PD-ABL-474

U.S. AGENCY FOR
INTERNATIONAL
DEVELOPMENT

AUG 11 1993

Mr. Kevin Shaver
American Institute for Free Labor Development
1015 Twentieth St, N.W.
Washington, D.C. 20036

Subject: Grant No. LAG-0806-G-00-3027-00

Dear Mr. Shaver:

Pursuant to the authority contained in the Foreign Assistance Act of 1961 and the Federal Grant and Cooperative Agreement Act of 1982, as amended, the Agency for International Development (hereinafter referred to as "A.I.D.") hereby provides to the American Institute for Free Labor Development (hereinafter referred to as "AIFLD" or "Grantee") the sum set forth in Section 1C.2. of Attachment 1 of this Grant to provide financial support for the program described in Attachment 2 of this Grant entitled "Program Description."

This Grant is effective as of the date of this letter and funds obligated hereunder shall be used to reimburse the Grantee for allowable program expenditures for the period set forth in Section 1B. of Attachment 1 of this Grant.

The total estimated amount of this Grant is the amount set forth in Section 1C.1. of Attachment 1, of which the amount set forth in Section 1C.2. is hereby obligated. A.I.D. shall not be liable for reimbursing the Grantee for any costs in excess of the obligated amount. However, subject to Section 1C.4. of Attachment 1, additional funds may be obligated by A.I.D. until such time as the obligated amount may equal the total estimated amount of this Grant.

PC:GRANTFMT/VS:8100n
Rev:06/28/93(TM13:61+Lobbying/TM1B:87)
9767n

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This Grant is made to the Grantee on the condition that the funds will be administered in accordance with the terms and conditions as set forth in the attachments listed under my signature below, which together constitute the entire Grant document and have been agreed to by your organization.

Please acknowledge receipt and acceptance of this Grant by signing all copies of this Cover Letter, retaining one copy for your files, and returning the remaining copies to the undersigned.

If you have any questions, please contact Kathie Frascella of my staff at (703) 875-1220.

Sincerely yours,

Jay M. Bergman
Grant Officer
Chief, LA Branch
Division B
Office of Procurement

Attachments:

1. Schedule
2. Program Description
3. ~~Standard Provisions~~
4. ~~Special~~ Provision entitled "Restrictions ~~on Lobbying~~"
5. A.I.D. Eligibility Rules

ACKNOWLEDGED:

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

BY: _____

TYPED NAME: William C. Doherty

TITLE: Executive Director

DATE: August 25, 1993

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2

FISCAL DATA

A. GENERAL

A.1. Total Estimated A.I.D. Amount: $36,605,000
A.2. Total Obligated A.I.D. Amount: $3,073,000
A.3. Cost-Sharing Amount (Non-Federal): N/A
A.4. Other Contributions (Federal): N/A
A.5. Project No.: 598-0806
A.6. A.I.D. Project Office: LAC/DI, Sharon Isralow
A.7. Funding Source: A.I.D./W
A.8. Tax I.D. No.: 52-0745718
A.9. CEC No.: 07-581-675B
A.10. LOC No.: 72-00-1403

B. SPECIFIC

B.1.(a) PIO/T No.: 598-0806-3-3652070
B.1.(b) Appropriation: 72-1131021.1
B.1.(c) Allotment: 341-65-598-00-69-31
B.1.(d) BPC: LDVA-93-35598-KG12
B.1.(e) Amount: $3,073,000

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ATTACHMENT 1

SCHEDULE

1A. PURPOSE OF GRANT

The purpose of this Grant is to provide financial support for the program described in Attachment 2 of this Grant entitled "Program Description."

1B. PERIOD OF GRANT

1B.1. The effective date of this Grant is the date of the Cover Letter and the estimated completion date is June 30, 1998 Funds obligated hereunder (see Section 1C.2. below) shall be used to reimburse the Grantee for allowable program expenditures incurred by the Grantee in pursuit of program objectives at any time during the period beginning July 1, 1993 (see Section 1D.4. below) and ending on the estimated completion date.

1B.2. However, because this Grant is incrementally funded (see Section 1C.4. below), funds obligated hereunder are only anticipated to be sufficient for program expenditures through September 30, 1993.

1C. AMOUNT OF GRANT AND PAYMENT

1C.1. The total estimated amount of this Grant for its full period, as set forth in Section 1B.1. above, is $36,605,000.

1C.2. A.I.D. hereby obligates the amount of $3,073,000 as partial funding of the total estimated amount set forth in Section 1C.1. above for program expenditures during the indicated period set forth in Section 1B. above. Notwithstanding said total estimated amount, A.I.D. shall not be liable for reimbursing the Grantee for any costs in excess of the obligated amount, except as specified in paragraph (f) of the Standard Provision of this Grant entitled "Revision of Grant Budget" (see also Section 1C.4. below).

1C.3. Payment shall be made to the Grantee in accordance with procedures set forth in the Standard Provision of this Grant entitled "Payment - Letter of Credit," as shown in Attachment 3.

1C.4. As indicated in Section 1C.2. above, this Grant is partially funded. Until such time as the obligated amount (see Section 1C.2. above) shall equal the total estimated amount (see Section 1C.1. above) of this Grant, additional increments of funds may be obligated by A.I.D. under this Grant (by a Grant modification), subject to availability of funds, possible evaluation of the program, program priorities at the time, and

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the requirements of the Standard Provisions of this Grant entitled "Revision of Grant Budget" and, if applicable (see Section 1K.2. for applicability) "Cost Sharing (Matching)," as set forth in Attachment 3.

1D. GRANT BUDGET

1D.1. The following is the Budget for the total estimated amount of this Grant (see Section 1C.1. above) for its full period (see Section 1B. above). The Grantee may not exceed the total estimated amount or the obligated amount of this Grant, whichever is less (see Sections 1C.1. and 1C.2., respectively, above). Except as specified in the Standard Provision of this Grant entitled "Revision of Grant Budget," as shown in Attachment 3, the Grantee may adjust line item amounts as may be reasonably necessary for the attainment of program objectives. Revisions to the budget shall be in accordance with Section 1C. above and the Standard Provisions of this Grant entitled "Revision of Grant Budget" and, if applicable, "Cost Sharing (Matching)."

1D.2. Budget

Cost Element	Total Program
Washington Programs:	
Soc. & Econ. Devel.	$ 1,347,000
Education	2,583,000
George Meany Center	5,189,000
Total Washington	$ 9,119,000
Country Programs:	
Agentina	$ 1,526,000
Bolivia	1,838,263
Brazil	2,225,000
Caribbean	1,857,000
Chile	606,000
Colombia	853,375
Costa Rica	610,000
Dominican Republic	1,415,000
Ecuador	742,000
Guatemala	1,153,000
Honduras	1,160,000
Panama	928,625
Paraguay	819,000
Peru	404,000
Uruguay	220,000
Venezuela	678,500
Total Country	$17,035,763
Indirect Costs (Programs)	6,800,237
Total Program Costs	$32,955,000

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Cost Element	Total Program
Union to Union:	
ACTWU	$ 328,250
AFT	327,900
AFSCME	259,000
CWA	484,000
DPE	225,000
GMP	257,850
TCU	484,000
UFCW	530,000
Indirect Costs (U to U)	753,500
Total Union to Union	$ 3,650,000
Total Grant	$36,605,000

Budget by Program Year

Cost Element	1993-94	1994-95	1995-96	1996-97	1997-98
Programs:					
Washington:					
Soc. & Econ.	265,000	266,000	268,000	272,000	276,000
Education	497,000	504,000	516,000	528,000	538,000
G. Meany Cen.	1,210,000	1,130,500	1,090,000	878,500	880,000
Total	1,972,000	1,900,500	1,874,000	1,678,500	1,694,000
Country:					
Agentina	310,000	304,000	304,000	304,000	304,000
Bolivia	509,048	501,397	331,762	258,056	238,000
Brazil	453,000	443,000	443,000	443,000	443,000
Caribbean	385,000	368,000	368,000	368,000	368,000
Chile	134,000	134,000	119,000	112,000	107,000
Colombia	198,950	194,000	193,000	191,425	76,000
Costa Rica	141,000	139,000	110,000	115,000	105,000
Domin. Rep.	311,000	276,000	276,000	276,000	276,000
Ecuador	218,000	210,000	120,000	98,000	96,000
Guatemala	263,000	235,000	220,000	225,000	210,000
Honduras	243,000	233,500	231,000	227,500	225,000
Panama	214,050	198,500	177,500	191,575	147,000
Paraguay	215,000	205,000	172,000	127,000	100,000
Peru	84,000	80,000	80,000	80,000	80,000
Uruguay	44,000	44,000	44,000	44,000	44,000
Venezuela	157,000	142,000	138,000	129,000	112,000
Total	3,880,048	3,707,897	3,327,262	3,189,556	2,931,000
Indir. Costs	1,521,532	1,458,183	1,352,328	1,265,694	1,202,500

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Cost Element	1993-94	1994-95	1995-96	1996-97	1997-98
Union - Union:					
ACTWU	73,250	70,000	66,000	62,000	57,000
AFT	72,900	70,000	66,000	62,000	57,000
AFSCME	59,000	50,000	50,000	50,000	50,000
CWA	110,000	100,000	98,500	90,500	85,000
DPE	45,000	45,000	45,000	45,000	45,000
GMP	57,850	50,000	50,000	50,000	50,000
TCU	110,000	100,000	98,500	90,500	85,000
UFCW	142,635	114,206	98,421	90,675	84,826
Indir. Costs	174,365	155,794	148,829	140,575	133,611
Total	845,000	755,000	721,250	681,250	647,500
Total Grant	8,218,580	7,821,580	7,274,840	6,815,000	6,475,000

1D.3. Inclusion of any cost in the budget of this Grant does not obviate the requirement for prior approval by the Grant Officer of cost items designated as requiring prior approval by the applicable cost principles (see the Standard Provision of this Grant set forth in Attachment 3 entitled "Allowable Costs") and other terms and conditions of this Grant, unless specifically stated in Section 1I.2. below.

1D.4. Notwithstanding the effective date of this Grant as shown in Section 1B. above, and subject to the Standard Provision of this Grant entitled "Allowable Costs," costs incurred by the Grantee in pursuit of program objectives on or after the earliest date set forth in Section 1B. above shall be eligible for reimbursement hereunder. Such costs are included in the Grant Budget shown above.

1E. REPORTING

1E.1. Financial Reporting

1E.1.(a) Financial reporting requirements shall be in accordance with the Standard Provision of this Grant entitled "Payment - Letter of Credit," as shown in Attachment 3. If a Standard Form 269 is required by the aforesaid Standard Provision, the "Long Form" of said form shall be used.

1E.1.(b) All financial reports shall be submitted to A.I.D., Office of Financial Management, FA/FM/CMPD/DCB, Room 700 SA-2, Washington, D.C. 20523-0209. In addition, three copies of all financial reports shall be submitted to the A.I.D. Project Office specified in the Cover Letter of this Grant, concurrently with submission of the Quarterly Technical Reports (See Section 1E.2. below).

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1E.1.(c) The frequency of financial reporting and the due dates of reports shall be as specified in the Standard Provision of this Grant referred to in Section 1E.1.(a) above.

1E.2. Program Performance Planning and Reporting

1E.2.(a) Quarterly Reports

The Grantee shall submit five (5) copies of brief quarterly program performance reports, which coincide with the financial reporting periods described in Section 1E.1. above, to the A.I.D. Project Office specified in the Cover Letter of this Grant. In addition, two copies shall be submitted to A.I.D., POL/CDIE/DI, Washington, DC 20523-1802. These reports shall be submitted within 30 days following the end of the reporting period, and shall briefly present the following information:

1E.2.(a)(1) A comparison of actual accomplishments with the goals established for the period, the findings of the investigator, or both. If the output of programs can be readily quantified, such quantitative data should be related to cost data for computation of unit costs.

1E.2.(a)(2) Reasons why established goals were not met, if applicable.

1E.2.(a)(3) Other pertinent information including the status of finances and expenditures and, when appropriate, analysis and explanation of cost overruns or high unit costs. See also Section 1I.4. of this Grant.

1E.2.(b) Special Reports

Between the required program performance reporting dates, events may occur that have significant impact upon the program. In such instances, the Grantee shall inform the A.I.D. Project Officer as soon as the following types of conditions become known:

1E.2.(b)(1) Problems, delays, or adverse conditions that will materially affect the ability to attain program objectives, prevent the meeting of time schedules and goals, or preclude the attainment of work units by established time periods. This disclosure shall be accompanied by a statement of the action taken, or contemplated, and any A.I.D. assistance needed to resolve the situation.

1E.2.(b)(2) Favorable developments or events that enable time schedules to be met sooner than anticipated or more work units to be produced than originally projected.

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1E.2.(b)(3) If any performance review conducted by the Grantee discloses the need for change in the budget estimates in accordance with the criteria established in the Standard Provision of this Grant entitled "Revision of Grant Budget," the Grantee shall submit a request for budget revision to the Grant Officer and the A.I.D. Project Officer specified in the Cover Letter of this Grant.

1E.2.(c) Environmental Impact

If it appears that outputs of this project will result in an adverse environmental impact, the Grantee shall notify the A.I.D. Project Officer prior to implementation, in order to allow for orderly preparation of an environmental impact statement. The Grantee shall assure that appropriate U.S. Government, A.I.D., and/or host country procedures are followed.

1E.2.(d) Training Reports

1E.2.(d)(1) If the Grantee conducts participant training under this Grant, (see the Standard Provision entitled "Participant Training" for the definition of participant training), the Grantee shall comply with reporting and information requirements of the Standard Provision of this Grant entitled "Participant Training," as well as Chapters 5 and 24 of A.I.D. Handbook 10.

1E.2.(d)(2) The Grantee shall also provide five (5) copies of quarterly training reports to the A.I.D. Project Officer, covering this Grant. The report shall include the following information:

- Total number of new trainees during the period; and
- The following information for each LDC trainee:
  - name
  - citizenship
  - gender
  - training site
  - beginning and ending dates of training
  - purpose of training
  - type of training activities
  - source of funding

1E.2.(d)(3) The Grantee shall provide ten (10) copies of all training manuals produced under this Grant to the A.I.D. Project Officer.

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1E.2.(e) Final Report

Within 90 days following the estimated completion date of this Grant (see Section 1B. above), the Grantee shall submit five (5) copies of a final report to the A.I.D. Project Office specified in the cover letter of this Grant. In addition, two copies shall be submitted to A.I.D., POL/CDIE/DI, Washington, DC 20523-1802. It will cover the entire period of the Grant and include all information shown in this Section 1E.2.

1E.2.(f) Annual Workplans

1E.2.(f)(1) The Grantee shall submit annual workplans for this Grant. Each annual workplan shall contain the following:

1E.2.(f)(1)(A) An action-oriented workplan describing planned activities during the next year, delineated by calendar quarter, and linked to the project goals and objectives, which describes the individuals to be involved, the activities to be conducted, and where and when they will be conducted. Planned activities shall be grouped by subject category, and then related to project objectives;

1E.2.(f)(1)(B) A projected budget, utilizing the same budget line items as are set forth in the budget of this Grant, for each calendar quarter, corresponding to the workplan; and

1E.2.(f)(1)(C) Publications, reports, workshops, seminars, and other information dissemination activities planned, by calendar quarter.

1E.2.(f)(2) The Grantee may develop the annual workplans in consultation with the A.I.D. Project Officer for this Grant.

1E.2.(f)(3) Five (5) copies of each annual workplan will be submitted to the designated A.I.D. Project Officer for this Grant and one copy submitted to the Grant Officer. The first annual workplan covering the first year of this Grant shall be submitted by the Grantee not later than sixty (60) days from the effective date of this Grant (see Section 1B. above). Thereafter, the annual workplan for each successive year of this Grant shall be submitted by the Grantee not later than sixty (60) days prior to the beginning of each year.

1F. TITLE TO PROPERTY

Title to property acquired hereunder shall vest in the Grantee, subject to the requirements of the Standard Provision of this Grant entitled "Title To and Use of Property (Grantee Title)" regarding use, accountability, and disposition of such property, except to the extent that disposition of property may be specified in Section 1I. below.

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1G. PROCUREMENT AND (SUB)CONTRACTING

1G.1. Applicability

This Section 1G. applies to the procurement of goods and services by the Grantee (i.e., contracts, purchase orders, etc.) from a supplier of goods and services (see the Standard Provisions of this Grant entitled "Air Travel and Transportation," "Ocean Shipment of Goods," "Procurement of Goods and Services," "AID Eligibility Rules for Goods and Services," and "Local Cost Financing"), and not to assistance provided by the Grantee (i.e., a subgrant or [sub]agreement) to a subrecipient (see the Standard Provision of this Grant entitled "Subagreements").

1G.2. Requirements

In addition to other applicable provisions of this Grant, the Grantee shall comply with paragraph (b)(2) of the Standard Provision of this Grant entitled "AID Eligibility Rules for Goods and Services," concerning total procurement value of more than $250,000 under this Grant. Further thereto, the following are the Authorized Geographic Codes for this Grant:

1G.2.(a) Source, Origin, and Componentry of Goods and Commodities/Nationality of Suppliers of Goods or Services/Eligibility of Commodity-Related Services

1G.2.(a)(1) Source, Origin, and Componentry of Goods and Commodities

Except as specified in Section 1G.2.(b) below, all goods/commodities shall have their source and origin in the United States (Geographic Code 000), and shall meet A.I.D.'s componentry requirements, except as the Grant Officer may otherwise agree in writing.

1G.2.(a)(2) Nationality of Suppliers

1G.2.(a)(2)(A) Suppliers of Goods and Commodities

Except as specified in Section 1G.2.(b) below, the suppliers of goods and commodities shall have their nationality in the United States (Geographic Code 000), except as the Grant Officer may otherwise agree in writing.

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1G.2.(a)(2)(B) Suppliers of Services (Other Than Commodity-Related Services)

Except as specified in Section 1G.2.(b) below, the suppliers of services (other than commodity-related services, as described in Section 1G.2.[a][3] below) shall have their nationality in the United States (Geographic Code 000), except as the Grant Officer may otherwise agree in writing.

1G.2.(a)(2)(C) Government-Owned Organizations

Notwithstanding any other provision of this Grant, a Government-Owned Organization, i.e., a firm operated as a commercial company or other organizations (including nonprofit organizations other than public educational institutions) which are wholly or partially owned by governments or agencies thereof, are not eligible as suppliers of goods or services, except as the Grant Officer may otherwise agree in writing.

1G.2.(a)(3) Eligibility of Commodity-Related Services

The eligibility of the various types of commodity-related services is described in Attachment 5 of this Grant. Further thereto:

1G.2.(a)(3)(A) Ocean Transportation

Notwithstanding the Standard Provision of this Grant entitled "Ocean Shipment of Goods," ocean shipping financed hereunder shall, except as the Grant Officer may otherwise agree in writing, be financed only on flag vessels of the United States (A.I.D. Geographic Code 000). If the Grant Officer approves the use of non-U.S. flag vessels, the Standard Provision of this Grant entitled "Ocean Shipment of Goods" will apply. See also paragraphs A.4. and B.1. of Attachment 5 of this Grant.

1G.2.(a)(3)(B) Marine Insurance

The Authorized Geographic Code for marine insurance is the same as is set forth in Section 1G.2.(a)(2)(B) above. Paragraph (c) of the Standard Provision of this Grant entitled "AID Eligibility Rules for Goods and Services" applies. See also paragraph B.5. of Attachment 5 of this Grant.

1G.2.(b) Exceptions

1G.2.(b)(1) Construction and Engineering Services

Notwithstanding Section 1G.2.(a)(2)(B) above, unless otherwise approved in advance and in writing by the Grant Officer:

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1G.2.(b)(1)(A) Construction services estimated to be in excess of $5,000,000 shall be limited to firms whose nationality is in the United States (Geographic Code 000), except as specified in Section 1G.2.(b)(5)(C) below;

1G.2.(b)(1)(B) Construction implemented by U.S. firms, regardless of dollar value, will require that at least 50% of the supervisors and other specified key personnel working at the project site must be U.S. citizens or non-U.S. citizens lawfully admitted for permanent residence in the United States; and

1G.2.(b)(1)(C) Engineering services, regardless of dollar value, shall be limited to the United States (Geographic Code 000).

