. Initial FY 9 0 B. Quarter 4 C. Final FY 9 2

8. COSTS (\$000 OR EQUIVALENT \$1 = _____)

A. FUNDING SOURCE	FIRST FY <u>90</u>			LIFE OF PROJECT		
	B. FX	C. L/C	D. TOTAL	E. FX	F. L/C	G. TOTAL
AID Appropriated Total						
(Grant)	(715)	(-)	(715)	(-)	(2,621)	(2,621)
(Loan)	()	()	()	()	()	()
Other 1.						
J.S. 2.						
Host Country						
Other Donor(s)						
TOTALS	715	-	715	-	2,621	2,621

9. SCHEDULE OF AID FUNDING (\$000)

APPROPRIATION	B. PRIMARY PURPOSE CODE	C. PRIMARY TECH CODE		D. OBLIGATION TO DATE		E. AMOUNT APPROVED THIS ACTION		F. LIFE OF PROJECT	
		1 Grant	2 Loan	1. Grant	2. Loan	1. Grant	2. Loan	1. Grant	2. Loan
(1) R	601	730		-	-	715	-	1,621	-
(2)	601	730		-	-	-	-	500	-
(3)	601	730		-	-	-	-	500	-
(4)									
TOTALS				-	-	715	-	2,621	

10. SECONDARY TECHNICAL CODES (maximum 6 codes of 3 positions each)
 610 | 740 | 290 | 860

11. SECONDARY PURPOSE CODE
 230

12. SPECIAL CONCERNS CODES (maximum 7 codes of 4 positions each)
 A. Code LAB | PVOU | TNG
 B. Amount

13. PROJECT PURPOSE (maximum 480 characters)
 To strengthen free and independent labor organizations in Latin America and the Caribbean.

14. SCHEDULED EVALUATIONS
 Interim MM YY MM YY Final MM YY

15. SOURCE/ORIGIN OF GOODS AND SERVICES
 000 941 Local Other (specify)

16. AMENDMENTS/NATURE OF CHANGE PROPOSED (This is page 1 of a _____ page PP Amendment.)

17. APPROVED BY
 Signature: Bastiaan B. Schouten
 Title: Bastiaan B. Schouten, Director, LAC/DP
 Date Signed: MM DD YY
 09 14 90

18. DATE DOCUMENT RECEIVED IN AID/W, OR FOR AID/W DOCUMENTS, DATE OF DISTRIBUTION
 MM DD YY

AGENCY FOR INTERNATIONAL DEVELOPMENT

WASHINGTON, D.C. 20523

PROJECT AUTHORIZATION

Name of Country : LAC Regional
Name of Project : American Institute for Free
Labor Development (AIFLD)
Union-to-Union Grant
Number of Project : 598-0789

1. Pursuant to Sections 103, 105, 106, and 531 of the Foreign Assistance Act of 1961, as amended, I hereby authorize the American Institute for Free labor Development Union-to-Union project for the Latin America and Caribbean region involving planned obligations of not to exceed Two Million Six Hundred and Twenty Thousand and Four Hundred and Fifty-Seven United States Dollars (\$2,620,457) in grant funds ("Grant") over a period of three fiscal years from the date of authorization subject to the availability of funds in accordance with the A.I.D. OYB allotment process, to help in financing foreign exchange and local currency costs for the project. The planned life of project is two years and nine months from the date of initial obligation.

2. The project will provide assistance to strengthen free and independent democratic labor organizations in Latin American and the Caribbean. The project provides support for eight U.S. unions in their work with the international trade secretariats in the LAC region. Support includes training, conducting seminars, exchange visits, and strengthening union services such as collective bargaining, labor/management relations, union management and safety/health issues.

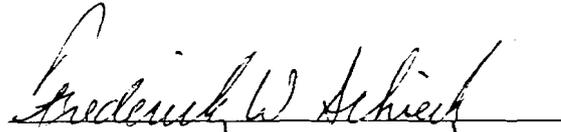
3. The Grant which may be negotiated and executed by the officers to whom such authority is delegated in accordance with A.I.D. regulations and Delegations of Authority shall be subject to the following essential terms and covenants and major conditions, together with such other terms and conditions as A.I.D. may deem appropriate:

a. Source and Origin of Commodities, Nationality of Services:

Commodities financed by A.I.D. under the project shall have their source and origin in the United States, except as A.I.D. may otherwise agree in writing. Except for ocean shipping, the suppliers of commodities or services shall have the United States as their place of nationality, except as A.I.D. may otherwise agree in writing.

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Ocean shipping financed by A.I.D. under the project shall, except as A.I.D. may otherwise agree in writing, be financed only on flag vessels of the United States.



Acting Assistant Administrator
Bureau for Latin America
and the Caribbean

Sept. 20, 1990
Date

Drafted by: JFrancis:0230I:8/23/90:77927

Clearances:

LAC/DP:HKaufman	(draft)	Date	9/13/90
LAC/DP:BSchouten	(draft)	Date	9/14/90
LAC/DR:EWarfield	(draft)	Date	9/13/90
LAC/DR:EBrineman	<i>EB</i>	Date	9-20-90
LAC/CONT:CAAdams	<i>C</i>	Date	9/19/90
GC/LAC:TGeiger	(draft)	Date	9/13/90



American Institute for Free Labor Development

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ALBERT SHANKER
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Secretary-Treasurer

WILLIAM C. DOHERTY, JR.
Executive Director

September 13, 1990

Mr. Jack Francis
Division Chief
Social Development Division
LAC/DP Room 2243 NS
AID
U.S. Department of State
Washington, D.C. 20523

Dear Jack:

Enclosed are the following with regard to the Union to Union Program:

- ...AIFLD Union-to-Union Grant Proposal
- ...Budget by individual Union-to-Union program for the period July 1, 1990 to March 31, 1991
- ...Two year nine month budget summary by year
- ...A copy of the redone ACTWU proposal.

