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American Institute for Free Labor Development

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January 8, 1985

Mr. Peter Romano
Labor Programs Division
2243 New State Bldg.
Department of State
Washington, DC 20523

Dear Peter:

Per our recent conversation, enclosed is the Grenada proposal for April 1, 1985 through March 31, 1986.

Please let me know if you need anything more.

Sincerely,

Arthur E. Hill
Director of Finance

/ims

Enclosure

GRENADA

I. GOAL

The development of strong, democratic independent trade unions capable of making a major contribution to the economic, social and political development of Grenada.

II. OBJECTIVES

Objective No. 1:

By the end of the period, AIFLD expects

- a. 80 percent of all trade union members to be members of unions whose leaders are committed to the democratic process.
- b. All of these leaders will have completed an in-country program designed to:
 1. Broaden their understanding of basic trade union subjects such as collective bargaining, grievance handling, union administration and economics.
 2. Enhance their understanding of the role of government in a society committed to freedom and social justice.
 3. Increase their appreciation for the role trade unions can play in concert with other groups in the society in preserving freedom and promoting social justice.
- c. Approximately 25 percent of these leaders will have participated in regional and/or George Meany labor leadership development programs.
- d. An increase in the percent of the workforce organized and covered by collective bargaining agreements.
- e. Union leadership committed to the democratic process to be actively engaged in activities which are significantly contributing to shaping public opinion and government policies which affect the climate of freedom and the achievement of social justice.
- f. Union members to have a greatly increased understanding of economic realities and a heightened ability to evaluate proposed political solutions in terms of their workability and their compatibility with the democratic process.

Scope of Work

- a. Sponsor approximately 1,500 participant days of education (in-country) in a variety of formats and time frames.

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- b. Provide funding for staffing assistance to TUC and/or individual trade unions for increasing capacity of the organization to educate and serve its members in all appropriate ways.
- c. Provide funding for the publishing and widespread dissemination of a periodical publication presenting the democratic trade union perspective on public issues of concern to workers and the society of which they are a part.
- d. Sponsor the participation by approximately 10 Grenadian trade union leaders in regional and/or George Meany Center labor studies program.
- e. Provide limited logistical and administrative support required to perform these tasks.

Objective No. 2:

To intensify the involvement of trade unions in socio-economic activities which will serve the interest of their members while simultaneously contributing to the economic and social development of the nation.

Indicators

By the end of the period, AIFLD expects:

- a. Several trade union administered self-help institutions such as cooperatives and credit unions and voluntary social efforts such as adult education programs to become operational.
- b. Significant improvement in the physical facilities available to union members to serve their needs.
- c. A significant increase in consumer education efforts by trade unions.
- d. Trade unions to be playing a major role in programs providing skill training to prepare workers to fill jobs for which insufficient skilled workers are either currently not available or which will be required in the future as the economy expands and becomes more diverse.
- e. The establishment of one or two additional "trade union centers" providing a wide-range of educational and other services to workers.

Scope of Work

To achieve this objective AIFLD will provide:

- a. Materials and professional expertise required to design and implement the diversity of programs described above.

- b. Technical assistance and limited seed capital for the development of facilities and economic self-help projects.
- c. Limited logistical and administrative support required to perform these tasks.

Objective No. 3:

To provide the technical expertise required for the Grenadian trade union movement to participate directly in the formulation and implementation of Government policies and programs affecting government's role in: 1) the industrial relations area generally and 2) in the improvement of the staffing, compensation, performance management and evaluation of those working in the public sector.

Indicators

By the end of the period, AIFLD expects:

- a. Trade unions will have played a significant role in shaping government policy regarding industrial relations.
- b. Trade unions will have provided technical advise and education programs regarding staffing, compensation, evaluation and performance of public sector workers.

Scope of Work

To achieve this objective AIFLD will provide:

- a. Funding to enable the trade union movement to provide technical advise and assistance to those in government responsible for industrial relations policy and legislation.

Technical expertise and funding for education programs for public sector workers in the areas described in the foregoing objective (No. 3).

- c. Limited logistical and administrative support required to perform these tasks.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
GRENADA PROGRAM
APRIL 1, 1985 TO MARCH 31, 1986

<u>SALARY</u>		
1 Program Officer - 12 months		\$ 50,300.00
<u>OVERSEAS ALLOWANCES</u>		
Permanent Quarters	7,000.00	
Salary Differential: \$50,300 x :	<u>5,030.00</u>	12,030.00
<u>TRAVEL AND PER DIEM</u>		
International Travel (U.S.)	3,000.00	
Regional Travel (Barbados)	1,500.00	
Local Travel (Grenada)	<u>2,400.00</u>	6,900.00
<u>RENT AND UTILITIES</u>		1,500.00
<u>SUPPLIES, EQUIP. COMM. & POSTAGE</u>		
Av. \$500 x 12 months		6,000.00
<u>BENEFITS</u>		
Retirement: 25% x \$50,300	12,575.00	
S.S., Taxes, Hosp. Insurance	<u>10,000.00</u>	22,575.00
<u>CONSULTANT FEES</u>		10,000.00
<u>OTHER DIRECT COST</u>		6,695.00
<u>PROGRAM COSTS</u>		
Social Development Projects	110,000.00	
Publications	8,000.00	
Seminars and Courses	80,000.00	
Skills Training Program	<u>150,000.00</u>	<u>348,000.00</u>
<u>TOTAL</u>		<u>\$464,000.00</u>