1G.2.(b)(2) Purchase/Procurement Transactions not Exceeding $5,000

If the proposed purchase/procurement transaction does not exceed $5,000 excluding transportation costs, paragraph (b)(1) of the Standard Provision of this Grant entitled "AID Eligibility Rules for Goods and Services" shall apply in lieu of Sections 1G.2.(a)(1) and 1G.2.(a)(2) above, except as specified in Section 1G.2.(b)(3) below.

1G.2.(b)(3) Restricted Goods

Notwithstanding Sections 1G.2.(a)(1), 1G.2.(b)(2), and 1G.2.(b)(2)above, the restricted goods listed in paragraph (a)(3) of the Standard Provision of this Grant entitled "AID Eligibility Rules for Goods and Services" must be specifically approved by the Grant Officer regardless of dollar value and source, origin, and componentry, except to the extent that such approval may be provided in Section 1I.3. below.

1G.2.(b)(4) Local Procurement

Notwithstanding Sections 1G.2.(a)(1) and 1G.2.(a)(2) above, local procurement of goods and services, as described in paragraph (b) of the Standard Provision of this Grant entitled "Local Cost Financing" is authorized. However, if required by the Standard Provision of this Grant entitled "Revision of Grant Budget" or the applicable federal cost principles as described in the Standard Provision of this Grant entitled "Allowable Costs," the Grantee must still obtain the approval of the A.I.D. Grant Officer for procurement/(sub)contracts and subagreements, regardless of dollar value or the source, origin, componentry, or supplier nationality.

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1G.2.(c) Definitions

1G.2.(c)(1) Source, Origin, Componentry, and Nationality of Supplier

Source, origin, componentry requirements, and supplier nationality are defined in Chapter 5 of A.I.D. Handbook 1, Supplement B, which, as may be amended from time to time, is incorporated herein as a part of this Grant by reference (see also Attachment 5 of this Grant which reflects the substance of Chapter 5 of A.I.D. Handbook 1, Supplement B as of the effective date of this Grant).

1G.2.(c)(2) A.I.D. Geographic Codes

A.I.D. Geographic Codes are defined in Appendix D of A.I.D. Handbook 18, which, as may be amended from time to time, is incorporated herein as a part of this Grant by reference (see also Attachment 5 of this Grant which reflects the substance of Appendix D of A.I.D. Handbook 18 as of the effective date of this Grant).

1G.3. Approvals

Inclusion of costs in the budget of this Grant for the purchase of nonexpendable equipment obviates neither the requirement of Section J.13. of OMB Circular A-21 (for educational institutions) or Section 13 of Attachment B of OMB Circular A-122 (for nonprofit organizations other than educational institutions) for prior approval of such purchases by the Grant Officer, nor any other terms and conditions of this Grant, unless specifically stated in Section 1I.2. below.

1G.4. Title to Property

See Section 1F. above.

1H. **INDIRECT COST RATES**

1H.1. Pursuant to the Standard Provision of this Grant entitled "Negotiated Indirect Cost Rates - Provisional (Nonprofits)," an indirect cost rate or rates shall be established for each of the Grantee's accounting periods which apply to this Grant. Pending establishment of final or revised provisional indirect cost rates, provisional payments on account of allowable indirect costs shall be made on the basis of the following negotiated provisional rate(s) applied to the base(s) which is (are) set forth below:

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Type	Rate	Base
Home Office	26.0%	1/

1/ Base of Application: Total Direct Costs excluding program costs on grants and cooperative agreements funded in foreign currency by local U.S.A.I.D. missions.

1H.2. Rates for subsequent periods shall be established in accordance with the Standard Provision of this Grant entitled "Negotiated Indirect Cost Rates - Predetermined."

1I. SPECIAL PROVISIONS

1I.1. Limitations on Reimbursement of Costs of Compensation for Personal Services and Professional Service Costs

1I.1.(a) Employee Salaries

Except as the Grant Officer may otherwise agree in writing, A.I.D. shall not be liable for reimbursing the Grantee for any costs allocable to the salary portion of direct compensation paid by the Grantee to its employees for personal services which exceed the highest salary level for a Foreign Service Officer, Class 1 (FS-1), as periodically amended.

1I.1.(b) Consultant Fees

Compensation for consultants retained by the Grantee hereunder shall not exceed, without specific approval of the rate by the Grant Officer: either the highest rate of annual compensation received by the consultant during any full year of the immediately preceding three years; or the maximum rate of a Foreign Service Officer, Class 1 (FS-1) (as periodically amended), whichever is less. A daily rate is derived by dividing the annual compensation by 2,087 and multiplying the result by 8.

1I.2. Equipment Purchases

1I.2.(a) Requirement for Prior Approval

Pursuant to Sections 1D.3. and 1G.3. above and the Standard Provisions of this Grant entitled "Allowable Costs" and "Revision of Grant Budget," and by extension, Section 13 of Attachment B of OMB Circular A-122, the Grantee must obtain A.I.D. Grant Officer approval for purchases of the following:

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1I.2.(a)(1) General Purpose Equipment, which is defined as an article of nonexpendable tangible personal property which is usable for other than research, medical, scientific or technical activities, whether or not special modifications are needed to make them suitable for a particular purpose (e.g., office equipment and furnishings, air conditioning equipment, reproduction and printing equipment, motor vehicles, and automatic data processing equipment), having a useful life of more than two years and an acquisition cost of $500 or more per unit); and

1I.2.(a)(2) Special Purpose Equipment, which is defined as an article of nonexpendable tangible personal property, which is used only for research, medical, scientific, or technical activities (e.g., microscopes, x-ray machines, surgical instruments, and spectrometers), and which has a useful life of more than two years and an acquisition cost of $1,000 or more per unit).

1I.2.(b) Approvals

In furtherance of the foregoing, the Grant Officer does hereby provide approval for the following purchases, which shall not be construed as authorization to exceed the total estimated amount or the obligated amount of this Grant, whichever is less (see Section 1C. above):

Chevrolet Lumina (Caribbean - $17,000)
Jeep (Dominican Republic - $18,000)
Ford (Brazil - $14,000)
IBM PC (Colombia - $2,900)
H.P. Laser III (Colombia - $1,450)
IBM PC (Venezuela - $2,000)
Household furniture (Honduras - $2,000)

1I.2.(c) Exception for Automation Equipment

Any approval for the purchase of automation equipment which may be provided in Section 1I.2.(b) above or subsequently provided by the Grant Officer is not valid if the total cost of purchases of automation equipment (e.g., computers, word processors, etc.), software, or related services made hereunder will exceed $100,000. The Grantee must, under such circumstances, obtain the approval of the Grant Officer for the total planned system of any automation equipment, software, or related services.

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1I.2.(d) Compliance with A.I.D. Eligibility Rules

Any approvals provided in Section 1I.2.(b) above or subsequently provided by the Grant Officer shall not serve to waive the A.I.D. eligibility rules described in Section 1G. of this Grant, unless specifically stated.

1I.3. Restricted Goods

Pursuant to Section 1G. above and paragraph (a)(3) of the Standard Provision of this Grant entitled "AID Eligibility Rules for Goods and Services," the Grant Officer's approval is required for purchase of the restricted goods described therein. In furtherance thereof, the Grant Officer does hereby provide such approval to the extent set forth below. The Grant Officer's approval is required for purchases of such restricted goods if all of the conditions set forth below are not met by the Grantee. Any approval provided below or subsequently provided by the Grant Officer shall not serve to waive any terms and conditions of this Grant unless specifically stated.

1I.3.(a) Agricultural Commodities

Agricultural commodities may be purchased provided that they are of U.S. source (generally, the country from which the commodities are shipped) and origin (generally, the country in which the commodities are mined, grown, or produced) and purchased from a U.S. supplier, except that wheat, rice, corn, soybeans, sorghums, flour, meal, beans, peas, tobacco, hides and skins, cotton, vegetable oils, and animal fats and oils cannot be purchased under any circumstances without the prior written approval of the Grant Officer. However, if this Grant is funded under the Development Fund for Africa (DFA) (see Section 1G.2.[b][4] above), procurement of agricultural commodities from Special Free World countries (Geographic Code 935) is authorized, except that procurement of agricultural commodities outside the United States must have the advance written approval of the Grant Officer when the domestic price of the commodity is less than parity, unless the commodity cannot reasonably be procured in the U.S. in order to meet the needs of the project

1I.3.(b) Motor Vehicles

Motor vehicles, if approved for purchase under Section 1I.2.(b) above or subsequently approved by the Grant Officer, must be of U.S. manufacture and must be of at least 51% U.S. componentry. The source of the motor vehicles, and the nationality of the supplier of the vehicles, must be in accordance with Section 1G.2. above. Motor vehicles are defined as self-propelled vehicles with passenger carriage capacity, such as highway

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trucks, passenger cars and busses, motorcycles, scooters, motorized bicycles, and utility vehicles. Excluded from this definition are industrial vehicles for materials handling and earthmoving, such as lift trucks, tractors, graders, scrapers, and off-the-highway trucks. However, if this Grant is funded under the Development Fund for Africa (DFA) (see Section 1G.2.[b][4] above), procurement of motor vehicles from Special Free World countries (Geographic Code 935) is authorized; provided, however, that procurement of non-U.S. vehicles shall be held to an absolute minimum.

1I.3.(c) Pharmaceuticals

Pharmaceuticals may be purchased provided that all of the following conditions are met: (1) the pharmaceuticals must be safe and efficacious; (2) the pharmaceuticals must be of U.S. source and origin (see Section 1G. above); (3) the pharmaceuticals must be of at least 51% U.S. componentry (see Section 1G. above); (4) the pharmaceuticals must be purchased from a supplier whose nationality is in the U.S. (see Section 1G. above); (5) the pharmaceuticals must be in compliance with U.S. Food and Drug Administration (FDA) (or other controlling U.S. authority) regulations governing United States interstate shipment of pharmaceuticals; (6) the manufacturer of the pharmaceuticals must not infringe on U.S. patents; and (7) the pharmaceuticals must be competitively procured in accordance with the procurement policies and procedures of the Grantee and the Standard Provision of this Grant entitled "Procurement of Goods and Services."

1I.3.(d) Pesticides

Pesticides may only be purchased if the purchase and/or use of such pesticides is for research or limited field evaluation by or under the supervision of project personnel. Pesticides are defined as substances or mixtures of substances: intended for preventing destroying, repelling, or mitigating any unwanted insects, rodents, nematodes, fungi, weeds, and other forms of plant or animal life or viruses, bacteria, or other micro-organisms (except viruses, bacteria, or other micro-organisms on or living in man or other living animals); or intended for use as a plant regulator, defoliant, or dessicant.

1I.3.(e) Rubber Compounding Chemicals and Plasticizers

Rubber compounding chemicals and plasticizers may only be purchased with the prior written approval of the Grant Officer.

1I.3.(f) Used Equipment

Used equipment may only be purchased with the prior written approval of the Grant Officer.

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1I.3.(g) Fertilizer

Fertilizer may be purchased if it is either purchased in the U.S. and used in the U.S., or if it is purchased in the cooperating country with local currency for use in the cooperating country. Any fertilizer purchases which do not comply with these limitations must be approved in advance by the Grant Officer. However, if this Grant is funded under the Development Fund for Africa (DFA) (see Section 1G.2.[b][4] above), procurement of fertilizer from Special Free World countries (Geographic Code 935) is authorized; provided, however, that procurement of more than 5,000 tons of non-U.S. fertilizer must have the advance written approval of the Grant Officer.

1I.4. Limitation on Use of Funds

1I.4.(a) The Grantee shall not utilize funds provided by A.I.D. for any testing or breeding feasibility study, variety improvement or introduction, consultancy, publication, conference or training in connection with the growth or production in countries other than the United States of an agricultural commodity for export which would compete with a similar commodity grown or produced in the United States.

1I.4.(b) The reports described in Section 1E.2. shall contain a statement indicating the projects or activities to which United States funds have been attributed, together with a brief description of the activities adequate to show that United States funds have not been used for the purpose in Section 1I.4.(a) above.

1I.4.(c) The Grantee agrees to refund to A.I.D. upon request an amount equal to any United States funds used for the purposes prohibited by Section 1I.4.(a) above.

1I.4.(d) No funds provided by A.I.D. under this Grant shall be used to provide assistance, either directly or indirectly, to any country ineligible to receive assistance pursuant to the Foreign Assistance Act as amended, related appropriations acts, or other statutes and Executive Orders of the United States (also see the Standard Provision of this Grant entitled "Ineligible Countries").

1I.5. Compliance With Federal Guidelines and Regulatory Procedures Pertaining to Recombinant DNA

1I.5.(a) The Grantee shall implement any research activities under this Grant which involve recombinant DNA in accordance with:

1I.5.(a)(1) The National Institutes of Health Guidelines for Research Involving Recombinant DNA Molecules;

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1I.5.(a)(2) Procedures issued by the U.S. Department of Agriculture (USDA), the Environmental Protection Agency (EPA), or other appropriate Federal agency;

1I.5.(a)(3) A.I.D.'s environmental procedures; and

1I.5.(a)(4) Such other Federal guidelines and procedures as may apply during the course of research.

1I.5.(b) The Grantee cannot commence testing in any foreign location until written approval for such testing is obtained from the A.I.D. Project Officer and the government of the country where testing is planned. Testing shall be conducted in accordance with all applicable regulations of that country.

1I.5.(c) In addition, and prior to commencement of any such testing, the Grantee shall make a judgement and communicate same to the A.I.D. Project Officer as to whether the regulations, procedures, or facilities of the country in question are adequate to ensure testing in an environmentally sound manner. In the event such judgement is that they are not, the Grantee and the A.I.D. Project Officer will consult and agree on the conditions to be applied to the testing which will have such environmental effect.

1I.5.(d) Reports submitted to A.I.D. under this Grant will address regulatory issues as noted above related to the activity.

1I.6. <u>AIFLD Field Assignments and Transfers</u>

When AIFLD personnel are assigned to the field or are transferred from one country to another, AIFLD shall notify the A.I.D. Project Officer at least one month in advance to allow the Project Officer sufficient time to communicate with and gain the requisite clearances.

1I.7. <u>A.I.D. Mission Administrative/Logistical Support for AIFLD</u>

Unless otherwise determined by the Chief of Mission, to the extent possible, AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

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1I.8. Administration of the AIFLD Program

The AIFLD program is managed by the LAC/DI project officer in Washington, D.C. and the field missions have no direct responsibility for implementing the regional program. However, the A.I.D. field missions and the U.S. Embassy Labor attaches do have the responsibility of reviewing and clearing/commenting on AIFLD's annual workplan. In countries where A.I.D. is not represented, the Labor Attache fulfills this requirement. The LAC/DI project officer will ensure that each mission receives this submission on a timely basis. Other than this review, there is not formal or regular mission reporting requirements, although, to the extent possible, missions will be occasionally requested to furnish data on AIFLD's programs or to report on AIFLD activities.

1J. RESOLUTION OF CONFLICTS

Conflicts between any of the Attachments of this Grant shall be resolved by applying the following descending order of precedence:

Attachment 1 - Schedule
~~Attachment 3 - Standard Provisions~~
Attachment 4 - Special Provision entitled "Restrictions on Lobbying"
Attachment 5 - A.I.D. Eligibility Rules
Attachment 2 - Program Description

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ATTACHMENT 2

PROGRAM DESCRIPTION

The Grantee's proposal entitled "Labor Program Proposal for the Period 1994-1998" and dated April 30, 1993 is attached hereto as the Program Description (Attachment 2) and is made a part of this Grant.

LABOR PROGRAM PROPOSAL FOR THE PERIOD 1994-98

PROPOSAL OUTLINE

Project Title:	Five Year AIFLD Proposal ($7.5 million for FY 1994)
Project Location:	Latin America and the Caribbean
PVO Name and Location	American Institute for Free Labor Development, Washington
Central Headquarters	1015 Twentieth St., Washington, D.C. 20036 (202) 659-6300
Contacts	Jesse A. Friedman Deputy Executive Director Kevin Shaver, Director Finance and Administration
Date of Submission to AID	April 30, 1993

NOTE

Several general assumptions are made in this proposal: That there will be no disruptions of a major nature such as civil war, revolution, economic depression--local and global--or other unforeseeable events that materially alter the environment of any project. A further specific assumption is that in each country wherever possible AIFLD will seek to coordinate its efforts with education programs of the Interamerican Regional Workers Organization of the International Confederation of Free Trade Unions (ORIT-ICFTU) and the International Trade Secretariats (ITSs), with the purpose of solidifying the position of Latin American labor in the mainstream of world trade union developments.

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A. Project Purpose and Description

This project continues for a five year period the AIFLD labor education program that has been in operation since 1962. Through it, AIFLD provides technical services for the development and strengthening of free democratic labor unions and related organizations in the Latin American and Caribbean region (LAC). Toward this objective, AIFLD programs emphasize trade union development, improved union management relations, human rights and increasing the role of women in democratic labor unions.

Specifically, AIFLD provides in-country educational training facilities and technical assistance for local labor institutes; in-country labor training and education programs such as labor orientation, intermediate and advanced union organizational methods of operation, and advanced labor training in the United States which supplements in-country training. Such programs include instructional training in labor history, labor organization, union methods and operations related to labor development, and methods and techniques of labor union organization. Participant training is also offered for cooperating country nationals who are enrolled in labor courses in LAC, the U.S. or in third countries. Participant programs include limited internships after the participant returns to the cooperating country.

AIFLD's purposes are furthered by its Union-to-Union project, which uses the human resources and experience of U.S. labor unions to promote the development of trade union leadership in the LAC region. This project supports the activities of eight AFL-CIO-affiliated unions in providing training and technical guidance to democratic trade unions throughout the region. While activities are coordinated with labor training programs offered in LAC countries by AFL-CIO counterparts in the International Trade Secretariats, bilateral cooperative efforts are not precluded and continue where appropriate. Training programs cover such topics as utilizing and dealing with new technology, addressing the needs of women and union organization.

The ultimate beneficiaries of AIFLD's regional and union to union programs are the working men and women of Latin America, whose economic well being will be advanced while they gain a greater voice in how they are governed.

The project rests on a political principle that has driven progress for the great mass of workers since the Industrial Revolution: the freedom to associate in trade unions that serve their collective interests in dealing with employers and governments. Formed 30 years ago by the AFL-CIO at the invitation of the Kennedy Administration, AIFLD has espoused this principle wherever it could in the hemisphere to help build effective democratic trade unions.

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Over the next five years AIFLD expects that organized labor in the region will have contributed to tangible, substantial advances in general living standards and greater popular participation in democratic processes.

B. Project Rationale and Background

When AIFLD began operations in 1962 only a handful of countries in Latin America had trade unions deserving of the name. History, culture and social structure militated against collective action to attain economic ends. Workers generally speaking were powerless with only an imperfect idea that they could better their own lives through concerted effort.

Thus the expertise of the American labor movement at the beginning of the Alliance for Progress was largely directed to the economic and social realms, with the goal of improving living standards.

Only later did the focus shift to political development and the need to build and strengthen democratic institutions. The fruit of that phase of AIFLD activity is evident in the significant role organized labor has played in the democratic renewal of the past decade. Economic development has also burgeoned, but the old structures of Latin society limit its benefits. High levels of poverty and unemployment are the rule; the average worker, if lucky enough to have a job, still must live with low wages, severe inflation and, in most cases, unresponsive government.

AIFLD's objective in the next five years is twofold: To spread the message of free trade unionism as the best way to expand the individual worker's share in economic growth; and, as a direct corollary, to sustain the momentum toward stronger democratic government. This work has proceeded for three decades with significant results. If it is not continued and the trade union movement is allowed to atrophy and break down in Latin America, there can be little hope for social stability that must underpin real democracy there.

The special challenge framed by integrative forces now at work in the world economy will be emphasized in all AIFLD education programs. It no longer suffices that trade union action addresses the employer or the government agency. Conditions have changed radically, even though this has not been widely recognized. The fact is that economic control today lies outside national borders; fundamental decisions touching the life of a nation are taken by the IFIs, the multinationals, and international bureaucracies in the world's regional and global trading blocs, both extant and in formation. These economic realities require workers and their unions to comprehend that their own vital interests are affected. Only by thoroughly understanding them can they learn how to survive and prosper.