Please let me know if you need further information.

Sincerely,

Michael A. Donovan Jr.
Director of Finance

encl:

BOARD OF TRUSTEES

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**Project Title - The Union-to-Union Program of the American
Institute for Free Labor Development**

Total Grant Request: \$2,670,450

**PVO Name and Location: American Institute for Free Labor
Development (AIFLD), 1015 20th St., N.W., Washington, D.C.
20036**

**Contact Person: W. C. Doherty, Jr., AIFLD Executive Director,
Telephone: 659-6300**

Date of Submission: September 1990

Period of Grant: July 1, 1990 - March 31, 1993

A. Project Purpose and Description

(1) The broad goal of the union-to-union program is to engage the human resources and experience of U.S. labor unions affiliated with the AFL-CIO in the development of trade union leadership in Latin America and the Caribbean, which can then effectively represent workers, who are the collective beneficiaries of the project, both at the bargaining table with management and in the councils of government.

(2) The Grant will continue to support the activities of eight AFL-CIO unions which over the years have provided labor training and technical guidance to democratic trade unions throughout the region. To the extent feasible, these activities will continue to be coordinated with labor training programs offered in Latin America and the Caribbean by AFL-CIO counterparts in the International Trade Secretariats (ITSS), but bilateral cooperative efforts are not precluded and will continue where appropriate.

(3) The general objective of the three-year program is to foster greater professional and fraternal ties among AFL-CIO unions, democratic labor organizations in the Western Hemisphere, and the international free trade union movement, as represented by the ITSS. The larger goal is to strengthen democratic institutions by raising living standards, through improved wages and working conditions, and increasing labor's participation in national political processes.

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B. Project Background

(1) After a decade of austerity in which the hemisphere's economies were subject to alternating bouts of wild inflation and stagnant growth, it has been the great mass of working men and women which has sacrificed most in terms of declining real income. Collective action to protect the individual's purchasing power has become a priority concern, both for humanitarian considerations of sustaining decent living standards and in the political interest of defending democratic institutions. It is here that trade unions contribute most to the strengthening of the individual's relationship to the society, and the society's relationship to the state, in the larger interest of preserving order.

The union-to-union program is an integral part of this continuing process. Under AIFLD's supervision, the program has operated for over 20 years to knit together the resources and skills of AFL-CIO unions with individual national trade union confederations, working with AIFLD field offices and those ITSS active in Latin America and the Caribbean, to develop effective labor leadership in the region.

The ITSS have played a key role in the effort, bringing to bear the extensive support of the international democratic trade union movement. ITSS grew out of the first beginnings of trade unionism in Western Europe a century ago, and have been an important resource for trade union development in the Western Hemisphere since the 1960s. They are private international nongovernmental associations of democratic trade unions operating in the same occupational sector, and today number a dozen in such broad categories as world transport, communications, commerce, services, manufacturing, technology and agriculture. While they collaborate closely with the International Confederation of Free Trade Unions, they are autonomous and independent, and have played both political and social roles in recent hemisphere developments.

For example, the International Transport Workers Federation has pioneered the application of computers in Latin American trade unionism, while the general workers federation, FIET, has expanded from white-collar services in the fields of commerce and banking to include office and hospital work and the arts and entertainment industry. Besides working to improve the general lot of workers, ITSS have been prominent in the defense of human and trade union rights, as with the success of FITITVC, the interamerican textile and garment secretariat, in mobilizing international labor solidarity to halt the persecution of independent trade unionists in Chile by the Pinochet dictatorship.

(2) The Agency for International Development has supported the union-to-union program in the past by means of a separate project under AIFLD's regional grant. The substance of the program of education and organizational support, detailed in the attached

annex outlining the activities of the participating unions, will continue without change.

(3) As noted, union-to-union activities have been a fixture of AIFLD operations in Latin America and the Caribbean for many years; the shift in funding arrangements does not alter the principal goals of improving workers' living standards and increasing their voice in self-government.

C. Project Analysis

(1) The union-to-union program will continue its focus in the 1990-93 period on trade union education and technical support missions to upgrade skills in collective bargaining, contract negotiation and enforcement, and union organizing and administration. Broader sociocultural questions such as health, safety and new technologies in the workplace also will be treated. The beneficiaries are in three general categories: the first and most obvious is the worker and his family, when income and earning power expand through collective action; second is the organized labor movement of the host country, since it gains strength vis-a-vis employers and the society at large, and, finally, there is the international free trade union movement, as represented by U.S. unions and their ITS counterparts, which draws strength from increased worker solidarity worldwide.

(2) As noted above there are clear benefits for the economy of Latin America and the Caribbean from a growing, vital trade union movement. The activities projected by the eight participating unions and their associates in the International Trade Secretariats for the fiscal years 1990-92 provide some perspective on the gains in union-building expected from the program. Following are summaries of the activities proposed in the annexed union programs.

(a) The American Federation of State, County and Municipal Employees and AFSCME's ITS associate, the Public Services International (PSI), plan in 1990 to commence a three-year program of training seminars for leaders of public sector unions and technical support visits to national labor organizations, to emphasize improved healthcare, government services and social security programs; in addition, they plan to assist major organizing campaigns in Panama and Brazil.

(b) The Amalgamated Clothing and Textile Workers Union (ACTWU) and its ITS counterpart, the Interamerican Federation of Textile, Leather, Garment and Shoe Workers (FITITVC) function in an industry that has operated at a high rate of capacity despite the general economic slowdown in the region. FITITVC plans a concentrated labor education and organizing campaign to develop programs that address the special needs of the unions' largest constituency, working women.

(c) The American Federation of Teachers (AFT) and the International Federation of Free Teachers Unions (IFFTU) will focus their energies on helping to build up democratic teachers unions in Argentina, Chile, the Dominican Republic, Ecuador and Mexico.

(d) The Communications Workers of America (CWA) and the Postal, Telegraph and Telephone International (PTTI) have a tradition of operating one of the the most ambitious and extensive ITS training programs in the Western Hemisphere. They will project their 1990-93 activities into nearly every country of the region. Supervised from PTTI's regional offices in Panama, Sao Paulo and Curacao, education programs concentrating on union services, organizing, and leadership development will be offered in subregional clusters of national unions in the Southern Cone, the Andean States, Central America and Mexico, Brazil, and the English- and Dutch-speaking islands of the Caribbean. The CWA-PTTI program expects to compile a library of comparative national labor law, working conditions, cost of living and pay indices, health and safety standards, and analyses of the financial statements of large national and multinational firms in the hemisphere. It also will sponsor on a hemisphere-wide organizing campaign aimed at spreading the CWA-PTTI network of affiliates beyond the field of communications to the entire electrical power industry of the Americas.

(e) The AFL-CIO's Department of Professional Employees (DPE) and the International Secretariat for Arts, Mass Media and Entertainment Trade Unions (ISETU-FIET) plan to organize exchange visits and a hemisphere conference to examine new technology affecting their affiliates in the hemisphere's four principal film-producing nations, the United States, Argentina, Brazil and Mexico.

(f) The United Food and Commercial Workers International Union (UFCW) and the hemispheric branch of the International Federation of Employees and Technicians (IRO-FIET), another of the more extensive union-to-union programs, are planning training conferences at the local, regional and national levels in a dozen of Latin America's largest countries. Themes will vary from the role of women and youth in non-manual labor unions to the impact on service workers of new technologies and the emergence of new challenges, such as the AIDS epidemic and how it affects healthcare workers.

(g) The Glass, Molders, Pottery, Plastics and Allied Workers (GMPPAW) and the International Federation of Chemical, Energy and General Workers Unions (ICEF) will continue to operate a liaison office in Latin America to service the technical needs of ICEF affiliates and coordinate their participation in a series of training seminars.

(h) The Transport-Communications International Union (TCU) and the International Transport Workers Federation (ITF) will

use instructors from ITF affiliates throughout the Western Hemisphere for a series of training seminars on major issues such as airline deregulation and health and occupational safety in surface transport unions.

F. Project Design and Implementation

(1) Programs will be carried out by the U.S. unions in cooperation with their associated ITSSs, the national confederations in the host country, and the local in-country AIFLD office.

(2) In addition to the attached program proposals, within three months of signing this agreement AIFLD will provide the AID project officer with a three year operational plan. The format and contents of this plan will be determined by AIFLD and the AID project officer.

G. Program Performance and Reporting

AIFLD will submit semiannual progress reports to AID. Contents and format of such reporting are to be determined by AIFLD and the AID project officer. Detailed budget information will accompany this report.

Semiannual reports will be submitted to AID covering the periods October 1-March 31 and April 1-September 30. The first semiannual report will be submitted for the period ending March 31, 1991.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
UNION-TO-UNION PROPOSAL
THREE YEAR BUDGET SUMMARY

	<u>1990-1991</u>	<u>1991-1992</u>	<u>1992-1993</u>
Amalgamated Clothing and Textile Workers Union	\$57,825	\$77,100	\$77,100
American Federation of Teachers	57,450	76,600	76,600
American Federation of State, County and Municipal Employees	46,725	62,300	62,300
Communications Workers of America	103,462	137,950	137,950
Department of Professional Employees	33,750	45,000	45,000
Glass, Molders, Pottery, Plastics and Allied Workers	43,388	57,850	57,850
Transport/Communications International Union	103,200	137,600	137,600
United Food and Commercial Workers International Union	<u>138,750</u>	<u>185,000</u>	<u>185,000</u>
	584,550	779,400	779,400
	<u>130,120</u>	<u>173,494</u>	<u>137,494</u>
	\$714,670	\$952,894	\$952,894

AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION
INTERAMERICAN FEDERATION OF TEXTILE, LEATHER, GARMENT
AND SHOE WORKERS (FITITVC)

1. General Objectives

In cooperation with FITITVC, ACTWU will support the training of labor leaders in Latin America's clothing and textile industries to improve services to their unions and affiliated federations, thereby improving organized labor's participation in the social, economic and political development of their respective countries.

II. Scope of Work

1. Education

FITITVC in cooperation with the International Textile Federation will sponsor a series of seminars for its affiliates in the Americas. Emphasis will be placed on the following subjects: union organizing, economics, industrial health and safety, contract enforcement, collective bargaining and the use of statistical data in the negotiating process. Programs are anticipated to be of four days duration, for approximately 25 trade union leaders each, and will be held on both the national and regional levels.