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85

As noted AIFLD was created by the AFL-CIO to fill a need clearly seen by seven American presidents--to bring urban and rural workers into the stream of change that began to transform Latin America in the second half of this century. They all knew that without the inclusion of the popular masses their designs for progress would go nowhere. AIFLD met the task set for it to establish and foster a vital democratic trade union movement in the hemisphere. AIFLD is confident that the Clinton administration will recognize this and continue its work.

AIFLD will have important help in preparing the next generation of democratic leaders from a strong corps of experienced trade unionists now at the head of the organized labor movement in Latin America. In the region's most advanced countries unions are strong and self-sufficient; AIFLD cooperation with labor bodies in Argentina, Mexico and Venezuela will be directed to strengthening fraternity and solidarity for the benefit of all trade unions in the hemisphere. Where the democratic union movement is less developed AIFLD's role will continue to be that of mentor and source of financial support.

Cuba and Haiti are special cases to which AIFLD has paid close attention. The former had a respectable trade union tradition before 1960 that may not be altogether lost to memory while the latter, despite five years of experience with rudimentary trade unionism, remains undeveloped in a largely preindustrial society. But conditions in both places are changing and AIFLD will be prepared to respond with a more active, comprehensive labor education program when the circumstances are right.

It is not possible within the limits of this outline to give proper account of AIFLD's accomplishments. But it needs to be said that the AFL-CIO created AIFLD on the premise that authentic democratic society cannot exist without an active and representative trade union movement to defend the interest of the workers. The achievement of democracy in Latin America, where totalitarian dictatorship and authoritarian rule were more the rule than the exception, was a huge challenge.

The leaders of the AFL-CIO knew from experience that dictators of all stripes seek to control the workers as a means of controlling their countries, and it is therefore always the workers who are at the forefront of the struggle for democracy. It was, consequently, no accident that unions, assisted by AIFLD, led the fight for the transition to democracy in Argentina, Brazil, Chile, El Salvador and Nicaragua in a very direct if not dominent fashion. In a very important way, unions in Ecuador, Honduras, Paraguay and Suriname have been instrumental in the achievement of democracy in those countries. The labor movements of Mexico and Venezuela, already established and powerful institutions in their countries, have remained essential elements of stability within the society.

26

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It is this contribution which is, perhaps, the most important achievement of AIFLD, and certainly a hallmark expression of AID's democratic initiatives objectives.

Owing to AIFLD's human rights program, a great many labor leaders were freed from prison or were not arrested by authoritarian or arbitrary governments. Unfortunately, the organized labor movement has suffered many martyrs in the last several years but it is universally acknowledged that without an active human rights program supported by the American and other labor movements, the current leadership of the Argentine, Chilean, Salvadoran, Honduran, Nicaraguan and Paraguayan labor movements might have perished.

The tools of this work have been an extensive educational program which counts about 320,000 graduates, a social impact projects program, and agrarian union development described in other sections of this proposal.

C. Project Analysis

1. Economic Effects of the Project

The impact and expected results of the AIFLD program over the next five years are treated in general terms in this outline. To the extent possible, the specifics are set forth in separate sections containing individual projects and headquarters operations.

Effective representation of its membership by a union should result in increased wages and purchasing power for the workers. Since worker propensity to consume is generally higher than other segments of the population, a union-induced redistribution of income in favor of the workers will generally result in increased economic activity to satisfy the now greater effective demand for goods and services. It can also be expected that higher levels of economic activity will necessitate higher levels of capital investment; that additional competitive pressures will exert a downward pressure on prices; and that subsequent profits and price adjustments will result in a more efficient allocation of resources.

There are valuable spinoffs since labor unions in Latin America are not just vehicles for improving wages and working conditions. They often are primary schools for their members, teaching literacy, low-tech vocational skills, and crafts for home work. They provide ancillary services in health clinics, childcare for working parents, and community centers for social purposes. They have run small banks to extend credit that has built housing for their members. More recently they have concentrated on politics, both at the national and local levels, getting the worker

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into the center of governmental processes that give him another tool to better his condition.

This experience in fields beyond the unions' struggle for daily bread has accumulated over a generation, and it adds to their new standing in Latin societies. In the overall context they may still be weak vis-a-vis the managerial/governmental sector, but their situation today, poor as it may be in many cases, is far better than that obtaining five or 10 years ago. The same cannot be said for the individual worker, who has seen real income fall as inflation persists and new technology and modernization combine to shrink the job pool. In this situation stronger unions are called for to exploit the gains labor has made over the recent past.

Concern has been raised that AIFLD does not work with as broad a spectrum of unions that it could. As the Latin American and Caribbean arm of the AFL-CIO, AIFLD is prohibited by AFL-CIO policy from working with unions affiliated with the WFTU. Most unions affiliated with CLAT do not work with AIFLD because they are generally opposed to U.S. labor involvement in Latin American labor. AIFLD will not work with so-called Solidarista organizations, since these are set up by employers in order to undermine or prevent the formation of legitimate unions. AIFLD works with all unions affiliated to the ICFTU/ORIT or to the international trade secretariats, and they represent the overwhelming majority of organized labor in this hemisphere. Recent affiliations by the ORIT of the three major confederations in Brazil, of the CUT in Paraguay and of the FENASTRAS in El Salvador have added millions of new workers to the rolls of organized labor. In addition AIFLD has commenced programs in Mexico with the large federation of government workers and the Labor Congress which includes 95 percent of all labor organizations in Mexico. Programs have also been held with both the CUT/Chile and the CUT/Colombia. In summary, AIFLD cooperates with unions generally, except where prevented from doing so by AFL-CIO policy and normal budgetary constraints.

2. Pertinent Sociocultural Factors

It has been noted that countries such as Argentina, Mexico and Venezuela have highly developed, sophisticated labor movements which are well-established in the society; to this list could be added Uruguay and, to a lesser extent, Honduras. Colombia, Cuba and Peru have strong trade union traditions that can be revived as conditions in these countries change and the climate for trade union development improves. Brazil is a distinct case, having developed its unions under European corporatist structures dating from the 1930s. Chile is another exception, with its history of strong unions all but dismantled during the Pinochet dictatorship but today staging a comeback. Trade union development in Ecuador, Central America and the Caribbean--excepting the English-speaking

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states, where well-organized unions were a legacy of British colonial rule--generally goes back only to the 1960s.

At the same time it is acknowledged that abuses of union power have occurred; the excesses are well known, by the Peronists in Argentina from the 1940s through the 1960s and by entrenched marxists in modern-day Bolivia. Profit levels have also been affected by trade union action. But no humane interest has been harmed; to the contrary, advances in the general welfare have been universal. Nonetheless, trade unionism is resisted by employers and resistance will mark labor-management relations well into the future, just as it was and is resisted in the United States.

Questions have been raised concerning AIFLD's commitment to improving the position of women in the labor movement. One aspect of this matter regards the promotion of women and women's issues as part of AIFLD's programs. A second has to do with staffing requirements.

During the late 1960's, AIFLD began special courses for women trade unionists from Latin America and the Caribbean in order to encourage and prepare them for greater trade union leadership roles. These courses included some materials which could be said to be women-oriented, but on the whole the courses duplicated those subjects taught to men. Women instructors were used whenever possible but, again, the emphasis was more on the content of the course and the quality of instruction than on the gender of the instructor.

It should be remembered that courses for women in the 1960's pre-dated any political imperative to conduct such education programs. In fact, these courses were provided at some political risk at the time because of the attitudes of male trade unionists from the macho societies of Latin America. Additionally, some trade union women found it difficult under these circumstances to convince their husbands that they (and their families) would ultimately benefit from such an experience.

For the same reasons, although more exaggerated, it was impossible then to even contemplate bringing a mixed group of men and women to attend an AIFLD course in the United States. In Latin America, on the other hand, it became possible, if still difficult, to have mixed-gender programs when offered closer to home.

In the 1960's, there were fewer women in the work force and obviously fewer women in the labor movement. Over the past quarter century, however, this situation has changed drastically as have the social taboos which prohibited women from participating in programs offered at a great distance from their homes.

Currently AIFLD still holds at least one women's course each year at the George Meany Center for Labor Studies. More

importantly, there is no longer a policy to exclude women from other AIFLD programs at the GMC and, as a result, there are two or three women at least in all the courses, and it is AIFLD's plan to increase this over the next five years. This has been a result of changed attitudes in Latin America more than any conscious effort on the part of AIFLD to "change" a policy. It should be remembered that the selection of participants takes place in Latin America by Latin American union leaders. (See Section D.1.A.)

With regard to AIFLD staffing patterns, there has always been an open door policy with regard to the employment of women for senior positions. Over the years, four women have become Country Program Directors and have held these important positions in various countries of Latin America and the Caribbean and for extended periods of time. At least 10 other women have held influential staff positions in the Washington office over the years. Currently, there are five staff positions filled by women in Washington, one female CPD and one female Administrative Assistant in Latin America. (See the organization chart in the Annex). Additionally, 15 out of 22 union members in Washington are female.

Several factors make it difficult to recruit women for the overseas positions which AIFLD has to offer. First, women with trade union backgrounds in the United States and who have the other qualifications for the positions are in high demand within the trade union movement in the U.S. Secondly, it continues to be much more socially acceptable in the U.S. for a women's career to be compatible with her husband's rather than visa-versa. This dictates that many qualified women prefer not to work overseas and away from husband and family. Third, AIFLD has no possibility for sending husband/wife teams into Latin America as does the State Department, thereby facilitating overseas careers for women. Finally, AIFLD is a small organization with low turn-over rates and declining total employment.

Despite these difficulties, AIFLD is constantly seeking to advance the status of women within the framework of staffing requirements as well as through the provision of educational opportunities for Latin American and Caribbean women.

3. Project Relationship to Other Considerations

The project can have no other than a positive impact on Latin America's poorest majority. It is universally true that blue collar workers, together with the growing number of men and women in the informal sector, occupy the bottom rung of society. Only the vast armies of unemployed stand below them. To restate its basic goal, this project is directed to improving the lot of those who have jobs while expanding work opportunities, through vocational training, for those who do not.

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Unions have generally been successful in improving the wage levels of their members and as a result have increased the effective demand for goods and services produced by others. This has required increased investment and employment which in turn has had a multiplier effect and has increased the rate of economic growth.

Improved living standards as a result of union activity have created the foundation for additional investment and employment opportunities in another way--through political stability. Having fought for political democracy and pluralism throughout their history, unions now must show that higher standards of living can be achieved through a collectively-bargained redistribution of income, with emphasis equally on productivity increases and social justice. These union goals reinforce the political stability required to attract and retain capital for investment.

Since the United States began concerted action 30 years ago to help raise living standards in Latin America, the labor component administered by AIFLD has been fully integrated into the effort. AIFLD recognized as it does now that increased worker purchasing power obtained through the collective bargaining process had to be the cement binding together all parts of the labor program.

Over the next five years the goal of the program, as it has been from the outset and as set forth in the attached country plans, is to bring the fruits of free trade union unionism to ever greater numbers of workers. Unions were established where none existed before and have gradually grown. Their strength will continue to grow as labor assumes a more important political role in society.

Freedom of association and effective collective bargaining are the foundation of the Latin American union movement. These principles have a validity that reaches beyond labor; even now they serve other mass movements as can be seen in the evolution of consumerism, volunterism and citizen involvement in the political process.

4. Institutionalization

A. Latin American Trade Unions

The degree to which AIFLD financial support of Latin American unions is necessary (Caribbean unions generally do not need or seek administrative support) has been an issue throughout AIFLD's existence. It has been debated with academics, politicians, evaluators, with Latin union leaders, and among AIFLD staff, and for all practical purposes, there is no one answer.

In general terms, AIFLD agrees that Latin unions should increasingly collect dues, become financially independent and no

longer have to rely on such assistance for their existence. Indeed, many Latin American unions have done just that and over the years have established a new and more productive fraternal relationship with AIFLD.

There are however, reasons (some good and some bad) which explain why many unions are currently dependent on outside financing for even minimal administrative costs:

- Often the real income of the membership is so low that affiliation would decline if membership depended on dues collection. Therefore, those unions no not enforce dues collections.

- Union members' rationale for not paying dues is that the level of services provided is so low that dues payment cannot be justified. This of course, creates a vicious cycle of no dues, no services, no dues, and so on.

- Sometimes, the traditional relationship between a union and a political party works against dues collection. If the membership perceives that the union is a dependency of the party, they will expect the party to pay the union's administrative expenses. Again, a vicious cycle is evidenced; no dues, party pays, no dues, etc.

- Even without a traditional union-party relationship, Latin Americans (whether or not unionists) typically regard political parties and governments as a source of services for which they have a right and which is not dependent on their financial support. This attitude is often carried over by the union member in his/her relationship with the union.

- At other times the need for a union is so great and the prospects of its demise, because of its inability to collect dues for its own financial support, is so strong that AIFLD has provided such support. This can result in the awkward situation where the dependency actually falls on the resource supplier, AIFLD, as heavily as on the recipient. Obviously, in the long run, this should be avoided, but in the short run there may be no alternative.

- Occasionally, it may be desirable to financially support a union in order that it not be forced to turn to sources of funds which may be undemocratic and seek to control and/or subvert the union. Again, this situation would call for a short term financial support solution despite the threat of reverse dependency.

- There is a tendency to think that AIFLD supports the administrative structure of <u>many</u> unions. Actually, local unions tend to be economically self-sufficient. It is the

local union, more often than not, that refuses to pay dues to the federation, or the federation that refuses to pay dues to the confederation. Normally, this is where AIFLD's financial support is needed.

- Even more often, the federation or confederation does receive sufficient dues to be able to exist. The question is not existence so much as it is services. If AIFLD funds an organizer through the federation, for example, AIFLD is helping to provide a service since, with or without an organizer, the federation would continue to operate. The same holds true for AIFLD-funded education provided by the federation or the confederation.

- Unions (and federations and confederations of unions) have in actuality been funding an increasing share of their expenses at all levels. In the future, union in-kind contributions will have an estimated dollar value placed on them for reporting purposes. At the present time, even the dollar value of big-ticket items such as air fares purchased by union groupings has not been adequately reported. (Several major confederations now provide international air fares as a matter of course, while AIFLD pays for education-related expenses in the United States).

- An attempt may be made to identify and, if possible, to document the number of unions which have collectively bargained dues check-off systems. It is known to be an increasing number, but too-obtrusive research into this matter could be politically damaging to AIFLD.

Labor programs are an essential part of U.S. foreign assistance, as mandated in the Foreign Assistance Act of 1961. The AIFLD programs should be viewed in this light. It is unlikely that U.S. labor would ever have the resources to fund these programs. Obviously, to the extent that the recipient trade union organizations grow and prosper, they will become less dependent on U.S. foreign assistance.

D. Project Design and Implementation

1. Implementation Plan

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A. Education Program

AIFLD's traditional approach to trade union education in bread-and-butter labor issues expanded in recent years to include political education in the theory and mechanics of democracy. While the experience of the American labor movement showed that a direct link between the two was necessary for improving working conditions in the United States, AIFLD was constrained for over two decades to limit its focus to economic and social development;

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
LOGFRAME SUMMARY
April 1, 1993 to March 31, 1998

Program	Trade Union Affiliation Unification	Membership Union Growth	Revival of Unions	Collective Bargaining	Self Sustainability	Improved Education Programs	Labor management Relations	Democratic Processes	Increase Capabilities of Trade Unionists (incl women)	Health & Safety
Social & Economic Dev.									x	
Education						x			x	
Argentina						x				
Bolivia	x			x	x		x	x		
Brazil	x	x			x		x	x		
Caribbean									x	
Chile	x	x		x	x	x	x			
Colombia	x	x								
Costa Rica		x	x		x					
Dominican Republic		x			x					
Ecuador	x						x	x		
Guatemala		x						x		
Honduras	x		x	x			x			
Panama	x		x	x	x		x			
Paraguay	x	x		x	x		x	x		
Peru	x							x		
Uruguay	x							x		
Venezuela		x	x		x					
AFT									x	
AFSCME	x	x			x				x	
ACTWU									x	x
CWA	x									
DPE	x								x	
GMP	x				x				x	
TCU					x				x	
UFCW					x				x	

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American Institute for Free Labor Development
8 Year Funding Summary
Regional Program
July 1, 1990 to March 31, 1998

	Actual 7/1/90 3/31/91	Actual 4/1/91 3/31/92	Actual 4/1/92 3/31/93	Proposed 4/1/93 3/31/94	Proposed 4/1/94 3/31/95	Proposed 4/1/95 3/31/96	Proposed 4/1/96 3/31/97	Proposed 4/1/97 3/31/98	Proposed 5-Year Total
Washington Programs									
AUDD	286,165	543,835	258,119						
Information	218,842	298,158	299,011						
Social & Economic Development	150,777	244,223	227,111	265,000	266,000	268,000	272,000	276,000	1,347,000
Education	819,522	1,550,933	1,761,166	497,000	504,000	516,000	528,000	538,000	2,583,000
George Meany Center	(incl)	(incl)	(incl)	1,210,000	1,130,500	1,090,000	878,500	880,000	5,189,000
	1,475,306	2,637,149	2,545,407	1,972,000	1,900,500	1,874,000	1,678,500	1,694,000	9,119,000
Country Programs									
Argentina	200,491	349,509	313,005	310,000	304,000	304,000	304,000	304,000	1,526,000
Bolivia	115,445	194,555	292,895	509,048	501,397	331,762	258,056	238,000	1,838,263
Brazil	422,315	602,385	633,354	453,000	443,000	443,000	443,000	443,000	2,225,000
Caribbean	278,356	216,644	197,200	385,000	368,000	368,000	368,000	368,000	1,857,000
Chile	165,579	184,421	140,700	134,000	134,000	119,000	112,000	107,000	606,000
Colombia	42,722	59,278	97,426	198,950	194,000	193,000	191,425	76,000	853,375
Costa Rica	176,601	118,399	190,380	141,000	139,000	110,000	115,000	105,000	610,000
Dominican Republic	195,830	229,170	290,235	311,000	276,000	276,000	276,000	276,000	1,415,000
Ecuador	64,752	105,248	231,403	218,000	210,000	120,000	98,000	96,000	742,000
Guatemala	150,227	221,773	262,745	263,000	235,000	220,000	225,000	210,000	1,153,000
Honduras	151,859	236,141	239,390	243,000	233,500	231,000	227,500	225,000	1,160,000
Mexico	71,595	<595>	-						

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Nicaragua	-	211,000	-						
Panama	325,512	354,488	399,708	214,050	198,500	177,500	191,575	147,000	928,625
Paraguay	154,226	125,774	105,225	215,000	205,000	172,000	127,000	100,000	819,000
Peru	52,879	68,121	80,010	84,000	80,000	80,000	80,000	80,000	404,000
Uruguay	22,639	35,361	47,440	44,000	44,000	44,000	44,000	44,000	220,000
Venezuela	184,059	275,941	285,110	157,000	142,500	138,000	129,000	112,000	678,500
	2,854,707	3,587,613	3,918,871	3,880,048	3,707,897	3,327,262	3,189,556	2,931,000	17,035,763
Total Programs	4,330,013	6,224,762	6,464,278	5,852,048	5,608,397	5,201,262	4,868,056	4,625,000	26,154,763
Indirect Costs	1,011,924	1,436,675	1,680,712	1,521,532	1,458,183	1,352,328	1,265,694	1,202,500	6,800,237
TOTAL	$5,341,937	$7,661,437	$8,144,990	$7,373,580	$7,066,580	$6,553,590	$6,133,750	$5,827,500	$32,955,000

American Institute for Free Labor Development
8 Year Funding Summary
Union-to-Union Program
July 1, 1990 to March 31, 1998

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Programs	Actual 7/1/90 3/31/90	Actual 4/1/91 3/31/92	Actual 4/1/92 3/31/93	Proposed 4/1/93 3/31/94	Proposed 4/1/94 3/31/95	Proposed 4/1/95 3/31/96	Proposed 4/1/96 3/31/97	Proposed 4/1/97 3/31/98	Proposed 5-Year Total
ACTWU	58,030	77,100	77,100	73,250	70,000	66,000	62,000	57,000	328,250
AFT	51,400	76,600	63,440	72,900	70,000	66,000	62,000	57,000	327,900
AFSCME	51,725	62,300	62,300	59,000	50,000	50,000	50,000	50,000	259,000
CWA	90,000	137,950	137,950	110,000	100,000	98,500	90,500	85,000	484,000
DPE	30,814	45,000	45,000	45,000	45,000	45,000	45,000	45,000	225,000

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36

GMP	40,000	57,850	57,850	57,850	50,000	50,000	50,000	50,000	257,850
TCU	103,200	137,600	137,600	110,000	100,000	98,500	90,500	85,000	484,000
UFCW	138,750	185,000	185,000	142,635	114,206	98,421	90,675	84,889	530,826
	563,919	779,400	766,240	670,635	599,206	572,421	540,675	513,889	2,896,826
Indirect Costs	131,788	179,886	199,222	174,365	155,794	148,829	140,575	133,611	753,174
TOTAL	$695,709	$959,286	$965,462	$845,000	$755,000	$721,250	$681,250	$647,500	$ 3,650,000
Grand Totals				$8,218,580	$7,821,580	$7,274,840	$6,815,000	$6,475,000	$36,605,000

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37

PROGRAM PROPOSAL
SOCIAL AND ECONOMIC DEVELOPMENT DEPARTMENT

I. Background

The Department of Economic and Social Development was initiated in June of 1992 in order to proceed with the work of the then-existing Social Projects Department while, at the same time, providing economic research and analysis capabilities to Latin America and Caribbean trade union movements. National economic restructuring, necessitated by an increasingly globalized commercial system, has placed requirements on the hemisphere's trade union movements which could not have been fully appreciated or anticipated prior to 1990 and which now often require changes in both attitudes and policies of unions.