These seminars will be utilized not only to prepare the leadership of textile-based unions to respond to the needs of their membership but also as an encouragement to attract new members and to organize new unions.

2. Organizing

FITITVC also will conduct training courses in union organizing, on a small scale and in several countries for a limited number of trade unionists during the program year. Instruction will center on the formation of new unions and be designed to stimulate a concerted organizing drive in an industry that has operated at generally high capacity, despite region-wide tendencies that have slowed economic growth in Latin America and the Caribbean.

AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION
UNION-TO-UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1991

PROGRAM COSTS

Organizing project		
6 organizers/activists	\$13,500.00	
Education program		
1 Interamerican conference	15,000.00	
Meetings, symposiums, conferences	18,750.00	
Publications	<u>3,075.00</u>	50,325.00
Secretariat support		
Travel and per diem		<u>\$7,500.00</u>
<u>TOTAL</u>		<u>\$57,825.00</u>

AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION
UNION-TO-UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

PROGRAM COSTS

Organizing project		
6 organizers/activists	\$18,000.00	
Education program		
1 Interamerican conference	20,000.00	
Meetings, symposiums, conferences	25,000.00	
Publications	<u>4,100.00</u>	67,100.00
Secretariat support		
Travel and per diem		<u>\$10,000.00</u>
<u>TOTAL</u>		<u>\$77,100.00</u>

AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION
UNION-TO-UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

PROGRAM COSTS

Organizing project		
6 organizers/activists	\$18,000.00	
Education program		
1 Interamerican conference	20,000.00	
Meetings, symposiums, conferences	25,000.00	
Publications	<u>4,100.00</u>	67,100.00
Secretariat support		
Travel and per diem		<u>\$10,000.00</u>
<u>TOTAL</u>		<u>\$77,100.00</u>

AMERICAN FEDERATION OF TEACHERS (AFT)
INTERNATIONAL FEDERATION OF FREE TEACHERS UNIONS (IFFTU)

I. General Objectives

To continue a program of assistance to democratic teachers' unions in Latin America and the Caribbean, aiding in the development of viable democratic teacher organizations throughout the hemisphere.

II. Scope of Work

Three of the proposed projects build upon previous AFT work with teachers groups in Chile, the Dominican Republic and Ecuador; two new programs, with large teachers unions in Mexico and Argentina, are proposed for the grant period.

1. Working with the Chilean College of Professors (CPC), AFT-IFFTU proposes to help with leadership development training for Chilean teachers after the restoration of democracy with the installation of an elected government in March 1990. Training in collective bargaining techniques also will be offered as a new collective bargaining law takes effect in January.

2. AFT will continue a program of leadership training for a teachers union representing the democratic sector of the Dominican Republic. A series of labor leadership seminars will be conducted and a Spanish-speaking AFT expert will conduct an on-site assessment of Dominican teachers' needs.

3. A similar effort will go forward with the democratic sector of Ecuador's national teachers organization.

New in this grant are AFT proposals to assist the Argentine workers and teachers confederation CTERA to develop provincial branches by conducting a series of leadership-training/labor education seminars, and to send an AFT delegation of three state leaders to discuss bilateral projects with Mexico's National Union of Education Workers, such as sharing technical expertise on education reform.

AMERICAN FEDERATION OF TEACHERS
UNION-TO-UNION
JULY 1, 1990 TO MARCH 31, 1991

EDUCATION PROGRAMS

Chile	\$15,000.00	
Ecuador	11,250.00	
Dominican Republic	11,250.00	
Argentina	<u>4,950.00</u>	\$42,450.00

ADMINISTRATION

Secretarial & Accounting Services	9,750.00	
Travel & Per Diem	<u>5,250.00</u>	<u>15,000.00</u>
<u>TOTAL</u>		<u>\$57,450.00</u>

AMERICAN FEDERATION OF TEACHERS
UNION-TO-UNION
APRIL 1, 1991 TO MARCH 31, 1992

EDUCATION PROGRAMS

Chile	\$20,000.00	
Ecuador	15,000.00	
Dominican Republic	15,000.00	
Argentina	<u>6,600.00</u>	\$56,600.00

ADMINISTRATION

Secretarial & Accounting Services	13,000.00	
Travel & Per Diem	<u>7,000.00</u>	<u>20,000.00</u>
<u>TOTAL</u>		<u>76,600.00</u>

AMERICAN FEDERATION OF TEACHERS
UNION-TO-UNION
APRIL 1, 1992 TO MARCH 31, 1993

EDUCATION PROGRAMS

Chile	\$20,000.00	
Ecuador	15,000.00	
Dominican Republic	15,000.00	
Argentina	<u>6,600.00</u>	\$56,600.00

ADMINISTRATION

Secretarial & Accounting Services	13,000.00	
Travel & Per Diem	<u>7,000.00</u>	<u>20,000.00</u>
<u>TOTAL</u>		<u>76,600.00</u>

AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES (AFSCME)
PUBLIC SERVICES INTERNATIONAL (PSI)

I. General Objectives

To employ the expertise and services of AFSCME and PSI in developing labor leadership in democratic unions of the public sector throughout Latin America and the Caribbean, thereby strengthening the international free trade union movement.

II. Scope of Work

1. Education

Using the tested method of training trainers from course material it has already developed in the Spanish language, AFSCME plans education programs in Chile, Ecuador and Venezuela during the grant period, using instructors previously trained under its program with PSI. In this regard, PSI's 1989-91 program for Panama which had to be postponed because of the hostility of the Noriega regime is being rescheduled for 1990 - 1992. The course will examine the special problems of Panamanian nationals working in the Canal Zone under U.S. labor laws and regulations. AFSCME also hopes to organize a hemisphere-wide training program during the grant period and is convoking the PSI advisory committee to review and make recommendations on the project, together with AFSCME-PSI's longer-range education planning.

2. Organizing

Panama will get special attention, with the resumption of union organizing training for the public sector union federation FENACEP, while PSI will continue to involve AFSCME or its state units in PSI's labor organizing programs in Brazil.

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
UNION-TO-UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1991

EDUCATION PROGRAM

3 In-Country Training Seminars	\$18,000.00	
1 Inter-American Regional Program	7,500.00	
Inter-American Regional Activities (Trav. & Per Diem, 1-2Day Conferences)	<u>7,500.00</u>	\$33,000.00
Organizing Projects		3,975.00
Regional Office Support		6,000.00
Administrative Support		<u>3,750.00</u>
<u>TOTAL</u>		<u>\$46,725.00</u>

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
UNION-TO-UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

EDUCATION PROGRAM

3 In-Country Training Seminars	\$24,000.00	
1 Inter-American Regional Program	10,000.00	
Inter-American Regional Activities (Trav. & Per Diem, 1-2Day Conferences)	<u>10,000.00</u>	\$44,000.00
Organizing Projects		5,300.00
Regional Office Support		8,000.00
Administrative Support		<u>5,000.00</u>
<u>TOTAL</u>		<u>\$62,300.00</u>

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AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
UNION-TO-UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

EDUCATION PROGRAM

3 In-Country Training Seminars	\$24,000.00	
1 Inter-American Regional Program	10,000.00	
Inter-American Regional Activities (Trav. & Per Diem, 1-2Day Conferences)	<u>10,000.00</u>	\$44,000.00
Organizing Projects		5,300.00
Regional Office Support		8,000.00
Administrative Support		<u>5,000.00</u>
<u>TOTAL</u>		<u>\$62,300.00</u>

COMMUNICATIONS WORKERS OF AMERICA (CWA)
POSTAL, TELEGRAPH AND TELEPHONE INTERNATIONAL (PTTI)

I. General Objectives

To unite postal, telephone, telegraph and light and power workers in Latin America and the Caribbean into broadly based, representative national organizations that will contribute to the strength of the international free trade union movement.

II. Scope of Work

CWA and PTTI in their 1990-92 education program will again stress (a) leadership development and union services, (b) union organizing, particularly in the light and power sectors, and (c) building up PTTI's research capabilities. Actual training programs will be organized in subregional clusters of countries as follows: (1) Argentina and the southern cone together with the Andean states of Bolivia, Ecuador and Peru; (2) the Middle America group made up of Mexico and the six Central American states, the Dominican Republic, Colombia and Venezuela; (3) the English- and Dutch-speaking Caribbean states; and (4) as a single entity, Brazil. The programs will be supervised from PTTI regional offices in Panama, Sao Paulo and Curacao, will follow up with technical assistance and professional advice on such issues as dealing with the multinationals, new technologies and complex public outreach projects. The cross-fertilization of ideas flowing from its regional education courses will strengthen individual PTTI-affiliated unions while strengthening the hemisphere network of communications and power industry unions.

The research program will engage a consultant to initiate and coordinate study projects and will oversee the CWA-PTTI research library, which comprises the complete collection of their affiliates' collective bargaining agreements, national labor laws, working conditions including health and safety standards, analyses of the financial statements of national and multinational firms, comparative cost of living indices, and related data.

2. The hemisphere-wide organizing campaign within the electric power-generating industry will be centered in South America, coordinated by PTTI's Sao Paulo office; organizing light and power unions in regions outside the Southern Cone will be coordinated by the International's other branch offices.

COMMUNICATIONS WORKERS OF AMERICA
UNION-TO-UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1991

I. <u>Region A</u> - Argentina, Bolivia, Chile, Ecuador, Paraguay, Peru, Uruguay		
Education Programs	\$32,782.00	
Activists	<u>6,300.00</u>	\$ 39,082.00
II. <u>Region B</u> - Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Panama, and Venezuela		
Education Programs	21,808.00	
Activists	<u>3,600.00</u>	25,408.00
III. <u>Region C</u> - Caribbean Area		
Education Programs	21,282.00	
Activists	<u>1,350.00</u>	22,632.00
IV. <u>Region D</u> - Brazil		
Education Programs		2,310.00
V. <u>Research Department</u>		
1 Consultant - Part Time	2,000.00	
Project Coordinator	5,400.00	
Secretarial Services	<u>6,630.00</u>	<u>14,030.00</u>
 <u>TOTAL</u>		 <u>\$103,462.00</u>

COMMUNICATIONS WORKERS OF AMERICA
UNION-TO-UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

I. <u>Region A</u> - Argentina, Bolivia, Chile, Ecuador, Paraguay, Peru, Uruguay		
Education Programs	\$43,710.00	
Activists	<u>8,400.00</u>	\$ 52,110.00
II. <u>Region B</u> - Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Panama, and Venezuela		
Education Programs	29,077.00	
Activists	<u>4,800.00</u>	33,877.00
III. <u>Region C</u> - Caribbean Area		
Education Programs	28,377.00	
Activists	<u>1,800.00</u>	30,177.00
IV. <u>Region D</u> - Brazil		
Education Programs		3,080.00
V. <u>Research Department</u>		
1 Consultant - Part Time	2,000.00	
Project Coordinator	7,200.00	
Secretarial Services	8,400.00	
Travel and Per Diem	300.00	
Translations/Communications and Publications	<u>806.00</u>	<u>18,706.00</u>
 <u>TOTAL</u>		 <u>\$137,950.00</u>