II. Purpose

The program of social projects is designed to help unions to provide services to their members and to their communities and, in so doing, encourage membership in unions and the improvement of the movement's public image. Research and analysis of economic problems is utilized by Latin America and Caribbean unions to formulate policy which better serves their membership, their countries, and the development of democracy.

III. Description of Project Activities

AIFLD's Department of Economic and Social Development will continue to provide technical and administrative support for its program of social impact projects. The department will endeavor to respond to such issues as changing trade patterns, privatization, and institutional reform by organizing conferences, supporting the efforts of the Education Department, publishing policy papers, and representing the views of labor in national and international forums.

The Department of Economic and Social Development came into being in response to changing conditions in Latin America and the Caribbean and the need of unions in the hemisphere to meet the new challenges presented. This new Department is responsible for the continuation of a somewhat diminished level of support for union sponsored social projects and an even more severe curtailment of agrarian union related activities. The major new emphasis of the Department is the monitoring and analysis of economic activities in Latin America and the Caribbean.

Additionally, this new emphasis results in the preparation of educational and informational materials for use at the George Meany Center for Labor Studies in Silver Spring; Maryland and in AIFLD's courses in the field. The teaching of economic subjects both at the GMC and in Latin America and the Caribbean consume a small but growing portion of Departmental staff time.

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Since June 1992, the Department has prepared four publications, in English and Spanish:

1) Western Hemisphere Trade, A Union Analysis and Suggested Response.

2) Compilation of Selected Presentations, Papers and Publications describing AFL-CIO's policy regarding International Trade.

3) Free Market Economies and Democracy in Latin America.

4) Labor and Productivity.

While it is impossible to predict exactly the number and/or subject matter of future publications over a long period of time, it might reasonably be assumed that the economic trends that were evident at the start of the 1990's will continue to be important factors for at least the rest of the decade and most probably well beyond that time frame. As such, unions of the hemisphere will continue to have a need for detailed information and analysis on such subjects as economic integration, privatization, restructuring, debt, trade and trade blocs, growth policy, export processing zones, worker ownership, and productivity-to mention but a few.

Participation at conferences and similar meetings dealing with these subjects are becoming increasingly frequent. Particularly important are those which discuss industrial relations in the context of these changes and which encourage the development of strategies for labor-management cooperation.

It is anticipated that less-structured consultations with Latin American and Caribbean unions will occur at even more frequent intervals. These meetings often result in the formulation of union policy regarding the economic changes taking place and are therefore crucial to the attainment of AIFLD goals.

IV. End of Project Status

The unions of Latin America which cooperate with AIFLD will have a more informed policy regarding the major economic changes occurring in the hemisphere. They will be better prepared to safeguard the interest of their members in the face of these changes and will seek solutions which will, at the same time, allow for improvements on the operation of the economy.

It can be expected that the current economic integration and restructuring will accelerate over the next five years and that as a result of the work of the Department of Economic and Social Development, union leadership will be better prepared to represent their membership and to present a reasoned and positive union response to these changes.

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American Institute for Free Labor Development
Social and Economic Development Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries					
Director	76,053	78,334	80,685	83,105	85,598
Bilingual Secretary	33,450	34,453	35,487	36,552	37,648
	109,503	112,787	116,172	119,657	123,246
Benefits					
Retirement	26,865	27,671	28,500	29,356	30,237
FICA, Health, Life	24,626	25,036	25,322	25,481	26,011
	51,491	52,707	53,822	54,837	56,248
Travel and Per Diem					
International Travel	6,000	6,000	6,000	6,000	6,000
International Per Diem	4,500	4,500	4,500	4,500	4,500
Local Travel & Per Diem	3,000	3,500	3,500	4,000	4,000
	13,500	14,000	14,000	14,500	14,500
Rent	37,506	37,506	37,506	37,506	37,506
Supplies & Equipment	11,000	11,000	11,000	11,000	11,000
Communications & Postage	8,000	8,000	8,000	8,000	8,000
Outside Services	30,000	26,000	24,000	23,000	22,000
Other	4,000	4,000	3,500	3,500	3,500
Total	$265,000	$266,000	$268,000	$272,000	$276,000

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PROGRAM PROPOSAL
EDUCATION DEPARTMENT

I. Background

Economic globalization has blurred national boundaries and forced governments to accommodate policy to a new environment in which sovereignty is limited. Economic integration and trading blocs have produced new patterns of commerce that often leave developing nations on the margin. Structural adjustments and privatization have reduced the size and scope of the public sector but have not yet provided reservoirs of new employment or a social net to smooth the transition. Lack of worker participation in these processes highlights the need for new priorities and strategies to link labor with the productive sectors to sustain democracy and insure real economic growth.

II. Purpose

AIFLD will implement a new curriculum at the George Meany Center for Labor Studies that produces open discussion of the opportunities open to the democratic labor movement, and its responsibilities, to bring justice and equity to the processes of change.

III. Description of Project Activities

Through its residential courses and ancillary educational services, AIFLD will provide Latin American and Caribbean trade unionists with understanding of (a) the forces at work in economic globalization and their effect on the international labor movement; (b) the importance of human resource development and the advantages in cooperative versus adversarial labor-management relations; and (c) labor's place in the modern market economy and in democratic development. Special resident courses will offer training in selected areas of concern to women, public sector workers and in occupational health, safety and the environment.

There will also be the usual administrative functions such as providing technical services for AIFLD's in-country education programs, production of training materials including papers on labor and related matters, selection of instructors, curriculum development and course scheduling, and followup on graduates.

IV. End of Project Status

By 1998 AIFLD expects to have developed a well-trained cadre of trade union leaders who understand the nature of the economic transformation now taking place in their countries and throughout the world. By means of a network of regular communication and follow-up, they can spearhead a major effort to give workers the tools to improve their lives through economic asdvancement and political participation.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
DEPARTMENT OF EDUCATION
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Seminars at George Meany Center:										
4 Weeks	4	3	4	3	4	3	3	3	3	3
2 Weeks	1	2	1	1	1	1	1			
1 Week	1		1		1					
Conferences		1		1		1		1		1
Number of Students										
Male	106	88	88	60	64	56	56	42	42	42
Female	26	22	38	26	28	24	24	18	18	18
Total	132	110	126	86	92	80	80	60	60	60
Field Seminars/Conferences:										
Regional	2	1	1	1	1	1	1	1	1	1
In Country	2	2	2	1	1	1	1	1	1	1
Number of Students										
Male	84	63	63	42	42	42	42	42	42	42
Female	36	27	27	18	18	18	18	18	18	18
Total	120	90	90	60	60	60	60	60	60	60
Project Objectives										
New curriculum implemented	x									
Women participation increased			x							

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American Institute for Free Labor Development
Education Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries					
Director	73,423	78,334	80,685	83,105	85,598
Assistant Director	63,877	65,793	67,767	69,800	71,895
2 Bilingual Secretaries	66,900	68,907	70,974	73,103	75,296
	204,200	213,034	219,426	226,008	232,789
Benefits					
Retirement	49,450	51,592	53,140	54,734	56,376
FICA, Health, Life	39,050	50,874	51,434	51,758	51,835
	88,500	102,466	104,574	106,492	108,211
Travel					
International	18,300	18,000	20,000	20,000	20,000
Local & Van Expenses	15,000	16,000	16,000	18,000	18,000
	33,300	34,000	36,000	38,000	38,000
Rent	14,000	14,500	15,000	15,500	16,000
Supplies & Equipment	20,000	12,000	12,000	12,000	12,000
Communications & Postage	12,000	12,000	12,000	12,000	12,000
Overseas Programs	80,000	80,000	80,000	80,000	80,000
Outside Services	40,000	30,000	30,000	30,000	30,000
Other	5,000	6,000	7,000	8,000	9,000
Total	$497,000	$504,000	$516,000	$528,000	$538,000

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American Institute for Free Labor Development
George Meany Center Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
International Travel (Average $1,200)	218,400	171,600	170,400	144,000	144,000
Field Trips & Local Transportation	122,000	112,000	97,000	77,000	77,000
Room and Board					
28 day courses	381,700	417,480	437,360	386,400	403,200
14 day courses	59,130	88,200	86,240	32,200	33,600
8-day courses	27,000	25,200	26,400	15,000	
15-day courses	57,600				
	525,430	530,880	550,000	433,600	436,800
Participant Insurance $120 per mo./per student	29,520	26,600	23,600	15,600	15,600
Course Materials	86,000	78,000	65,000	47,000	46,000
Lecturer Fees & Expenses	39,250	35,420	31,000	27,300	26,600
Interpreter Fees & Expenses					
Full time, including ins.& travel	85,000	85,000	85,000	85,000	85,000
Portuguese Interpreters	10,400	11,000			
Temporary Interpreters	54,000	44,000	34,000	24,000	24,000
	149,400	140,000	119,000	109,000	109,000
Student Monitors	40,000	36,000	34,000	25,000	25,000
Total	$1,210,000	$1,130,500	$1,090,000	$878,500	$880,000
Number of students	261	232	228	156	140
Number of airfares	182	143	142	120	120
Number of Courses/Students					
28 day	7/142	7/142	7/142	6/120	6/120
14 day	2/44	3/60	3/56	1/20	1/20
8 day	1/35	1/30	1/30	1/16	-
15 day	2/40	-	-	-	-

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PROGRAM PROPOSAL
ARGENTINA

I. Background

Argentina's General Confederation of Labor (CGT) is the only legitimate voice defending the rights of the working class in a country experiencing a rapid switch from a state controlled economy to one embracing free market policies. Traditionally somewhat isolationist in nature, the CGT only recently has recognized the importance of the international trade union network. It participates in ORIT/ICFTU activities and with counterpart unions in the MERCOSUR countries on matters of concerning regional economic integration. Although troubled by internal feuding, the CGT is still a powerful force in the country and will have significant impact on the development of Argentine democracy, a prospect that underlies the AFL-CIO's outreach efforts.

II. Purpose

The program addresses the traditional isolationism of the CGT and its resistance to modern labor relations. The objectives over the next five years is help the CGT to

a) participate more actively in the ORIT-ICFTU, the ITSs and other regional labor bodies;

b) strengthen fraternal ties with the AFL-CIO; and

c) adopt an effective educational program using up-to-date training materials on modern day labor-management relations.

III. Description of Project Activities

AIFLD will provide educational resources and services to the CGT and its affiliated federations that include seminars and conferences. Support for the participation by Argentine trade unionists in international labor programs will also be offered.

IV. End of Project Status

Indicators of accomplishment:

A. CGT representatives regularly participate in all major international trade union events.

B. AFL-CIO and CGT leaders will continue their dialogue and meet routinely to carry on information exchanges.

C. The CGT has an ongoing national education program geared to the realities of the changing economic environment in the world as it affects the Southern Cone.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
ARGENTINA
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
1 week seminars	3	3	3	3	3	3	3	2	2	2
3 day conferences	2	3	3	3	3	3	3	2	2	2
1 day symposiums	2	2	2	2	2	2	2	1	1	1
Participants										
Male	235	265	265	265	265	265	265	158	158	158
Female	60	65	65	65	65	65	65	42	42	42
Total	330	330	330	330	330	330	330	200	200	200
Project Objectives										
CGT Participation in ICFTU/ORIT							x			
Strengthened ties between CGT and AFL-CIO						x				
Effective education program adopted									x	

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American Institute for Free Labor Development
Argentina Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	71,895
Salaries Local					
Education Coordinator & Acct./Secretary	65,000	60,000	56,000	58,000	60,000
Benefits U.S.					
Retirement	15,672	16,142	16,626	17,125	17,639
FICA, Health, Life	13,451	14,000	14,207	14,500	14,750
	29,123	30,142	30,833	31,625	32,389
Benefits Local (20%)	13,500	12,500	11,200	11,600	12,500
Overseas Allowances					
Permanent Quarters	21,000	23,000	23,000	24,500	24,500
Travel & Per Diem	27,000	27,000	25,000	25,000	25,000
Rent & Utilities	15,000	15,000	16,000	16,000	17,000
Supplies & Equipment	8,000	8,000	9,000	9,000	10,000
Communications & Postage	14,000	14,500	15,000	16,000	17,000
Outside Services	1,000				
Other	4,000	2,000	2,000	2,000	2,000
Education Program	48,500	46,065	48,200	40,475	31,716
Total	$310,000	$304,000	$304,000	$304,000	$304,000

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PROGRAM PROPOSAL
BOLIVIA

I. Background

Ignoring sweeping change on the international scene, leaders of the Bolivian Labor Central (COB) remain dedicated to Marxist-Leninist principles, including the armed subversion of capitalism. They also ignore the desire of the majority of workers for democracy in government and in the labor movement itself, along with more pragmatic and modern approaches to labor-management relations. In recent years AIFLD has developed a strong network of relationships with elements within the COB which espouse the democratic principles of western trade unionism.

II. Purpose

The purpose of this program is to modernize and democratize the Bolivian labor movement through training courses and technical assistance which will enable the unions to achieve gains and benefits to the workers through dialogue and collective bargaining rather than perpetual confrontation and strikes.

III. Description of Project Activities

The program will support democratic labor training programs for trade unions throughout Bolivia, supervised by AIFLD's La Paz and Santa Cruz offices. The AIFLD national office in La Paz will offer basic level programs for key sectors such as petroleum and construction workers, railway workers, street vendors, bank employees, municipal workers, with emphasis given to courses with the teachers unions which represent 80,000 professionals and is the largest organized force in the country. The La Paz program is national in scope.

The Santa Cruz program is regional in scope, as Santa Cruz represents the most dynamic area of the Bolivian economy. The program involves the administration of the Centro Agrario Sindical (CAS), an AIFLD - sponsored trade union service organization, which administers a wide-ranging education program for rural unions, the major unions in the Santa Cruz region such as petroleum and railway workers, bank employees, construction and highway workers, hotel and restaurant workers, street vendors, municipal employees, health and hospital workers, newspaper vendors, artisans and craftsmen, and for women workers and campesinas who have been largely ignored by other training programs.

In addition, among various other services the CAS gives administrative and logistical support to unions, and the CAS headquarters serves as a meeting place for unions without facilities. The Santa Cruz program is funded for 2 years under this grant.

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IV. End of Project Status

Indicators of accomplishment for La Paz project:

A. Currently, 13 of the 39 members of COB's Executive Board are identified with democratic political parties. In the next two COB congresses, democrats are expected to hold the majority of seats.

B. Currently, democratically elected trade union leaders are represented on very few governmental policy bodies. General strikes frequently occur as a result of labor confrontations with these bodies. By the end of the project, it is anticipated that labor will have representation on the executive boards of such key institutions as the Social Security Institute, the Transportation Institute, public hospitals and national pension funds.

C. At the present time, there are virtually no collective bargaining agreements in effect in Bolivia. By 1994 there will be at least one valid contract in a key sector (railroads, petroleum or healthcare). By the end of the project the practice of good faith collective will have spread to other sectors.

Indicators of accomplishment for Santa Cruz Project:

D. By 1995 leaders identified with democratic principles will be a majority on the Santa Cruz regional Confederation Executive Council.

E. By 1995 the Santa Cruz Confederation will have disaffiliated from the totalitarian-dominated WFTU and will have affiliated to the democratic oriented ICFTU.

F. By 1995 collective bargaining agreements will have been signed by the principal unions and major enterprises of Santa Cruz.

G. In the rural sector the Cooperative Council of San Julian district will have a solid administrative structure and dues-payment system capable of self-financing its staff and activities.

H. The rural unions and cooperatives of the San Julian district will have self-financing systems which would make them credit-worthy entities.

I. Through the technical training courses, and increases in the areas under cultivation, diversification of crops, and an increase in the added value of their crops, the income per capita of the farmers who participate in this program would increase by $100 per year.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
BOLIVIA
April 3, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/3094	10/1/94 3/31/95	4/1/95 9/3095	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
La Paz										
Nat'l Education Prog.in La Paz - Regional & Local Courses	60	60	60	60	60	60	60	60	60	60
Special National Seminars, Forums, Congresses	2	2	2	2	2	2	2	2	2	2
Special Int'l training Courses in conjunction with AID - 25 participants and Andean Peace Scholarships	1		1		1		1		1	
Santa Cruz										
Urban Courses	50	50	50	50	10					
Rural Courses	50	50	50	50	10					
Literacy Program Courses	60	60	60	60	15					
Participants										
Male	5,600	5,600	5,600	5,600	2,400	1,600	1,600	1,600	1,600	1,600
Female (20%)	1,400	1,400	1,400	1,400	600	400	400	400	400	400
total	7,000	7,000	7,000	7,000	3,000	2,000	2,000	2,000	2,000	2,000
Project Indicators										
More democratic COB Board	13		17				21			
Labor represented on institutional executive boards			1		1		1		1	
Good faith collective bargaining is established				1			1			1
More democratic Santa Cruz Confederation Executive Council					X					
Santa Cruz Confederation affiliated to ICFTU					X					
San Julian Coop Council Self supporting					X					
Rural unions of San Julian have dues structures					X					
Per capita income in Santa Cruz region increases by 100/yr					X					

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American Institute for Free Labor Development
Bolivia Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	71,895
Salaries Local					
RDO	38,000	40,000	41,000	24,000	11,000
La Paz	16,000	18,000	19,500	21,000	22,500
Santa Cruz	47,000	50,000	18,952	-	-
	101,000	108,000	79,452	45,000	33,500
Benefits U.S.					
Retirement	15,071	16,142	16,626	17,125	17,639
FICA, Health, Life	13,889	14,349	14,188	14,305	14,579
	28,960	30,491	30,814	31,430	32,218
Benefits Local (25%)	25,250	27,000	11,167	6,900	6,866
Overseas Allowances					
Permanent Quarters - CPD	18,900	18,900	18,900	18,900	18,900
Permanent Quarters - RDO	5,000	5,000	5,000	3,500	2,500
	23,900	23,900	23,900	22,400	21,400
Travel & Per Diem					
La Paz	18,350	16,200	14,200	13,000	11,000
Santa Cruz	16,900	16,900	4,500	-	-
	35,250	33,100	18,700	13,000	11,000
Rent & Utilities					
La Paz	10,000	10,000	10,000	10,000	10,000
Santa Cruz	13,000	13,000	3,500	-	-
	23,000	23,000	13,500	10,000	10,000
Supplies & Equipment					
La Paz	10,000	7,200	6,000	5,200	5,000
Santa Cruz	24,000	24,000	3,800	-	-
	34,000	31,200	9,800	5,200	5,000
Communications & Postage					
La Paz	10,000	7,200	5,000	4,000	2,000
Santa Cruz	6,875	6,875	1,200	-	-
	16,875	14,075	6,200	4,000	2,000
Outside Services					
La Paz	5,000	3,000	1,700	1,200	1,000
Other					
La Paz	4,088	2,517	1,922	1,446	600
Education Program					
La Paz	80,000	80,000	56,500	47,680	42,521
Santa Cruz	67,848	59,321	10,340	-	-
	147,848	139,321	66,840	47,680	42,521
Total	$509,048	$501,397	$331,762	$258,056	$238,000

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PROGRAM PROPOSAL
BRAZIL

I. Background

In good measure because of AIFLD efforts, three national union confederations founded in the 1980s--CGT, CUT and FS--have become recognized participants in current discussions on how to modernize Brazil's economic and political institutions and integrate the country with the global economy. Eventual success of these adjustments will depend on the extent to which unions and their members are made part of the process.