COMMUNICATIONS WORKERS OF AMERICA
UNION-TO-UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

I. <u>Region A</u> - Argentina, Bolivia, Chile, Ecuador, Paraguay, Peru, Uruguay Education Programs	\$43,710.00	
Activists	<u>8,400.00</u>	\$ 52,110.00
II. <u>Region B</u> - Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Panama, and Venezuela Education Programs	29,077.00	
Activists	<u>4,800.00</u>	33,877.00
III. <u>Region C</u> - Caribbean Area Education Programs	28,377.00	
Activists	<u>1,800.00</u>	30,177.00
IV. <u>Region D</u> - Brazil Education Programs		3,080.00
V. <u>Research Department</u> 1 Consultant - Part Time	2,000.00	
Project Coordinator	7,200.00	
Secretarial Services	8,400.00	
Travel and Per Diem	300.00	
Translations/Communications and Publications	<u>806.00</u>	<u>18,706.00</u>
 <u>TOTAL</u>		 <u>\$137,950.00</u>

DEPARTMENT OF PROFESSIONAL EMPLOYEES, AFL-CIO (DPE)
INTERNATIONAL SECRETARIAT FOR ARTS, MASS MEDIA AND
ENTERTAINMENT TRADE UNIONS (ISETU-FIET)

I. Background

The Department of Professional Employees (DPE) is a constitutional body of the AFL-CIO charged with assisting 29 member unions in representing and serving people employed in the arts, sciences, education, and other professional and technical fields. In the 1989-90 program year, a pilot cooperative effort of DPE and ISETU-FIET was undertaken to try to promote unity among Latin American labor unions to improve wages and working conditions in the industry. The effort succeeded in helping to meet a need for labor unity in a highly diverse industry that has been increasingly dominated by foreign or multinational entrepreneurship. It is therefore proposed that the one-year pilot effort be renewed for the 1990-1993 period to (a) increase knowledge of unions in adapting their memberships to changes in the older technologies and newer management techniques in the entertainment and media fields, and (b) to support democratic unions to organize more technical and professional workers in the television, stage and film industry.

II. General Objective

To promote and assist democratic unions of the hemisphere to unite in a more efficient effort to organize and represent workers in the arts, entertainment and media industries.

III. Scope of Work

A hemisphere-wide conference examining changes in technology and management techniques will be conducted in the current program year, facilitating a greater exchange of information and ideas among trade unionists both from the four principal television and film producing nations, the United States, Mexico, Argentina and Brazil, as well as technicians from other countries of the region. Follow-up activities will occur in 1991-1992.

Apart from this major conference, DPE/ISETU-FIET also plans to sponsor a series of technical workshops throughout Latin America, with U.S., local and regional experts as instructors in the techniques of union organizing and administration during the grant period.

DEPARTMENT OF PROFESSIONAL EMPLOYEES
UNION TO UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1990

SALARIES AND BENEFITS

1 Coordinator

\$12,000.00

TRAVEL AND PER DIEM

7,500.00

PROGRAM COSTS

1 Conference

7,500.00

1 Technical exchange program

6,750.00

14,250.00

TOTAL

\$33,750.00

DEPARTMENT OF PROFESSIONAL EMPLOYEES
UNION TO UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

<u>SALARIES AND BENEFITS</u>		
1 Coordinator		\$16,000.00
<u>TRAVEL AND PER DIEM</u>		10,000.00
<u>PROGRAM COSTS</u>		
1 Conference	10,000.00	
1 Technical exchange program	<u>9,000.00</u>	<u>19,000.00</u>
<u>TOTAL</u>		<u>\$45,000.00</u>

DEPARTMENT OF PROFESSIONAL EMPLOYEES
UNION TO UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

<u>SALARIES AND BENEFITS</u>		
1 Coordinator		\$16,000.00
<u>TRAVEL AND PER DIEM</u>		10,000.00
<u>PROGRAM COSTS</u>		
1 Conference	10,000.00	
1 Technical exchange program	<u>9,000.00</u>	<u>19,000.00</u>
<u>TOTAL</u>		<u>\$45,000.00</u>

GLASS, MOLDERS, POTTERY, PLASTICS AND ALLIED WORKERS (GMPPAW)
INTERNATIONAL FEDERATION OF CHEMICAL, ENERGY
AND GENERAL WORKERS (ICEF)

I. General Objectives

To help in the organization of a hemisphere-wide, federative structure for Latin American and Caribbean trade unions in the chemical, energy and allied sectors, uniting them in the effort to improve wages and working conditions.

II. Scope of Work

GMP will maintain a liaison office to provide technical assistance for Latin American and Caribbean unions affiliated to ICEF. This office also will coordinate U.S. labor participation in a series of nine GMP-ICEF training seminars programmed at the national level during the 1990-1993 grant period. These will be held in Brazil, Chile, Colombia, Costa Rica, Honduras, Paraguay, Peru and Venezuela, and will cover a range of topics of interest to workers and their unions in the energy, petroleum, chemical, paper, plastics, rubber, and glass industries.

GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS
UNION-TO-UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1991

SALARIES

1 Coordinator \$9,000.00

TRAVEL AND PER DIEM

6,000.00

ADMINISTRATIVE SUPPORT

2,888.00

PROGRAM COSTS

Colombia	\$3,600.00	
Chile	4,400.00	
Paraguay	2,000.00	
Peru	3,000.00	
Costa Rica	3,000.00	
Venezuela	4,500.00	
Brazil	<u>5,000.00</u>	<u>25,500.00</u>

TOTAL

\$43,388.00

GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS
UNION-TO-UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

SALARIES

1 Coordinator \$12,000.00

TRAVEL AND PER DIEM

8,000.00

ADMINISTRATIVE SUPPORT

3,850.00

PROGRAM COSTS

Colombia	\$4,800.00	
Chile	5,200.00	
Paraguay	2,000.00	
Peru	4,000.00	
Panama	1,000.00	
Costa Rica	3,000.00	
Honduras	1,000.00	
Venezuela	6,000.00	
Brazil	7,000.00	<u>34,000.00</u>

TOTAL

\$57,850.00

GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS
UNION-TO-UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

SALARIES

1 Coordinator \$12,000.00

TRAVEL AND PER DIEM

8,000.00

ADMINISTRATIVE SUPPORT

3,850.00

PROGRAM COSTS

Colombia	\$4,800.00	
Chile	5,200.00	
Paraguay	2,000.00	
Peru	4,000.00	
Panama	1,000.00	
Costa Rica	3,000.00	
Honduras	1,000.00	
Venezuela	6,000.00	
Brazil	7,000.00	34,000.00

TOTAL

\$57,850.00

TRANSPORT-COMMUNICATIONS INTERNATIONAL UNION (TCU)
INTERNATIONAL TRANSPORT WORKERS FEDERATION (ITF)

I. General Objectives

To develop trade union leadership capable of uniting the transportation workers of Latin America into representative national organizations that add to the strength of the international democratic labor movement.

II. Scope of Work

TCU and ITF propose in the 1990-92 program years to organize a hemisphere-wide seminar on the general question of airline deregulation and a series of five national conferences to examine specific transportation issues of particular local interest. TCU will also maintain a field office to encourage research that serves to broaden contacts between transport unions and related bodies throughout the hemisphere, and plans to engage the services of U.S. and regional specialists to provide direct assistance on more specific research projects such as studies in health and occupational safety.

The regional seminar on airline deregulation will be a five-day affair in Buenos Aires during April, with the participation of approximately 25 representatives of ITF affiliates in the U.S., Mexico, and ABC countries of South America's southern cone, Argentina, Brazil and Chile. The focus of the meeting will be the effects of deregulation on route structure, employment and established principles of airline reciprocity.

TCU bilateral education programs with ITF affiliates and important independent transport unions are scheduled for Argentina, Chile, Paraguay, Uruguay and Venezuela. The problems of railroad workers will be examined in two seminars in Chile, while manpower training, particularly in computers, will be treated in two separate conferences being organized with Argentine transport unions. The program in Paraguay will concentrate on training in basic techniques for negotiating collective bargaining contracts in the transportation sector, while the program in Uruguay will focus will on leadership development for urban transport unions. The Venezuelan program calls for a national conference of road transport unions in Caracas during November to study occupational health and safety matters.

The TCU-ITF program in 1990-92 will again feature the use of instructors from ITF affiliates throughout the hemisphere.

TRANSPORT/COMMUNICATIONS INTERNATIONAL UNION (TCU)
UNION-TO-UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1991

EDUCATIONAL PROGRAMS

1 Regional Conference	\$23,000.00	
4 National Programs	<u>25,600.00</u>	\$48,600.00

RESEARCH PROGRAM

Consultants, Printing, Communications, Travel, Translation, etc.		20,100.00
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ADMINISTRATIVE SUPPORT

Coordinator Salary and Benefits	26,550.00	
Travel and Per Diem	3,450.00	
Supplies, Communications, Postage, and Equipment	<u>4,500.00</u>	<u>34,500.00</u>

TOTAL		<u>\$103,200.00</u>
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TRANSPORT/COMMUNICATIONS INTERNATIONAL UNION (TCU)
UNION-TO-UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

EDUCATIONAL PROGRAMS

1 Regional Conference	\$26,000.00	
6 National Programs	<u>38,400.00</u>	\$64,400.00

RESEARCH PROGRAM

Consultants, Printing, Communications, Travel, Translation, etc.		27,200.00
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ADMINISTRATIVE SUPPORT

Coordinator Salary and Benefits	35,400.00	
Travel and Per Diem	4,600.00	
Supplies, Communications, Postage, and Equipment	<u>6,000.00</u>	<u>46,000.00</u>

TOTAL		<u>\$137,600.00</u>
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TRANSPORT/COMMUNICATIONS INTERNATIONAL UNION (TCU)
UNION-TO-UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

EDUCATIONAL PROGRAMS

1 Regional Conference	\$26,000.00	
6 National Programs	<u>38,400.00</u>	\$64,400.00

RESEARCH PROGRAM

Consultants, Printing, Communications, Travel, Translation, etc.		27,200.00
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ADMINISTRATIVE SUPPORT

Coordinator Salary and Benefits	35,400.00	
Travel and Per Diem	4,600.00	
Supplies, Communications, Postage, and Equipment	<u>6,000.00</u>	<u>46,000.00</u>

TOTAL		<u>\$137,600.00</u>
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UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION (UFCW)
INTERNATIONAL FEDERATION OF EMPLOYEES AND TECHNICIANS (FIET)

I. General Objectives

To stimulate and develop the leadership and membership of white collar unions in Latin America and the Caribbean; to strengthen them as democratic institutions responsive to members' interests; and to see them attain influence with national policy makers wherever wages and working conditions are at issue.