II. Purpose

This program addresses the needs of the three confederations for education programs for mid- and upper-level leaders to more effectively represent the membership through constructive engagement with management. By 1998 AIFLD expects that

(a) more unions with greater numbers of dues-paying members will affiliate with the three national labor centers;

(b) greater local union support will go to labor training programs, such as that of the Instituto Cultural do Trabalho, and

(c) the private sector will support permanent labor-management centers which foster dialogue on common interests.

III. Description of Project Activities

AIFLD will assist educational programs of the ICT and provide financial, technical and professional support for advanced training of the three confederations' leadership. Funding will also be provided to establish and maintain the labor-management dialogue fora.

IV. End of Project Status

Indicators of accomplishments:

A. Formal affiliations will have increased from 20 to 50 percent over the number of unions now members of CGT and FS, while CUT will experience a steady but somewhat slower rate of growth. Membership in unions regularly participating in ICT programs will be up by 20 percent.

B. Non-instructional costs of ICT activities will be fully financed by participating unions. Local participation in other AIFLD-supported activities will be above 50 percent.

C. At least two university based labor-management centers will be functioning on a permanent basis.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

SCHEDULE OF PLANNED ACCOMPLISHMENTS

BRAZIL

April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
ICT										
2 Week Courses	2	3	3	2	3	2	3	2	3	2
Conferences	3	3	3	3	3	3	3	3	3	3
Weekend Seminars	4	4	4	4	4	4	4	4	4	4
Regional Seminars	30	30	25	25	25	25	25	25	25	25
Other Training										
Special Conferences	2	3	3	2	2	2	3	2	3	2
1 Week Courses	2	3	2	3	3	3	2	2	3	3
Weekend Courses	2	3	3	2	3	2	3	3	2	2
Technical Projects	2	4	3	2	3	4	3	3	2	2
Participants										
Male	893	1283	1222	1086	1173	1282	1088	1231	1130	1043
Female	312	424	476	482	561	425	520	492	455	526
Total	1105	1707	1698	1568	1734	1707	1608	1723	1585	1569
Projects Objectives										
-Double affiliations to three labor centers										
-Increase self funding of programs										
-Two labor managment centers established										

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American Institute for Free Labor Development
Brazil Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	71,895
Salaries Local					
Acct., Secretary, Driver/Messenger	28,000	30,000	32,000	34,000	36,000
Benefits U.S.					
Retirement	15,671	16,142	16,626	17,125	17,639
FICA, Health, Life	13,054	13,035	14,547	14,500	14,486
	28,725	29,177	31,173	31,625	32,125
Benefits Local (48%)	13,440	14,400	15,360	16,320	17,280
Overseas Allowances					
Permanent Quarters	36,700	36,700	36,700	36,700	36,700
Education	27,000	20,000	20,000	16,000	12,000
	63,700	56,700	56,700	52,700	48,700
Travel & Per Diem	27,000	27,000	27,000	27,000	27,000
Rent & Utilities	10,000	12,000	14,000	16,000	18,000
Supplies & Equipment	12,000	15,000	12,000	12,000	12,000
Communications & Postage	15,000	15,000	15,000	15,000	15,000
Outside Services	4,000	5,000	6,000	7,000	8,000
Other	2,000	3,000	4,000	4,335	6,000
Program					
ICT Support	85,500	85,000	75,000	72,220	71,000
ICT Education	49,200	39,200	42,000	40,000	35,000
Other Education	50,558	45,730	45,000	45,000	45,000
	185,258	169,930	162,000	157,220	151,000
Total	$453,000	$443,000	$443,000	$443,000	$443,000

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PROGRAM PROPOSAL
THE CARIBBEAN REGION

I. Background

The English speaking parliamentary democracies have struggled in recent years with burdensome foreign debt, lack of capital investment, and worldwide recession that shrinks markets for their limited line of exports. The unemployment these conditions have caused are aggravated by government restructuring that has downsized public payrolls. The result is a worsening situation throughout the Caribbean that weakens both trade unions and the traditional political stability of the region.

II. Purpose

This program is designed to help unions in the Caribbean Congress of Labour (CCL) to

(a) adapt to the new realities of economic modernization and

(b) participate in future policy formulation by the individual governments and their regional economic bodies.

III. Description of Project Activities

AIFLD will provide assistance for a series of national and regional seminars organized by CCL to address common concerns of working men and women in the Caribbean, and from these conferences to develop consensus in broad policy areas for presentation to governments and regional governmental bodies. It will also provide logistical support for CCL and its union affiliates, as appropriate, to participate in national and regional fora on economic and social policy development. AIFLD's third major activity will focus on building up CCL's economic research and analysis capabilities.

IV. End of Project Status

Indicators of accomplishments:

A. CCL and its constituent unions will have an active role in government decision-making on the national and regional levels.

B. CCL's research department will have established itself as an authoritative contributor to the policy process, strengthening the confederation's unions vis-a-vis both the government and the private sector.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
CARIBBEAN
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
CCL Regional Seminars	1		1		1		1		1	
CCL Organizing Program	1	1								
Leadership Workshops & Organizing Grants	10	10	10	10	10	10	10	10	10	10
Scholarships to BWU Labor College	6	6	5	5	5	5	4	4	4	4
CCL Leadership Development & Assistance	1	2	3	2	1	2	4	2	2	2
CCL Administrative Committee Planning Conference	1	1	1	1	2	1	1	1	1	1
Education & Research Grants to CCL Affiliates	3	2	3	2	3	3	5	5	8	8
Special Assistance to Guyana TUC	2	1	2	2	1	1	2	1	2	1
Participants										
Male										
Female										
Total										
Project Objectives										
·Active role by CCL in government decision making										
·Research department established as a policy contributor										

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American Institute for Free Labor Development
Caribbean Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.					
CPD	52,662	57,000	61,500	66,000	71,895
Adm. Asst.	29,800	34,000	37,000	40,000	43,000
	82,462	91,000	98,500	106,000	114,895
Salaries Local					
Secretary/Accountant	43,500	28,000	20,000	15,000	10,000
Benefits U.S.					
Retirement	20,231	22,250	24,000	25,700	28,500
FICA, Health, Life	25,507	26,000	26,500	27,000	27,500
	45,738	48,250	50,500	52,700	56,000
Benefits Local (10%)	4,350	2,800	2,000	1,500	1,000
Overseas Allowances					
Permanent Quarters-CPD	24,000	24,000	24,000	24,000	24,000
Adm. Asst. Perm. Quarters	18,000	18,000	18,000	18,000	18,000
	42,000	42,000	42,000	42,000	42,000
Travel & Per Diem	22,750	24,000	24,000	24,000	24,000
Rent & Utilities	7,200	7,800	8,400	9,000	9,600
Supplies & Equipment	3,600	4,000	4,200	4,400	4,600
Communications & Postage	8,400	8,600	8,800	9,000	9,200
Outside Services	1,000	1,000	1,000	1,000	1,000
Other	1,000	1,200	1,400	1,600	1,800
Program					
Education Seminars	10,000	10,000	10,000	10,000	10,000
Organizing Program	10,000				
Leadership Workshop & Organizing Grants	39,000	38,350	34,200	32,000	28,000
Scholarships to BWU	10,000	10,000	10,000	8,000	8,000
CCL Support	46,500	44,000	46,000	44,800	40,905
Guyana TUC Support	7,500	7,000	7,000	7,000	7,000
	123,000	109,350	107,200	101,800	93,905
Total	$385,000	$368,000	$368,000	$368,000	$368,000

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PROGRAM PROPOSAL
CHILE

I. Background

There are three main problems confronting the democratic leadership of the Unitary Confederation of Workers (CUT). Paramount is a concern for maintaining Chile's successful transition to democracy. At the same time CUT must press hard to reclaim benefits and services stripped away during the Pinochet dictatorship. Lastly democrats must consolidate their control of the organization. In the meantime CUT, which is still not fully accustomed to functioning in an open society, must modernize its service capabilities for its affiliated unions.

II. Purpose

The program will seek to help CUT's democratic leadership to

a) affiliate the confederation to the ICFTU/ORIT;

b) effectively represent the membership in labor-management relations and collective bargaining of its affiliates;

c) modernize and expand its labor education program; and

d) increase membership and improve dues collection.

III. Description of Project Activities

AIFLD will provide the CUT with resources for an educational program that will include seminars, conferences and international training.

IV. End of Project Status

Indicators of accomplishment:

A. CUT has affiliated to ICFTU/ORIT

B. It regularly sponsors government-management-labor dialogue on worker concerns and seminars for its affiliates on collective bargaining.

C. It has created a modern national education program which includes a curriculum stressing labor economics, international trade and related research projects.

D. Its membership will grow an an average of eight percent annually and will have developed a dues-payment system by which CUT and its affiliated unions enjoy a significant measure of financial independence.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
CHILE
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
National Seminars	2	1	2	1	3	1	3	1	3	1
Regional Seminars	12	6	10	4	10	4	8	4	6	3
Conferences	3	2	2	2	2	2	1	1	1	
Participants										
Male	490	265	400	215	440	215	390	175	305	112
Female	120	65	100	55	110	55	90	45	75	28
Total	610	330	500	270	550	270	480	220	380	140
Project Objectives										
CUT affiliated to ICFTU/ORIT										
CUT sponsors tripartite dialogue										
CUT sponsors collective bargaining seminars										
Modern national education program established										
CUT membership grows 8% per year										
Dues payment system developed										

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American Institute for Free Labor Development
Chile Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries-Local					
Education Coordinator, Adm. Asst., Driver/Messenger	31,000	33,000	28,000	29,000	30,000
Benefits Local (16%)	5,000	5,500	4,500	4,500	5,000
Travel & Per Diem	20,000	20,000	17,000	12,000	12,000
Rent & Utilities	8,000	8,500	8,500	9,000	9,000
Supplies & Equipment	8,000	8,000	8,000	8,000	8,000
Communications & Postage	7,000	7,000	7,000	7,000	7,000
Outside Services	3,000	3,000	3,000	3,000	3,000
Other	1,000	1,000	1,000	1,000	1,000
Program					
Education	43,000	40,000	36,000	32,500	26,000
Support Grant	8,000	8,000	6,000	6,000	6,000
	51,000	48,000	42,000	38,500	32,000
Total	$134,000	$134,000	$119,000	$112,000	$107,000

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PROGRAM PROPOSAL
COLOMBIA

I. Background

The Colombian labor movement has suffered grievously in the general deterioration of the country itself. Less than 10 percent of the labor force is currently organized. Right and left wing terrorism has targeted trade unionists and more than 300 labor leaders have been murdered by paramilitary death squads, narcotics traffickers or revolutionary guerrillas. In this chaos the traditional labor confederations disintegrated. Outnumbered democrats within the Unitary Confederation of Workers (CUT) are constantly on the verge of losing control of the organization, and AIFLD helped them hold on.

II. Purpose

The AIFLD program will support the democratic factions within CUT efforts to gradually assert and by democratic means consolidate leadership within the national organization. Their objectives over the next five years are to

a) affiliate the national organization with the ORIT/ICFTU;

b) affiliate various independent federations to the CUT; and

c) increase the overall number of organized workers in democratically controlled unions.

III. Description of Project Activities

AIFLD will provide financial and other support to democratic trade union leaders within the CUT for an education program to include seminars, conferences and international training.

IV. End of Project Status

Indicators of accomplishment:

A. CUT is affiliated to ORIT/ICFTU.

B. Most independent federations have affiliated to CUT.

C. The total percentage of organized workers has risen to 12 percent of the workforce.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
COLOMBIA
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
National & Regional Seminars	4	4	4	4	4	4	4	4	4	3
Local Seminars	6	6	6	6	6	6	6	6	6	4
Organizing & Support Activities	10	10	8	7	7	6	4	2	2	1
Participants										
Male	225	225	225	225	225	225	225	225	235	235
Female	75	75	85	85	100	110	110	110	125	125
total	300	300	310	310	335	335	335	335	360	360
Project Objectives										
-CUT affiliated to the ICFTU/ORIT										x
-Most independent federations affiliated to CUT										x
-Organized workers increased to 12% of workforce										x

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American Institute for Free Labor Development
Colombia Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	
Salaries Local					
Education Coordinator, Secretary	18,200	19,000	19,830	20,725	21,560
Benefits U.S.					
Retirement	15,672	16,142	16,626	17,125	
FICA, Health, Life	13,401	13,665	14,107	14,500	
	29,073	29,807	30,733	31,625	
Benefits Local (13%)	1,000	1,075	1,150	1,225	1,300
Travel & Per Diem	15,400	15,100	14,800	14,700	4,600
Rent & Utilities	5,000	5,000	5,000	5,000	5,000
Supplies & Equipment	6,800	2,600	2,400	2,200	2,000
Communications & Postage	3,500	3,200	3,000	2,700	2,500
Outside Services	400	400	300	300	200
Other	200	200	200	150	100
Program					
Education	36,000	36,825	35,820	33,000	31,740
Organizing	19,500	15,000	12,000	10,000	7,000
	55,500	51,825	47,820	43,000	38,740
Total	$198,950	$194,000	$193,000	$191,425	$76,000

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COUNTRY PROGRAM PROPOSAL
COSTA RICA

I. Background

Renowned for its strong democratic vocation, Costa Rica has nonetheless strongly resisted democratic trade unionism. Its labor laws are regressive and place numerous obstacles in the way of organizing effective unions. General public apathy has allowed recent Costa Rican governments to encourage the formation of private sector "solidarista" worker organizations with which management excludes real unions and forecloses the right of employees to collective bargaining. Costa Rica must have democracy on the job as well as in its politics.

II. Purpose

This program addresses the need of the democratic union confederation Rerum Novarum (CTRN) for assistance in delivering to workers in the private sector the same protections offered by authentic trade unionism that are now available to many public sector employees. A second objective is to provide workers in both sectors a strong and coherent voice in the framing of government policy and law.

III. Description of Project Activities

Working with CTRN, AIFLD intends to focus its efforts on three general areas over the course of the next five years. Primary attention will be given to a long-term union organizing campaign in the private sector involving support for organizers, meetings and conferences and a public education program. Secondly, an on-going evaluation of CTRN's public sector affiliates will improve their ability to defend the members' interests. In both these areas success will be contingent on changes in the labor code and its administration. Finally, a combined labor education-public affairs program will be conducted to equip labor leaders to deal with interlocutors in both government and management while making the public at large aware of the benefits of effective trade unions.

IV. End of Project Status

CTRN will show these indicators of accomplishment by 1998:

A. 10,000 new members from the private sector whose unions work constructively with management.

B. Increased numbers of unions with larger memberships in the public sector.

C. Labor representation in governmental bodies charged with developing and implementing national policies.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
COSTA RICA
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Private Sector Organizing										
Seminars/Conferences	18	18	18	18	12	12	14	14	10	10
Activists/Organizer Supported	1	1	1	1	1	1	1	1	1	1
Public Sector Education										
Seminars/Conferences	6	6	6	6	5	5	6	6	3	3
Economic Education	5	5	5	5	4	4	5	5	3	3
Participants										
Male	640	640	640	640	460	460	550	550	350	350
Female	260	260	260	260	190	190	225	225	150	150
total	900	900	900	900	650	650	775	775	500	500
Project Objectives										
Private sector unions membership increased from 3,000										x
Public sector unions maintain membership										x
Labor representation in national policy development										
Dues collection increases from $2,900/mo. to $7,000/mo.										x

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American Institute for Free Labor Development
Costa Rica Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries Local					
Education Coordinator Acct., Receptionist, Driver/Messenger	34,480	28,000	24,000	24,000	24,000
Benefits Local (31%)	10,690	8,680	7,440	7,440	7,440
Travel & Per Diem					
Int'l, Local, & Veh.	8,000	8,000	8,000	8,000	8,000
Rent & Utilities	10,800	10,800	12,000	12,000	13,000
Supplies & Equipment	4,000	4,000	4,000	4,000	4,000
Communications & Postage	5,000	5,000	5,000	5,000	5,000
Outside Services					
Other	4,000	4,000	4,000	4,000	4,000
Program					
Education	30,000	35,000	22,000	20,000	15,000
Organizing	34,030	35,520	23,560	30,560	24,560
	64,030	70,520	45,560	50,560	39,560
Total	$141,000	$139,000	$110,000	$115,000	$105,000

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PROGRAM PROPOSAL
DOMINICAN REPUBLIC

I. Background

In economic terms the Dominican Republic is entering the modern era, with manufacturing and services today providing the country's largest sources of income, far more than the traditional agricultural sector. Trade unions are well-established in tourism and related industries but only now are they preparing to organize workers in the booming export-processing zones (EPZs). This has been made possible by modernization of the labor code, approved in 1992 after years of struggle by the unions.

II. Purpose

The National Confederation of Dominican Workers (CNTD) aims to

(a) add greater numbers to organized workforce, particularly women who are make up the great majority of those employed in EPZs;

(c) provide affiliates with better professional service, and

(c) improve dues-collection systems.

III. Description of Project Activities

AIFLD will assist CNTD in providing basic trade union education for its members, mounting organizing campaigns among urban and rural workers, with special attention given to the EPZs, and in developing a competent research, legal and technical services capability. It will also assist CNTD restructure and modernize its internal financial structure.

IV. End of Project Status

Indicators of accomplishment by 1998:

A. The aggregate membership of CNTD's affiliated unions will have grown, as a result of a long-term organizing effort, by an average of 12,000 per year, or from its present level of 135,000 to about 200,000;

B. A functioning CNTD services department for guidance in such matters as collective bargaining and contract negotiation, legal services in proceedings before the Labor Tribunal, and research facilities that can provide data base information and economic analysis.

C. An efficient dues-collection system is in place that increases the independence and financial viability of both the confederation and its member unions.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
DOMINICAN REPUBLIC
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Urban Sector										
Basic Seminars	8	8	5	5	5	5	5	5	5	5
Weekend Seminars	14	14	10	10	10	10	10	10	10	10
Full Time Seminars	1	2	1	2	1	2	1	1	1	1
Free Zone Organizing Seminars	1	2	1	2	1	2	1	1	1	1
Rural Sector										
Basic Rural Seminars	5	5	5	5	5	5	5	5	5	5
Weekend Conferences	10	10	8	8	5	5	5	5	5	5
Regional Rural Seminars	2	2	2	2	2	2	2	2	2	2
National Rural Seminars	1	1	1	1	1	1	1	1	1	1
Participants										
Male										
Female										
total										
Project Objectives										
CNTD membership grows from 136,000 to 200,000										"
CNTD service department is in place and functioning										"
Dues collection system is in place and function										"

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American Institute for Free Labor Development
Dominican Republic Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	71,895
Salaries Local					
Education Coordinator, Secretary, Acct., Driver/Messenger	29,087	30,541	32,068	33,671	35,355
Benefits U.S.					
Retirement	15,672	16,142	16,626	17,125	17,639
FICA, Health, Life	13,564	14,031	14,164	14,878	14,638
	29,236	30,173	30,790	32,003	32,277
Benefits Local (13%)	7,272	7,635	8,017	8,418	8,839
Overseas Allowances					
Permanent Quarters	13,508	13,508	13,508	13,508	15,034
Travel & Per Diem	19,000	17,000	17,000	13,500	12,000
Rent & Utilities	19,200	19,200	19,200	19,200	19,200
Supplies & Equipment	7,200	7,200	7,200	7,200	7,200
Communications & Postage	7,200	7,200	7,200	7,200	7,200
Outside Services	4,000	4,000	3,000	2,000	2,000
Other	2,000	2,000	1,500	1,000	1,000
Program					
Urban Education	17,500	12,500	12,500	11,000	11,000
Urban Organizing	39,000	24,000	23,000	24,000	22,000
Rural CNTD Organizing Support	40,720	28,050	27,250	27,500	26,000
Rural Education	12,200	7,200	6,000	6,000	5,000
	109,420	71,750	68,750	68,500	64,000
Total	$311,000	$276,000	$276,000	$276,000	$276,000

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PROGRAM PROPOSAL
ECUADOR

I. Background

A chronic and major problem for the Ecuadoran labor movement has been the lack of adequate mechanisms to peacefully resolve differences with the government and with employers. This problem is currently exacerbated by a newly elected conservative government bent on structural adjustment that creates unemployment and a devalued currency, and by class attitudes of employers which in many instances prevent genuine dialogue. Traditional Marxian attitudes prevalent in many trade unions also hamper conflict resolution. Continued AIFLD assistance will help the Confederation of Free Ecuadoran Unions (CEOSL) and independent democratic unions to overcome these problems.

II. Purpose

AIFLD's program goals in the next five years are to

a) help form a single labor central body (besides CEOSL three others exist now) to serve workers in the urban, agricultural and informal sectors;

b) improve the tripartite relationship to upgrade trade union negotiating skills so as to encourage government and the private sector to cooperate with labor the solution of national problems;

c) increase participation by CEOSL and other independent labor organizations in government decision making; and

d) help CEOSL and the independents to increase the organized workforce.

III. Description of Project Activities

AIFLD will provide resources and services to CEOSL and other organizations for education programs.

IV. End of Project Status

Indicators of accomplishments:

A. A single labor center is in full operation.

B. It effectively works in harness with government and business to solve economic and social disputes peacefully.

C. It participates in the substantive work of various governmental planning, regulating and decision making bodies.

D. Organized workers total 15 percent of the national workforce, double the estimated total in 1993.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
ECUADOR
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
National & Regional Seminars	12	8	9	7	9	7	9	7	8	6
Conferences & Forums	8	7	8	7	8	7	7	6	5	4
Activists/Organizers Supported	4	4	4	3	4	3	4	3	4	3
Participants										
Male	465	385	405	365	445	405	420	380	370	330
Female	135	115	115	115	180	170	180	170	140	130
total	600	500	520	480	625	575	600	550	510	460
Project Objectives										
Single labor center										x
Labor center works with business and governement in conflict resolution										x
Labor center participates in government decision making process										x
Organized workers increased from 7% to 15% of workforce										x

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American Institute for Free Labor Development
Ecuador Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries Local					
Education Coordinator, Secretary, Acct., Driver/Messenger	23,706	24,709	21,572	22,475	23,416
Benefits Local (14%)	3,355	3,515	3,020	3,147	3,278
Travel & Per Diem	15,000	15,000	10,000	8,000	8,000
Rent & Utilities	5,000	5,500	6,000	6,500	7,000
Supplies & Equipment	4,000	4,000	4,000	4,000	4,000
Communications & Postage	4,000	4,000	3,000	3,000	3,000
Outside Services	10,000	10,000	5,000	-	-
Other	4,000	4,000	4,000	4,000	4,000
Program					
Education	108,939	104,276	43,408	36,878	33,306
Organizing	40,000	35,000	20,000	10,000	10,000
	148,939	139,276	63,408	46,878	43,306
Total	$218,000	$210,000	$120,000	$98,000	$96,000

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PROGRAM PROPOSAL
GUATEMALA

I. Background

In Guatemala's poor and violent society, labor--either in and of itself or as an organized movement--is not held in high regard. Unions are weak and the labor movement as whole is sharply divided, adding to the low esteem of workers vis-a-vis other sectors of the populace. The unions won a modest victory in 1992 with nominal changes in the labor code, but their long struggle for worker rights more usually has been marked by disappointment and frustration.

II. Purpose

CUSG's program goals in the next five years which AIFLD will support are to

(a) organize stronger unions;

(b) secure enforcement of human and trade union rights, and

(c) participate in governmental decisions affecting the worker's interest, starting with reform of the labor code.

III. Description of Project Activities

Labor education remains the foremost concern of CUSG and to build union strength, it must make urban and rural workers aware of the most basic benefits of trade union activism. In addition to standard training courses in union organizing and administration, collective bargaining and the like, major components of the program will explain (a) how regional integration and the consequent restructuring of the Guatemalan economy can affect workers and (b) what role organized labor must play in government decision making. CUSG will also conduct a public education program to reform and modernize the labor code and impart the message of union responsibility in relations with management.

IV. End of Project Status

Indicators of accomplishments:

1. There will be a united labor movement with more unions with greater numbers of members that, on more equal terms with government and management, can negotiate binding and effective labor contracts.

2. CUSG will be a full partner with government and management in developing solutions to the nation's problems.

3. A new labor code with effective protections of worker rights will be fully in effect.

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SCHEDULE OF PLANNED ACCOMPLISHMENTS
AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
GUATEMALA
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Labor Unity and International Coordination										
Basic Courses, Conferences, Assemblies	7	6	6	4	3	3	4	3	2	2
Modernization of the labor mov't. Structures and Implementation of Union Dues Collection System										
Regional Seminars, Forums, & Conferences	3	3	3	2	2	2	2	2	1	1
Labor Management Relations										
National Seminars, Forums, & Conferences	4	4	3	3	2	2	2	2	1	1
Activists/Organizers Supported	6	6	4	4	3	3	4	4	3	3
Participants										
Male										
Female										
total										
Project Objectives										
Increased membership										*
USG involved in government processes on solutions										*
New labor code										*

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American Institute for Free Labor Development
Guatemala Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	71,895
Salaries Local					
Adm. Assistant, Secretary Driver/Messenger	28,000	20,000	18,000	16,000	14,000
Benefits U.S.					
Retirement	15,672	16,142	16,626	17,125	17,639
FICA, Health, Life	13,451	13,465	14,207	14,575	15,016
	29,123	29,607	30,833	31,700	32,655
Benefits Local (19%)	5,300	3,800	3,400	3,000	2,700
Overseas Allowances					
Permanent Quarters	20,350	21,000	21,500	22,000	22,500
Travel & Per Diem	13,000	11,500	11,000	10,500	10,000
Rent & Utilities	10,800	10,800	11,500	11,500	11,500
Supplies & Equipment	6,000	5,000	5,000	5,000	5,000
Communications & Postage	9,000	8,000	8,000	8,000	8,000
Outside Services	2,000	1,500	1,500	1,500	1,500
Other	4,000	3,000	2,000	2,000	2,000
Program					
Education	30,000	25,000	20,500	22,000	18,250
Organizing	20,000	16,000	12,000	15,000	10,000
Support Grant	21,550	14,000	7,000	7,000	
	71,550	55,000	39,500	44,000	28,250
Total	$263,000	$235,000	$220,000	$225,000	$210,000

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PROGRAM PROPOSAL
HONDURAS

I. Background

A far-reaching economic reform program now being implemented imposes a regime of strict austerity that weighs most heavily on working men and women. Real wages are declining and unemployment is up, with a consequent explosion in the growth of the so-called informal sector. The situation places organized labor, represented by CTH, the national workers confederation, in an increasingly serious confrontation with both government and the private sector.

II. Purpose

AIFLD will help CTH to

(a) develop leadership cadres that can effectively represent the membership in negotiation with government and management, while building up its national strength and technical competence, and

(b) win acceptance of a labor-management relations board through a public education component of the confederation's training programs.

III. Description of Program Activities

AIFLD will concentrate its assistance in three main areas: CTH education programs to familiarize union leaders with the nature of problems arising from Honduras' entry into the age of economic modernization and integration; securing broad acceptance and support for CTH's initiative to form a labor-management relations board that can facilitate adjustments required by the free market and Central American integration; and a long-term CTH organizing program to strengthen private sector unions while reviving those in the public sector that were dismantled or are in decline as a result of the current austerity program.

IV. End of Project Status

A. A labor-management junta, sanctioned by the government, will be in place, serving as a conflict-resolution mechanism that has a special focus on industrial disputes in Honduras' growing export-processing zones.

B. Fifteen new unions will have been established while moribund unions in the public sector will be functioning again; 75 new collective bargaining contracts will be in force.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
HONDURAS
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Economic Awareness training seminars	3	3	3	3	3	3	3	3	3	3
Seminars on development of labor/management relations boards	3	3	3	3	3	3	3	3	3	3
Education seminars for CTH and member organizations	2	2	2	2	2	2	2	2	2	2
Activists/Organizers Supported	8	8	7	7	6	6	5	5	4	4
Participants										
Male										
Female										
total										
Project Objectives										
Labor-management junta is in place and functioning to resolve conflicts										x
15 new unions estblished										x
Public sector unions functioning										x
75 new collective bargaining contracts										x

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American Institute for Free Labor Development
Honduras Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	63,877	65,793	67,767	69,800	71,895
Salaries Local					
Adm. Assistant, Secretary, Driver/Messenger	18,000	19,000	20,250	21,500	22,750
Benefits U.S.					
Retirement	15,672	16,142	16,626	17,125	17,639
FICA, Health, Life	13,251	13,715	13,827	14,150	14,316
	28,923	29,857	30,453	31,275	31,955
Benefits Local (20%)	2,700	2,850	3,030	3,225	3,400
Overseas Allowances					
Permanent Quarters	16,000	16,000	18,000	18,000	20,000
Travel & Per Diem	15,000	8,000	8,000	8,000	8,000
Rent & Utilities	8,000	8,500	9,000	9,500	10,000
Supplies & Equipment	6,000	6,000	5,000	5,000	4,500
Communications & Postage	7,500	7,500	7,500	7,000	7,000
Outside Services	1,000	1,000	1,000	1,000	1,000
Other	2,000	2,000	2,000	2,000	2,000
Program					
Education	17,000	14,000	13,000	12,200	10,500
Organizing	20,000	20,000	17,000	14,000	12,000
Support Grant	37,000	33,000	29,000	25,000	20,000
	74,000	67,000	59,000	51,200	42,500
Total	$243,000	$233,500	$231,000	$227,500	$225,000

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PROGRAM PROPOSAL
PANAMA

II. Background

The democratic labor movement has fared no better under the present government than it did during the Noriega dictatorship; its prospects may in fact be more problematical. The Endara regime has so restricted labor's ability to organize, bargain collectively and strike as to make these fundamental rights virtual dead letters. The unions must reinvigorate their leadership, especially at the local level, if they are to regain real effectiveness in representing their members' interest.

II. Purpose

With AIFLD support, the Confederation of Panamanian Workers (CTRP) will

(a) win acceptance and respect from government and the private sector for the core principle of trade unionism, the right to organize and enter into collective agreements with employers.

(b) rebuild its union base, and

(c) give workers a voice in governmental decision making.

III. Description of Project Activities

CTRP's basic education program will stress union organizing and administration, collective bargaining, and labor-management cooperation. Other services to its affiliates will include legal counsel, economic analysis and where needed union organizers. An important component of the program will be political education on ways unions and their members can participate in the formulation of national economic and social policy.

IV. End of Project Status

By 1998 CTRP expects these results:

A. The collective bargaining process will be fully restored, strengthened by an arbitration system for resolving disputes that do not lend themselves to negotiation.

B. CTRP will have reestablished effective unions in all major sectors of the economy; dues-paying arrangements will function in most CTRP affiliates, contributing to their own and the confederation's financial viability.

C. A permanent tripartite institution made up of government, management and labor will have been formed as a result of CTRP's initiative and will be engaged in discussion of national issues.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
PANAMA
April 1, 1993 to March 31, 1998

	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Outputs										
Seminars/Conferences	1	1	.	.	.	.	.	.	.	.
Activists Supported	24	24	18	18	14	14	18	18	12	12
Organizing										
Seminars/Conferences	4	4	3	3	3	3	3	3	2	2
Activists Supported	24	24	18	18	14	14	18	18	12	12
Institution Building										
Seminars/Conferences	3	3	2	2	2	2	2	2	2	2
Union Participation	4									
Seminars/Conferences		4	4	5	3	4	4	4	3	3
Participants										
Male	300	300	225	250	200	225	225	225	175	175
Female	120	120	90	100	80	90	90	90	70	70
total	420	420	315	350	280	315	315	315	245	245
Project Objectives										
Collective bargaining restored									x	
Dues collection increases from $20,000 to $70,000 per year									x	
Tripartite organization established							x			

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American Institute for Free Labor Development
Panama Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries Local					
Program Coordinator, Accountant, Secretary, Driver/Messenger	46,705	41,500	42,600	43,750	44,900
Benefits Local (11%)	4,250	4,350	4,400	4,500	4,600
Travel & Per Diem	7,500	7,500	8,000	8,000	4,000
Rent & Utilities	18,900	19,800	20,000	20,000	20,000
Supplies & Equipment	5,000	5,000	5,000	5,000	3,000
Communications & Postage	7,000	7,000	7,000	7,000	5,000
Outside Services	3,000	3,000	3,000	3,000	3,000
Other	2,000	2,000	2,000	2,000	1,000
Program					
Education	47,695	42,350	28,500	48,325	21,500
Organizing	36,000	30,000	27,000	20,000	20,000
Support Grant 20,000	36,000	36,000	30,000	30,000	20,000
	119,695	108,350	85,500	98,325	61,500
Total	$214,050	$198,500	$177,500	$191,575	$147,000

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PROGRAM PROPOSAL
PARAGUAY

I. Background

Because of the long dictatorship independent trade unionism in Paraguay developed slowly, but since 1989 the Unitary Confederation of Workers (CUT) has become an important catalyst of popular action at the grass roots. Over the next five years its aim is to make labor a full participant in the society's economic and political life while giving working men and women effective representation at the bargaining table and in government councils.

II. Purpose

AIFLD's objective is to help CUT to

a) build a strong internal structure and broaden its base with viable, dues-paying union in both the urban and rural sectors;

b) play a significant role in all political processes, and

c) develop a relationship of mutual respect with management.

III. Description of Project Activities

AIFLD will provide financial and technical support for organizers, training courses, scholarships and national forums.

IV. End of Project Status

Indicators of accomplishment:

A. An increase of 50 percent in total members, half of whom regularly pay union dues; 25 strong new unions established in the private and public sectors, and one-fourth of all CUT's affiliated unions with collective contracts setting their work rules.

B. An established track record as a significant participant in the democratic process--starting with the 1993 presidential election; a new labor code, the product of effective CUT lobbying, conforming to ILO standards will be in effect, and CUT will have a voice in government decision-making bodies.

C. An active labor-management study center will be operating at Catholic University that serves as a tripartite forum for discussion of national problems affecting workers in the urban, rural and informal sectors.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
PARAGUAY
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
1 Week Technical Conferences	2	2	2	2	2	2	2	2	2	2
Evening Courses	65	60	50	50	40	35	40	35	25	25
Integration Seminars	-	-	1	-	1	1	2	1	2	1
2-Week International Courses	-	-	-	-	1	-	1	-	1	1
National Forums/Work Shops	1	1	2	1	2	1	2	1	2	1
Labor-Management Seminars	1	1	1	1	1	1	2	1	2	1
Weekend Organizing Seminars	8	7	8	7	7	7	6	6	3	2
Technical Seminars	5	5	5	5	5	5	5	5	5	4
Activist/Organizers Supported	4	4	4	4	3	2	2	2	1	1
Participants										
Male										
Female										
total										
Project Objectives										
25 new unions established										x
50% increase in membership										x
25% of CUT affiliates have collective bargaining										x
Improved dues collections										x
Participation in democratic process - new labor code										x
Labor management center established										x

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American Institute for Free Labor Development
Paraguay Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries U.S.	38,905	41,750	24,000		
Salaries Local					
Secretary/Accountant					
Driver/Messenger	12,100	11,500	12,500	14,500	15,500
Benefits U.S.					
Retirement	9,543	10,240	6,000		
FICA, Health, Life	12,032	12,265	7,375		
	21,575	22,505	13,375		
Benefits Local (25%)	2,700	2,875	3,125	3,375	3,625
Overseas Allowances					
Permanent Quarters	13,800	13,800	7,400		
Travel & Per Diem	7,300	6,000	6,000	3,000	3,000
Rent & Utilities	7,920	8,200	9,000	9,500	10,000
Supplies & Equipment	5,000	5,000	5,000	5,000	5,000
Communications & Postage	6,000	6,000	6,000	6,000	6,000
Outside Services	2,000	2,000	2,000	2,000	2,000
Program					
Education	54,700	45,770	49,600	49,625	34,875
Organizing	12,000	12,000	10,000	10,000	
Support Grant	31,000	27,600	24,000	24,000	20,000
	97,700	85,370	83,600	83,625	54,875
Total	$215,000	$205,000	$172,000	$127,000	$100,000

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PROGRAM PROPOSAL
PERU

I. Background

AIFLD has played an active role on the Peruvian labor scene since 1963, principally supporting the democratically-oriented Confederation of Peruvian Workers (CTP). At present organized labor is beleaguered by repressive government, new legislation designed to divide unions, and capricious enforcement of existing laws and codes with the intent of crushing labor unions or making them subservient to authoritarian rule. AIFLD will assist democratic labor to survive in this inhospitable climate.

II. Purpose

The project is designed to help sustain democratic labor through the current repression and economic transition. Its purpose over the next five years is to help CTP or a successor body and other independent unions to

a) form a single pluralistic labor center affiliated to ORIT/ICFTU;

b) affiliate a significant number of agrarian workers and workers in the informal sector; and

c) participate in various government councils, commissions and boards which formulate policy regulating social legislation and other programs of direct concern to workers.

III. Description of Project Activities

AIFLD will primarily provide resources for educational events which promote democratic labor unity.

IV. End of Project Status

Indicators of accomplishments:

A. A single unified central body exists and is affiliated to the ORIT/ICFTU.

B. It has enrolled new agrarian union federations and worker groups in the informal sector.

C. It has voting and/or representative status in government decision-making and consultative councils.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
PERU
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
National Education Program	30	30	30	30	30	30	30	30	30	30
Unity Forums, Symposiums and Congresses	2	2	2	2	2	2	2	2	2	2
Participants										
Male										
Female (20%)										
total										
Project Objectives										
ICFTU/ORIT affiliated central body is largest and most powerful in Peru										x
Many totalitarian - controled unions democratized										x
New agrarian union federation affiliated to ICFTU/ORIT central body										x
New worker groups in the informal sector affiliated to ICFTU/ORIT central body										x
New central body participates in government decisions										x

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American Institute for Free Labor Development
Peru Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries Local					
Accountant/Secretary, Driver/Messenger	23,880	25,000	27,000	25,000	26,000
Travel & Per Diem	10,000	10,000	10,000	10,000	10,000
Rent & Utilities	4,000	4,500	5,000	5,500	6,000
Supplies & Equipment	4,000	4,000	4,000	4,000	4,000
Communications & Postage	4,000	4,000	4,000	4,000	4,000
Outside Services	7,000	7,000	7,000	7,000	7,000
Other	2,000	2,000	2,000	2,000	2,000
Program					
Education	13,870	10,200	9,625	11,050	9,475
Support Grant	15,250	13,300	11,375	11,450	11,525
	29,120	23,500	21,000	22,500	21,000
Total	$84,000	$80,000	$80,000	$80,000	$80,000

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PROGRAM PROPOSAL
URUGUAY

I. Background

Historically dominated by the radical left, Uruguayan labor prior to 1985 was subjected to harsh military repression. Global political and economic evolution since then has forced the PIT/CNT, the country's main labor organization, to re-examine traditional ideological biases and seek closer ties with democratic labor in Europe and North America. The coming year could mark the beginning of a profound modernization process for the PIT/CNT. AIFLD is concerned that as the government continues its move away from a centrally directed economy to free market mechanisms, violence is a growing threat to industrial peace and modern labor relations.

II. Purpose

This program seeks to strengthen democratic currents within the PIT/CNT and associate the organization as a whole more closely with the democratic world trade union movement. Over the next five years AIFLD expects

a) PIT/CNT to affiliate to the ORIT/ICFTU and a majority of its component unions will become members of International Trade Secretariats related to the ICFTU;

b) A closer relationship to develop between the PIT/CNT and the AFL-CIO;

c) PIT/CNT will have a voice with the government in the ongoing MERCOSUR negotiations, and will play a constructive role in the economic adjustment process now underway in Uruguay.

III. Description of Project Activities

AIFLD will provide resources and services for education programs for democratic unions within the PIT/CNT.