II. Scope of Work

1. UFCW-FIET labor training activities are among the most extensive under the union-to-union program. During the 1990-1993 grant period, seminars at the local, regional and national levels are scheduled for over a dozen countries, including Mexico, Brazil, Argentina and Chile; special seminars will be held on the role of women and youth in non-manual labor unions. Subject matter will concentrate on collective bargaining, contract negotiation and enforcement, the function of shop stewards, and the impact on service workers of new technologies and new challenges, such as the AIDS epidemic.

2. Related to the education program will be a high level of union organizing activity; special efforts are being planned in five separate labor sectors in nine targeted countries. Affected will be banking, health and social security, commerce, tourism and retail sales.

3. To knit together UFCW-FIET's extensive program, the two organizations hope to publish a quarterly news bulletin to serve its Western Hemisphere affiliates. The publication would serve to bind together in even closer cooperation all white-collar unions throughout the Americas.

UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
UNION-TO-UNION PROGRAM
JULY 1, 1990 TO MARCH 31, 1991

SALARIES

Inter-American Rep. (U.S.) & allowances	\$46,500.00	
Asst. Inter-American Rep. - Venezuela	11,250.00	
Asst. Inter-American Rep. - Peru	<u>9,000.00</u>	\$66,750.00

TRAVEL AND PER DIEM

22,500.00

EDUCATIONAL PROGRAM

4 One Week Regional Conferences		24,000.00
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ADMINISTRATIVE SUPPORT

1 Secretary/Translator	17,250.00	
Rent and Utilities	<u>8,250.00</u>	<u>25,500.00</u>

TOTAL

\$138,750.00

UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
UNION-TO-UNION PROGRAM
APRIL 1, 1991 TO MARCH 31, 1992

SALARIES

Inter-American Rep. (U.S.) & allowances	\$62,000.00	
Asst. Inter-American Rep. - Venezuela	15,000.00	
Asst. Inter-American Rep. - Peru	<u>12,000.00</u>	\$89,000.00

TRAVEL AND PER DIEM

30,000.00

EDUCATIONAL PROGRAM

4 One Week Regional Conferences		32,000.00
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ADMINISTRATIVE SUPPORT

1 Secretary/Translator	23,000.00	
Rent and Utilities	<u>11,000.00</u>	<u>34,000.00</u>

TOTAL

\$185,000.00

UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
UNION-TO-UNION PROGRAM
APRIL 1, 1992 TO MARCH 31, 1993

SALARIES

Inter-American Rep. (U.S.) & allowances	\$62,000.00	
Asst. Inter-American Rep. - Venezuela	15,000.00	
Asst. Inter-American Rep. - Peru	<u>12,000.00</u>	\$89,000.00

TRAVEL AND PER DIEM

30,000.00

EDUCATIONAL PROGRAM

4 One Week Regional Conferences		32,000.00
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ADMINISTRATIVE SUPPORT

1 Secretary/Translator	23,000.00	
Rent and Utilities	<u>11,000.00</u>	<u>34,000.00</u>

TOTAL

\$185,000.00

AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON, D.C. 20523

LAC-IEE-90-56

ENVIRONMENTAL THRESHOLD DECISION

Project Location : LAC Regional
Project Title : AIFLD Union-to-Union project
Project Number : 598-0789
Funding : \$2,620,457
Life of Project : 2 years and 9 months
IEE Prepared by : Susan Bugg
LAC/DR/PSS
Recommended Threshold Decision : Categorical Exclusion
Bureau Threshold Decision : Concur with Recommendation
Comments : None
Copy to : Bastiaan Schouten, Director
LAC/DP
Copy to : Susan Bugg, LAC/DR/PSS
Copy to : IEE File

James S. Hester Date SEP 19 1990
James S. Hester
Chief Environmental Officer
Bureau for Latin America
and the Caribbean

ENVIRONMENTAL DETERMINATION

Project Location : LAC Regional
Project Title and Number : AIFLD Union-to-Union Project
Number 598-0789
Funding : \$2,620,457
Life of Project : 2 Years and 9 Months
Prepared by : Susan Bugg, LAC/DR/PSS

A. Activity Description: The purpose of the project is to foster greater professional and fraternal ties among AFL-CIO unions, democratic labor organizations in the Western Hemisphere, and the international free trade union movement. The larger goal is to strengthen democratic institutions by raising living standards, through improved wages and working conditions, and increasing labor's participation in national political processes.

B. Discussion: The Union-to-Union program will focus on trade union education and technical support in collective bargaining, contract negotiation and enforcement, and union organizing and administration. These activities, when weighed against the criterion of Section 216.2(c)(2)(i) of A.I.D.'s Environmental Procedures, are considered to qualify for a categorical exclusion for which the Initial Environmental Examination is generally not required.

This statement is submitted for the Bureau Environmental Officer Review in accordance with Section 216.2(3).

C. Recommendation: Based on the above, it is recommended that you approve a Categorical Exclusion.

Approved: B Schouten

Disapproved: _____

Date: 9/19/90

Bastiaan B. Schouten, Director, LAC/DP