IV. End of Project Status

Indicators of accomplishments:

A. The PIT/CNT has affiliated to the ICFTU/ORIT and more than half of its major unions are members of ITSs.

B. Dialogue between the AFL-CIO and PIT/CNT takes place as a routine matter of course.

C. PIT/CNT is a member of the Uruguayan Trade Commission and participates with voice and vote in other national policy bodies.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

SCHEDULE OF PLANNED ACCOMPLISHMENTS

URUGUAY

April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Support for Uruguayan labor leaders in regional events. (Number of participants)										
Male	4	2	4	2	4	2	4	2	4	2
Female	2	1	2	1	2	1	2	1	2	1
Regional Courses and Seminars	4	2	4	2	5	3	5	3	4	2
Participants										
Male	65	32	65	32	85	50	85	50	65	32
Female	35	18	35	18	40	25	40	25	35	18
	100	50	100	50	125	75	125	100	100	50
Project Objectives										
PIT/CNT affiliated to ICFTU/ORIT										x
Over 50% of PIT/CNT unions affiliated to ITS's										x
Improved PIT/CNT-AFL-CIO relations										x
PIT/CNT is a member of the Uruguayan Trade Commission										x

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American Institute for Free Labor Development
Uruguay Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries Local					
Education Coordinator	9,000	9,500	10,000	10,500	11,000
Benefits Local (17%)	1,500	1,600	1,700	1,785	1,870
Travel & Per Diem	4,000	4,000	4,000	4,000	4,000
Rent & Utilities	2,000	2,000	2,000	2,000	2,000
Supplies & Equipment	2,000	2,000	2,000	2,000	2,000
Communications & Postage	2,000	2,000	2,000	2,000	2,000
Outside Services	1,000	1,000	1,000	1,000	1,000
Other	500	500	500	500	500
Education Program	22,000	21,400	20,800	20,215	19,630
Total	$44,000	$44,000	$44,000	$44,000	$44,000

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PROGRAM PROPOSAL
VENEZUELA

I. Background

The military rebellions of 1992-93 not only came close to toppling a democratic government, they revealed a stunning loss of popular confidence in national institutions. What came clear in the aftermath was that the people simply did not trust the establishment anymore and would not defend it. Organized labor, a power in Venezuelan politics perceived to be an important part of the establishment, learned that it had necessarily to reappraise and reform its function as the worker's spokesman.

II. Purpose

AIFLD will encourage the Confederation of Venezuelan Workers (CTV) to orient its education program more toward civic awareness and actionin order to restore popular credibility in democratic institutions, redress social and economic inequities and elaborate labor's role in attaining these objectives.

III. Description of Project Activities

AIFLD will support CTV'slabor training programs conducted by IMAESIN and other trade union educational bodies that are designed to refocus CTV's appeal to the public at large on two major principles: the need for trade union support from the worker himself, and popular groups representing him, rather than subsidies from the government and the political parties; and union representation in national economic policy making.

IV. End of Project Status

By 1998 CTV expects these results:

1. Increases in general union membership and in the number of CTV affiliates will cap the success of the confederation's five-year renewal effort.

2. CTV unions will be better able to survive and operate independently, on their own and without the old props of outside support.

3. CTV will have a new popular image as an effective institution committed to the welfare of its general membership, advocacy of strict ethics in public service, and better relations with management to advance the national interest.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
VENEZUELA
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
CTV Inter American Seminars	2	1	1	1	2	1	1	1	.	.
Technical Training Conferences/Seminars	2	2	3	1	1	2	1	1	2	1
Local & Regional Intermediate Level Leadership Training Seminars	4	2	3	3	5	5	7	5	4	3
CTV Advanced Level Training/Exchange Programs		1	.	2	1	1	1	1	1	
Participants										
Male										
Female										
total										
Project Objectives										
Increased union membership										
Increased affiliations to CTV										x
CTV unions better self-sustained										x
										x

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American Institute for Free Labor Development
Venezuela Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Salaries Local					
Adm. Assistant, Secretary/Acct., Driver/Messenger	19,150	19,850	20,600	21,600	22,000
Benefits Local (30%)	5,750	5,950	6,180	6,480	6,600
Travel & Per Diem	20,000	20,000	20,000	20,000	20,000
Rent & Utilities	13,200	16,800	16,800	16,800	16,800
Supplies & Equipment	5,000	5,000	5,000	5,000	5,000
Communications & Postage	6,000	6,000	6,000	6,000	6,000
Outside Services	2,000	2,000	2,000	2,000	2,000
Other	1,000	1,000	1,000	1,000	1,000
Education Program	84,900	65,900	60,420	50,120	32,600
Total	$157,000	$142,500	$138,000	$129,000	$112,000

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1. The Amalgamated Clothing and Textile Workers Union and the Interamerican Textile, Leather, Garment and Shoe Workers Federation (ACTWU/FITITVC)

I. Background

These two labor organizations work with unions in an industry that has become the flagship of low-wage export processing or free trade zones now proliferating throughout Central America and the Caribbean. It is also an industry whose work force is made up largely of women. Besides having to carry the combined burden of employment with their domestic responsibilities, women generally find themselves subject to more exploitative working conditions than men--in terms of wages, health and safety standards and the ability to organize unions. ACTWU and FITITVC are committed to seeing the principle of equal pay for equal work of equal value recognized as the norm among free zone workers in the textile and clothing trades, and over the next five years will expose and work to eliminate hazards to health found with such high incidence in many free zones. But as a matter of first business they will focus on the need to build strong unions to secure these improvements with common action. They will not limit their activities to the burgeoning export-processing zones in Middle America and will address the need for unionization of workers in Latin America's clothing and textile industries as a whole, with educational programs in the Andean states and the Southern Cone. An important contribution to the project will be the resources FITITVC can tap in the vital currents of international trade union solidarity to encourage, with both material and moral support, the formation of viable unions in the industry.

II. Purpose

The purpose of this program is, through a program of education, to:

a) strengthen Textile Garments and Leather Workers organizations;

b) improve the working conditions and pay for women in the industry;

c) improve health and safety conditions in the industry.

III. Description of Project Actities

Over the next five years ACTWU will assist textile and clothing workers to form effective unions that can produce for their membership fair wages and decent working conditions. This will be done through support of FITITVC labor education programs that feature

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a) seminars on union organizing and administration, collective bargaining, and negotiation of contracts that stipulate modern health and safety safeguards as well as the usual provisions covering wages and hours;

b) political education seminars that eventually confer real leverage to workers with employers and governments, and

c) regional seminars and hemisphere-wide conferences of leading clothing and textile unions that treat problems common to the industry.

IV <u>End of Project Status</u>

a)

b)

c)

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
AMALGAMATED CLOTHING AND TEXTILE WORKERS (ACTWU)
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Interamerican Conferences	1		1		1	1	1		1	
Southern-Cone Regional Meeting		1								
National Seminars	4	5	3	4	3	4	4	4	3	4
Participants										
Male										
Female										
total										
Project Objectives										
Organizations in the industry strengthened										x
Working conditions and pay of women improved										x
Health and safety conditions improved										x

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American Institute for Free Labor Development
Amalgamated Clothing and Textile Workers Union (ACTWU)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Administrative Support					
General Secretary Travel & Per Diem	20,000	19,000	18,000	17,000	16,000
Program Costs					
Interamerican Conferences	10,000	10,000	10,000	5,000	5,000
Souther Cone Regional Conferences	8,000	8,000	8,000	8,000	8,000
National Seminars	28,000	26,000	23,000	25,000	23,000
Organizing Program	7,250	7,000	7,000	7,000	5,000
Total	$73,250	$70,000	$66,000	$62,000	$57,000

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2. The American Federation of State, County and Municipal Employees and Public Service International (AFSCME/PSI)

I. Background

For nearly 30 years AFSCME, the largest public sector union in the United States, has helped to build labor organizations among government workers in Spanish America and the English-speaking Caribbean. The varied ethnic and cultural stock strongly represented in AFSCME provides a natural bridge to communities of working men and women throughout the region, and the union's close ties to the PSI trade secretariat have facilitated the effort with a number of educational, exchange and solidarity activities. In recent years and in tandem with its standard labor training program, the AFSCME/PSI partnership has broadened it to emphasize training and research projects that increase the ability of the counterparts to come to grips with new phenomena affecting job security and working conditions: privatization of state enterprises, contracting-out, previously unknown or unacknowledged health and safety hazards, and the explosion of modern technology offering new approaches to more efficient union management. The second AFSCME/PSI mission is to draw the unions of Latin America's public sector more closely into cooperation with the ORIT/ICFTU international labor network, whose solidarity adds to the voice of the organized worker, from the national labor confederation down to its local affiliates at the grassroots level.

II. Purpose

The purpose of this program is to:

a) develop closer links between public sector unions in the region on a bilateral basis;

b) increase the capability of public sector unions to improve their quality of leadership, administration, participation of women members, and role in society.

c) increase union membership in the public sector.

III. Description of Project Activities

The project is designed to help workers in the public sector organize and maintain effective democratic unions and use the collective bargaining process to advance their common interests.

Over the next five years AFSCME will support

a) national training programs developed by Latin American public sector unions for leadership development and strengthened technical, training and organizing skills, with stress on use of the media and mass communications;

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b) costs of travel and per diem for AFSCME staff specialists in education, women's rights, computer technology (using donated equipment to automate administrative functions of counterpart unions), and healthcare;

c) conferences and research on privatization and structural adjustment; regional integration's impact on the public sector; healthcare for government workers; employee involvement in public management; and

d) public sector solidarity activities that support and encourage multilateral links with the world democratic trade union movement, through the good offices of PSI.

IV. End of Project Status

By 1998 AFSCME expects to see:

a) increase in affiliations to the Public Services International;

b) well-established training programs of their own operated by labor confederations that have taken part in the union-to-union program;

c) membership increases by unions participating in the training programs offered.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME)
April 1, 1993 to March 31, 1998

Objectives	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
National Seminars	2	1	2	1	1	2	1	2	1	2
Technical Seminars	1	1	1	1	1	1	2	-	1	1
Interamerican Conference	-	1	1	1	-	2	1	1	2	-
Experts Supported	2	2	2	2	2	2	2	2	2	2
Participants										
Male	42	57	68	46	22	62	58	48	52	27
Female	33	33	47	44	28	93	57	42	38	23
Total	75	90	115	90	50	155	115	90	90	50
Project Objectives										
Increased affiliations to the PSI										x
Established training programs										x
Increased union membership										x

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American Institute for Free Labor Development
American Federation of State, County, and Municipal Employees (AFSCME)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
National & Local Seminars	16,000	16,000	16,000	16,000	16,000
Interamerican Seminars	38,500	29,500	29,500	29,500	29,500
Professional Support Prog.	4,500	4,500	4,500	4,500	4,500
Total	$59,000	$50,000	$50,000	$50,000	$50,000

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3. The American Federation of Teachers and the International Federation of Free Teachers Unions (AFT/IFFTU)

I. Background

AFT has maintained a program of general support and technical assistance for teachers' organizations in Latin America and the Caribbean for over 15 years. Its objective is to help teachers to develop and organize independent democratic organizations that can defend member interests, and over the past three years AFT has focused its efforts in countries with authoritarian governments or emerging democracies. It aided teachers groups which became significant players in the democratic evolutions of Chile, El Salvador and Nicaragua and is building contacts now in Haiti.

II. Purpose

The AFT will emphasize projects that will improve the capacity of teachers organizations to influence education development in their countries. The purpose of the program is:

a) In Nicaragua, to help the democratic teachers organizations play a role in the country's education system and civic groups that support democracy;

b) In Haiti, to assist in the establishment of a national office for the national teachers union and provide support while the union reorganizes, when the situation in Haiti allows this kind of activity.

c) In Mexico, to develop closer relations between U.S. and Mexico teachers organizations so that education can play an important role in the long term development of economic and social relations between the U.S. and Mexico.

d) In the Southern Cone, to improve the capability of teachers organizations to (i) effectively articulate the significance of education to economic development, (ii) work with education authorities to seek innovative ways to reform and improve national education plans, and (iii) organize broad conditions of civic, political and economic organizations to function as lobbies on behalf of education.

e) In the Dominican Republic, to determine the needs of the union membership at the local level and to train local leaders to assist in the administration of union elections.

III. Description of Project Activities

The AFT will conduct a series of seminars and conferences to carry out its program, as well as provide organizational support where needed. The funding in the budget is only the minimum for

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each of the activities, and does not reflect contributions from the Education International and the AFT.

IV. <u>End of Project Status</u>

a)

b)

c)

d)

e)

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
AMERICAN FEDERATION OF TEACHERS (AFT)
April 1, 1993 to March 31, 1998

Objectives	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Nicaragua Seminars	1	1	1	1	1	1		1		1
Haiti Seminars		1		1		1		1		1
Mexico Seminars		1		1		1		1		1
Southern Cone Seminars		1		1		1		1		1
Dominican Republic Meetings	10	10								
Participants										
Male										
female										
Total										
Project Objectives										
Nicaragua										
Haiti										
Mexico										
Southern Cone										
Dominican Republic										

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104

American Institute for Free Labor Development
American Federation of Teachers (AFT)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Administration Support					
Secretarial, Accounting, and Travel	15,400	17,500	14,000	10,000	5,000
Program					
Nicaragua Seminars	10,000	10,000	10,000	10,000	10,000
Haiti Assistance/Support	20,000	20,000	20,000	20,000	20,000
Mexico Conferences	10,000	10,000	10,000	10,000	10,000
Dominican Republic Seminars	5,000				
Southern Cone Seminars	12,500	12,500	12,000	12,000	12,000
Total	$72,900	$70,000	$66,000	$62,000	$57,000

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4. The Communications Workers of America and the Postal, Telegraph and Telephone International (CWA/PTTI)

I. Background

For many years PTTI has rendered expert operational and technical support for unions in the postal, telecommunications and light and power industries of the Western Hemisphere. Such services are provided by the trade secretariat's Latin American regional headquarters and three sub-regional branches. These offices organize and carry out seminars and training courses for affiliated unions in groups of countries coming under their jurisdiction. PTTI cooperates with other international labor bodies active in the region, such as the ORIT/ICFTU and the UN's International Labor Organization, and has long been supported by the AFL-CIO's Communications Workers of America.

II. Purpose

The purpose of the program is to increase the affiliations to the PTTI by developing stronger unions through a comprehensive education program.

III. Description of Project Activities

The PTTI will continue its education program directed primarily at new workers in the industry, giving them the tools to participate in and support the trade union movement. A research program will also be conducted to assist unions in the collective bargaining process.

IV. End of Project Status

Standard measurements of progress--increases in the numbers of PTTI affiliates and their individual memberships--will demonstrate sustained healthy growth throughout the program's five-year timeframe.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
COMMUNICATIONS WORKERS OF AMERICA (CWA)
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Regional Seminars	10	8	9	8	8	8	8	7	8	7
Local Seminars	12	8	10	8	10	5	10	5	9	5
Activists supported	5	5	5	5	5	5	5	5	5	5
Participants										
Male										
Female										
Total										
Project Objectives										
Increased affiliations to the PTTI										

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107

American Institute for Free Labor Development
Communications Workers of America (CWA)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Southern Cone Program					
Seminars	24,000	21,500	21,000	20,000	19,000
Activists	7,000	7,000	7,000	6,000	6,000
Central American Program					
Seminars	19,000	17,000	17,000	16,000	15,000
Activists	5,000	5,000	5,000	4,000	4,000
Caribbean Region					
Seminars	18,000	15,500	15,500	14,500	14,000
Union Support	2,000	2,000	2,000	1,000	-
Light & Power Program	19,000	17,000	17,000	16,000	15,000
Research Department	16,000	15,000	14,000	13,000	12,000
Total	$110,000	$100,000	$98,500	$90,500	$85,000

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5. The Glass, Molders, Pottery, Plastics and Allied Workers International Union and the International Federation of Chemical, Energy and General Workers (GMP/ICEF)

I. Background

GMP in coordination with ICEF conducts education programs in Latin America and the Caribbean for workers in the chemical, rubber, glass, ceramics, cement, pharmaceutical, petroleum and energy, and pulp and paper industries. Their traditional focus has been labor education and democratic institution-building, but more recently courses have concentrated on the effect on workers of the drive for free market economies throughout the region. Also of concern is the emergence of trading blocs, the North American Free Trade Agreement and South America's MERCOSUR. Since 70 percent of the mix of products of interest to GMP/ICEF comes from Argentina, Brazil, Paraguay and Uruguay, helping MERCOSUR labor organizations takes on particular importance. A major goal in this program has been to foster labor unity in the industries covered. The latest manifestation of this was the GMP-ICEF initiative in January 1993 setting up an Interamerican Petroleum and Gas Working Group within the ICEF trade secretariat. Even more emphasis will go to regional, then continental, coordination of the program, inasmuch as the broad array of industries in the field are multinational in nature and have impact on workers' lives far beyond the usual concerns of wages and working conditions. Environmental protection, for example, with its implications for the health and safety of workers and whole communities alike, will be of paramount importance for the foreseeable future.

II. Purpose

The purpose of this program is, by helping unions throughout the industries industry to speak effectively for workers on everyday bread-and- butter issues and contribute to strengthening the democratic process, to:

a) Increase the affiliations to the ICEF,

b) Increase willingness of the unions to contribute to their own education programs.

III. Description of Project Activities

GMP will support ICEF education programs, recognized as among the best in the international trade union movement, to be tailored for unions in each specific industry sector. As part of this effort, ICEF hopes to tie in Latin American affiliates with its global communications system, thus permitting the upgrading of general data bases. The on-going training effort will be supplemented with regional conferences which GMP will support covering the common market areas of MERCOSUR, the Andean Pact and CARICOM in the English-speaking Caribbean. Labor discussions on the North American Free Trade Agreement will be held in Mexico City

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and Miami. Continental conferences of ICEF affiliates in discrete segments of the industry are planned for each of five years of the program.

IV. <u>End of Project Status</u>

a)

b)

c)

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
GLASS, MOLDERS, POTTERY, PLASTICS AND ALLIED WORKERS INTERNATIONAL UNION (GMP)
April 1, 1993 to March 31, 1998

Objectives	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
Organizing Drives			1				1			
Interamerican Conferences	1		1		1		1			
Regional Conferences		1		1		1		1		1
National/Local Seminars	2	3	2	3	2	3	2	3	2	3
Participants										
Male	150	150	150	150	150	150	150	150	150	150
Female	50	50	50	50	50	50	50	50	50	50
total	200	200	250	200	200	200	200	200	200	200
Project Objectives										
Affiliations to ICEF increased										x
Increased self-sufficiency of education programs										x

American Institute for Free Labor Development
Glass, Molders, Pottery, Plastics & Allied Workers (GMP)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Administrative Support					
Coordinator/Trainer	20,800	20,800	20,800	20,800	20,800
Travel for Coordinator/ Trainer	2,500	2,500	2,500	2,500	2,500
Secretarial and other	2,500	2,500	2,500	2,500	2,500
Programs					
Interamerican Conferences	15,000	10,000	10,000	10,000	10,000
Regional Conferences	6,000	5,000	5,000	5,000	5,000
National/Local Seminars	11,050	9,200	9,200	9,200	9,200
Total	$57,850	$50,000	$50,000	$50,000	$50,000

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112

6. The Transport and Communications International Union and the International Transport Workers Federation (TCU/ITF)

This program remains essentially a bilateral undertaking between TCU and its Latin American counterparts in the transport and communications industry, owing to the significant curtailment of activities in the region after 1990 by the ITF trade secretariat. TCU conducts most of its programs with ITF affiliates, and with the ITF itself wherever practicable. TCU continues to work closely with the AFL-CIO's International Affairs Department, as it has traditionally done with AIFLD, and maintains a consultant in Latin America responsible for for assisting TCU's Field Prgram Coordinator in conducting education and training programs in the region. The consultant works under the supervision of the Director of the TCU International Affairs Department.

II. Purpose

Towards the goal of continuity and self reliance for the leadership and membership of transportation unions in Latin America, the purpose of this program is to:

a) Develop more accomplished, productive, and responsible labor leaders in the areas of communication skills and utilization of computers, who can then compete more effectively and realistically with technologically-minded employers.

b) Develop training capabilities of labor leaders who can then effectively carry out education programs, ("Training the trainer") thereby allowing unions to institute their own educational programs.

III. Description of Project Activities

During the five-year period TCU has planned:

a) a Central American program in all five countries devoted to problems associated with the mushrooming maquila industries in export-processing zones as they relate to surface/air transport and communications; ways to adjust to the privatization drive now underway in the region; and an introductory program for transport unions in the Dominican Republic, where TCU has not been active in the recent past;

b) special programs in at least five South American countries whose regional integration plan, MERCOSUR, will have particular impact on air, land, sea and river transport workers; health and safety will be another topic addressed in several meetings of transport unions from throughout the region, following up on TCU's initial conference on the subject held in 1992 in Caracas; and

c) the hiring of transport specialists from the United States and Latin America to direct research projects, develop curricula

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and course materials, and provide technical assistance to unions participating in the program.

IV. End of Project Status

By 1998 TCU expects:

a) Well-trained labor leaders in every signficant sector of Latin America's transport and communications industry who will have provided their unions with the means to deal on a more equal basis with opposite numbers in management and government, with the result that transport and communications workers are among the best paid and organized in the total work force.

b) Unions in every significant sector of Latin America's transport and communications industry conducting their own training programs.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
TRANSPORTATION COMMUNICATIONS INTERNATIONAL UNION (TCU)
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
National Programs										
Seminar/Workshop	2	2	2	2	3	3	3	3	3	3
Leadership Training	2	2	2	2	3	3	3	3	3	3
Seminar/Conference	2	2	2	2	3	3	3	3	3	3
		1		1		1		1		1
Interamerican Conferences		1		1		1		1		1
Participants										
Male										
Female										
total										
Project Objectives										
Well trained labor leaders in areas of communications and computers										x
More unions conducting own educational programs										x

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American Institute for Free Labor Development
Transportation-Communications International Union (TCU)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Administration Support					
Coordinator Salary & Benefits	39,000	37,000	37,000	37,000	31,500
Office Supplies, Communications & Postage, Accounting	14,000	12,000	10,500	2,500	2,500
Program Costs					
Technical Assistance	20,000	18,000	18,000	18,000	18,000
Travel & Per Diem for Coordinator & Tech. Asst.	24,000	22,000	22,000	22,000	22,000
Conference & Participant Costs	13,000	11,000	11,000	11,000	11,000
Total	$110,000	$100,000	$98,500	$90,500	85,000

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116

7. The United Food and Commercial Workers and the International Federation of Employees and Technicians (UFCW/IRO-FIET)

I. Background

UFCW's Latin American/Caribbean program has a solid record of successful educational work with democratic unions in the various sectors represented by the FIET trade secretariat, which covers workers in banking and commerce, insurance, property maintenance and security services, healthcare and clerical and supervisory capacities. Demographically almost half the membership is made up of women, and its affiliated unions cross the spectrum from educated, politically active bank workers of the middle class to cleaning staffs earning mere subsistence wages. Their common concerns are the spread of paternalistic, employer-dominated solidarista worker associations, exclusion from decision-making in the free market era, and the growth of multinational companies in large sectors of industries in which they work. The UFCW program is conducted through FIET's regional organization, IRO-FIET, which has its offices and a four-person staff in San Jose, Costa Rica, and is funded in part out UFCW's budget.

II. Purpose

The program's objective is the strengthening of independent democratic unions in the service sectors of Latin America and the Caribbean. During the five-year program UFCW plans

a) to concentrate more effort to representing lower-wage workers' interests and helping their unions to become more self-sufficient, without neglecting the interests of white-collar unions of the middle class;

b) to bring women, who represent so great a part of the IRO-FIET family, into greater participation and leadership roles in their unions.

III. Description of Project Activities

The general concerns shared by IRO-FIET affiliates dictate a regional and sub-regional approach to the education program. Courses will to a great extent be limited to training instructors and will consist of two phases in two consecutive years; only participants completing the first phase will be invited to the second, which will prepare them to plan, organize and implement educational programs within their own unions. In addition to the standard trade union courses, they will receive training on dealing with larger social problems, such as the AIDS epidemic. Separately, IRO-FIET's trade sections and interprofessional groups will bring together trade unionists for comparative analysis of problems in a given sector, e.g. finance or commerce. In each year of the program UFCW expects to support 15 national courses for union members, four intermediate courses for union officers, and two regional or sub-regional seminars.

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IV. <u>End of Project Status</u>

a)

b)

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
UNITED FOOD AND COMMERCIAL WORKERS (UFCW)
April 1, 1993 to March 31, 1998

Objectives	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
3-Day Basic Courses	7	7	7	7	7	7	7	7	7	7
5-Day Intermediate Courses	2	2	2	2	2	2	2	2	2	2
Participants										
Male										
Female										
total										
Project Objectives										
Unions of lower wage earners are more self-sufficient										x
Women participate more in unions; more women labor leaders										x

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119

American Institute for Free Labor Development
United Food & Commercial Workers (UFCW)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Administrative Support (Interamerican Representative Accounting, Secretary, Office Supplies)	95,000	66,500	51,000	43,000	37,500
Program					
Basic Courses	27,500	27,500	27,500	27,500	27,500
Intermediate Courses	20,135	20,206	19,921	20,175	19,889
Total	$142,635	$114,206	$98,421	$90,675	$84,889

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8. The Department of Professional Employees of the AFL-CIO and the International Secretariat of Entertainment and Electronic Mass Media Unions (DPE/ISETU-FIET)

I. Background

Unions affiliated to DPE speak for thousands of workers in the arts, entertainment and mass media industry (AEMI) whose exports of audio-visual programming alone are second largest in the U.S. economy, exceeded only by those of the aerospace industry. These AEMI unions reached out to counterparts in Latin America in an effort to build a strong independent labor body in the region that can defend worker interests in a regime of fair, non-exploitative competition. The effort has a cultural and social dimension as well inasmuch as AEMI union members are recognized communicators in their society who are best positioned to promote the values of free speech and expression and the democratic right of access to the media. Starting four years ago DPE began a dialogue with its opposite numbers in those countries leading Latin America's arts, entertainment and media industry; the aim was an organization that espoused democratic trade union principles and strengthened ties among AEMI unions both in the hemisphere and the rest of the world. At the end of 1991, following conferences in the United States, Argentina, Brazil, Chile, Mexico, Peru and Venezuela, these unions with representation from Canada established PANARTES, the Pan American Federation for Arts, Mass Media and Entertainment Unions. One of PANARTES' first official steps was to affiliate with the industry's worldwide ITS, the International Secretariat of Arts, Mass Media and Entertainment Trade Unions (ISETU), and through it to the ICFTU.

II. Purpose

Over the next five years DPE expects to:

A. Help create a well-organized and adequately financed organization of independent democratic unions effectively representing their members in the industry throughout North and South America.

B. Increase knowledge of the industry, its problems and potentials among Arts, Entertainment, and Mass Media industry union leaders and professional and technical workers in the industry.

III. Description of Project Activities

DPE expects that over the next five years PANARTES will become the main vehicle for a broad range of cooperative efforts among AEMI unions in the hemisphere and, with ISETU, the rest of the world. It will plan and carry out meetings and exchanges of professional and technical people working in unions in the industry, as it did in 1992 when Federation representatives attended the annual conference of the U.S. National Association of Broadcasters, and for attendance at major exhibits of new broadcast

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technology in the United States. As world leader in the industry, the United States will continue to be the central site for PANARTES activities but trade union educational programs will also be staged in Latin American countries important to the industry. Federation statutes call for general assemblies in 1993, 1995 and 1999, with executive committee meetings at least twice between the assemblies. A regular newsletter will maintain improved communication among the Federation's member unions.

IV. <u>End of Project Status</u>

A) The number of affiliates of PANARTES will have increased.

b) PANARTES representatives will be actively participating in ISETU and other appropriate ITS's associated with the ICFTU.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SCHEDULE OF PLANNED ACCOMPLISHMENTS
DEPARTMENT FOR PROFESSIONAL EMPLOYEES, AFL CIO (DPE)
April 1, 1993 to March 31, 1998

Outputs	4/1/93 9/30/93	10/1/93 3/31/94	4/1/94 9/30/94	10/1/94 3/31/95	4/1/95 9/30/95	10/1/95 3/31/96	4/1/96 9/30/96	10/1/96 3/31/97	4/1/97 9/30/97	10/1/97 3/31/98
PANARTES Assembly		1				1				
PANARTES Executive Committee Meeting	1		1		1		1		1	
Professional & Technical Seminars	1		1				1		1	
Workshops for Trade Union Leaders	1		1				1		1	
Participants										
Male										
Female										
total										
Project Objectives										
PANARTES affiliations have increased										x
PANARTES representatives actively participate in ISETU and other ITS's										x

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American Institute for Free Labor Development
Department for Professional Employees (DPE)
Budget
April 1, 1993 to March 31, 1998

	93/94	94/95	95/96	96/97	97/98
Administration Support					
Secretarial, Accounting, and Travel	12,000	12,000	12,000	12,000	12,000
Program					
PANARTES Meeting/Assembly	10,000		10,000		10,000
Executive Committee Meeting	2,000	2,000	2,000	2,000	2,000
Professional/Technical Seminars	10,000	15,000	10,000	15,000	15,000
Trade Union Leader Workshops	11,000	16,000	11,000	16,000	6,000
Total	$45,000	$45,000	$45,000	$45,000	$45,000

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

JOB DESCRIPTIONS

BOARD OF TRUSTEES

Consists of sixteen (16) AFL-CIO Council members including President Lane Kirkland and Secretary-Treasurer Tom Donahue who approve the objectives, goals, programs of the AIFLD and the budget to support all of the activities in order to achieve the above.

EXECUTIVE DIRECTOR - William C. Doherty

As the principal officer of the AIFLD, he has the responsibility and full authority to carry out the policies and programs as approved by the Board of Trustees.

DEPUTY EXECUTIVE DIRECTOR - Jesse A. Friedman

Shares certain responsibilities with the Executive Director and those delegated to him by Mr. Doherty. Assumes the responsibilities of Executive Director in his absence. He is also accountable for the administration of the Union to Union Program.

ASSISTANT DIRECTOR - Michael A. Donovan

Is responsible for the day to day operation of AIFLD when the Executive Director and his Deputy are traveling. His primary duty is to see that policies and programs are carried out within the countries assigned to him and they are: Eastern Caribbean, Costa Rica, Dominican Republic, Haiti, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama and Venezuela.

REGIONAL DIRECTOR - Michael Verdu

Has the responsibility for the implementation of policies and projects within the countries assigned to him and they are: Argentina, Brazil, Bolivia, Chile, Colombia, Ecuador, Paraguay, Peru and Uruguay.

DIRECTOR OF ECONOMIC AND SOCIAL DEVELOPMENT - John Heberle

He is responsible for carrying out economic research and analysis of current economic issues (NAFTA, Gatt, Workers Ownership Programs, Privatization, etc.) as they affect AIFLD's work with Democratic Trade Unions. He collaborates with the Education Department in presentations of seminars on economic matters and offers technical assistance in the

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creation of Credit Cooperatives, Credit Unions, Workers Banks, etc. He is also responsible for the maintenance and administration of the Social Development Grant and Loan Fund and the AFL-CIO Impact Projects Fund.

DIRECTOR OF HUMAN RIGHTS AND INFORMATION - David Jessup

David Jessup, is responsible for implementing the following:

1. Increase the capabilities of Latin American trade unions to investigate violations of human and trade union rights and make the general public and international organizations aware of such actions by publicizing the violations.

2. Produce and distribute the AIFLD Outlook, a quarterly pamphlet, which covers the Institute programs and related topics. He writes articles for the AFL-CIO's International Affairs Department bulletin, produces and distributes informational materials such as pamphlets, press releases, slide presentations, exhibits and documentary motion pictures.

DIRECTOR OF EDUCATION - Ruben Rotondaro

Ruben Rotondaro is responsible for the development, planning and coordination of all technical labor education programs sponsored by the AIFLD at the George Meany Center for Labor Studies. He is also responsible for the coordination with the Country Program Directors for technical and professional level programs in their respective countries.

DIRECTOR OF FINANCE AND ADMINISTRATION - Kevin Shaver

Kevin Shaver coordinates the financial planning of all departments and field offices into consolidated budgets and controls spending to assure that it conforms to what has been authorized and approved. He is also responsible in seeing that accounting methods and procedures for adequate controls and appraisal of the financial needs of the Institute, including all field offices, are established and maintained.

He implements all personnel changes authorized by the Management Committee and is responsible for all facets of administration such as, security clearances, attendance records, travel expenditures, purchases, etc.
He is also responsible for ensuring compliance with grant terms and conditions.

ASSISTANT DIRECTOR OF EDUCATION - James Shea

Shares the responsibility for the technical development, planning and coordination of education programs in Latin

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126

America as well as the George Meany Center. Counsels and advises participants on day to day schedules and events. He also gives guidance and assistance for their welfare, safety and health.

COUNTRY PROGRAM DIRECTORS

Are responsible for the implementation of all projects, programs and seminars within their country of assignment. The CPD plans, develops and coordinates all programs and is accountable for the financing of these activities. They also relate to the AID Mission and the U.S. Embassy and keep the local program officer informed of their activities. They may have an assistant dependent upon the size of the program and the area and for a specific agenda. The Country Program Directors are supported from Washington by their primary supervisors, Michael Donovan, Assistant Director (Northern Region) and Michael Verdu, Regional Director (Southern Region).

The Country Program Directors of the Northern Region and their assistants are:

- **Eastern Caribbean and Venezuela**
  Lawrence Doherty - CPD
  Melanie M. Berg - Assistant
  The office is temporarily located in Barbados.

- **El Salvador and Costa Rica**
  Gordon Ellison - CPD
  Jean-Claude Coupet - Assistant
  Delano Stewart - Assistant
  The office is located in San Salvador

- **Dominican Republic and Haiti**
  Roberto Torres - CPD (located in Santo Domingo)
  Georges P. Exceus - Assistant (located in Port au Prince)

- **Guatemala**
  Joseph Campos - CPD

- **Honduras**
  Edwin Palenque - CPD

- **Nicaragua**
  Donald Ellenberger - CPD
  Selma Padron-Solera - Assistant

- **Mexico**
  Covered by Washington office

The Country Program Directors of the Southern Region and their assistants are:

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- **Argentina, Chile and Uruguay**
  Norman Schipull - CPD (located in Buenos Aires)

- **Brazil and Paraguay**
  Bruce Jay - CPD (located in Sao Paulo)
  Daniel O'Brien - Assistant (located in Asuncion)

- **Bolivia and Peru**
  Bernard Packer - CPD (located in La Paz)

- **Ecuador and Colombia**
  Agustin Torres-Lazo - CPD (located in Quito)

- **Panama**
  Richard Oulahan - CPD

From time to time the AIFLD office has been changed within a grouping of countries due to political instability and violence and also to take advantage of positive developments in a country where the presence of the CPD can make a difference in the success of the program.

ASSISTANT DIRECTOR OF HUMAN RIGHTS DEPARTMENT

Emily Donahue shares responsibility with the Director of the Department and is in charge when the Director is not in Washington D.C. She documents violations of human rights and prepares articles for the AIFLD Outlook and other informative material for distribution. She also lectures in all courses at the George Meany Center.

COORDINATOR OF THE NED/CUBAN PROGRAM

Lourdes Kistler is responsible for all activities that relate to human rights violations and political prisoners in Cuba. She keeps the Director of Human Rights and the Deputy Director current with these developments. In addition she prepares articles for the publication of human rights violations.

COMMUNICATIONS COORDINATOR

Irena Shemkus is responsible for the maintenance and upkeep of our computer network, fax and telephone systems. She also instructs our secretaries, staff and the members of the Finance Department on the proper use of computers and word processors. When time is available she also develops computer programs.

ASSISTANT FOR FINANCE

Pacita Ismael assists the Director of the Finance and Administration Department in day to day operations. This

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permits the Director of the Department to apply most of his time in preparation of budgets; working with AID officials and auditors; and seeing that field finance operations including evaluations are properly addressed. She is in charge of the Department when the Director is absent.

ASSISTANT FOR ADMINISTRATION

Cristina Korolevich manages the secretarial pool; orders supplies; sees that attendance, sick leave, and annual leave records are properly done. She also handles the moves and transfers of personnel overseas. She is also responsible for the smooth running of the day to day operations.

When the Administration and Personnel Department was recently integrated with the Finance Department, Pacita Ismael and Cristina Korolevich were promoted into the above supervisory positions.

May 26, 1993

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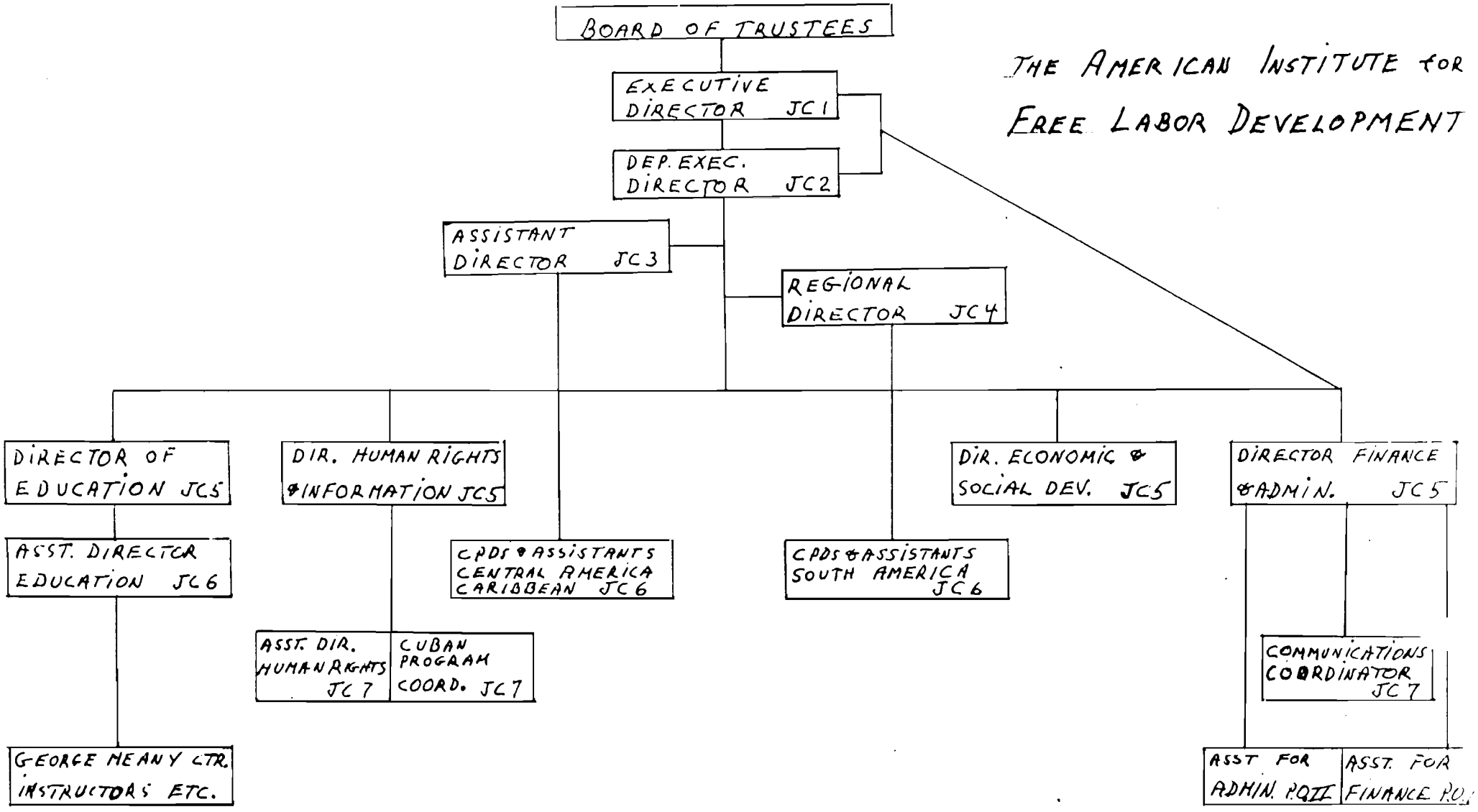
THE AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT



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