

2001

ANNUAL REPORT

COMMISSION FOR LABOR COOPERATION

INFORME ANUAL

COMISIÓN PARA LA COOPERACIÓN LABORAL

RAPPORT ANNUEL

COMMISSION DE COOPÉRATION DANS LE DOMAINE DU TRAVAIL



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foreword

The year 2001 marked the beginning of a new phase in the life of the Commission for Labor Cooperation. In the last month of the previous year, one of the members of the Commission's governing body, the Council of Ministers, had been replaced. Then, in January 2001, another of the members was replaced, which meant that two-thirds of the members had changed in less than two months. As a result of these changes, two of the countries' labor departments underwent restructuring, personnel realignments, and changes of policies and priorities. Naturally, these internal changes in two of the three trading partners had an effect at the regional level, particularly during the first half of the year.

In mid-2001, Anthony Giles, a Canadian academic, joined the Secretariat as Director of Research. This appointment made it possible to develop a proposal for a new research program.

In September 2001, the Council Designees held their first meeting in the new offices of the Secretariat in Washington, D.C. During that meeting, the Council Designees had a wide-ranging discussion of both the proposed multiyear research program and the main elements of a proposed multiyear budget tied to this research program. The budget also called for the establishment of a contingency fund as mentioned in the Agreement.

The year 2001 also saw a number of activities undertaken as a result of action plans agreed to by the Council in connection with various public communications submitted in previous years.

Following the September meeting of the Council Designees, the National Administrative Offices and the Secretariat began a comprehensive review of all of the projects that the Council had considered at one time or another, including projects that were pending or ongoing, as well as those that still needed to be developed in more detail. The purpose of this review was to ensure that the Secretariat's new research program consolidated and gave new impetus to ongoing projects as well as to reactivate those that had been postponed. This exercise will be an ideal way for the Council to establish the priorities that will frame the Secretariat's research activities.

In addition to strengthening the Secretariat's long-standing and fruitful involvement in research into labor law and labor markets, we also plan to conduct research in the field of employment relations, an area that includes human resources management and industrial relations. This new research initiative is proposed as a pilot project.

Although the year began at a slow pace, it ended with a burst of intense activity. The spirit of cooperation between the National Administrative Offices and the Secretariat was evident not only in the discussions concerning the review of outstanding projects, but also in the efforts to establish the foundations of a multiyear program of cooperative activities. In the closing months of the year, the Secretariat invested a considerable part of its energies in recruiting the new team of researchers that will develop and implement the new research program. Needless to say, these efforts to build a new research team will adhere to the principle set down in the Agreement that an equitable proportion of the professional staff be recruited from among the nationals of each of the Parties.

In closing, it can be said that 2001 was a year in which the Council of Ministers was renewed and the basis was laid for the Commission to pursue its work in line with long-term plans and budgets that will only need to be adjusted or adapted on an annual basis.

Alfonso Oñate
Executive Director

I. council of ministers

On January 29, Elaine L. Chao was appointed as new U.S. Secretary of Labor.

Meeting of Council Designees and Executive Director

September 5, Washington, D.C.

The meeting was chaired by Warren Edmondson of Canada and it was the first to take place in the new offices of the Secretariat in Washington, D.C. The Council Designees welcomed the Research Director, Anthony Giles, who provided a general overview of the work plan for 2002/2003. The Council Designees expressed their support and endorsement of the work plan in principle. The status of previous research projects was discussed, and the Secretariat was asked to elaborate an inventory of ongoing projects.

The Council Designees met with representatives of KPMG LLP, the Commission's external auditors, who presented the Financial Statements for 2000 as well as their appraisal of the cost of moving the Secretariat from Dallas, Texas, to Washington, D.C. On both accounts the report was found satisfactory.

The Secretariat presented a proposal of a multiyear budget linked with the research program and subject to minor annual adjustments. It also submitted a proposal of a budget set aside for contingencies, in accordance with Article 13.2 of the NAALC, and for other Council initiatives. The Council Designees welcomed this approach and encouraged the Secretariat to further develop its proposal.

The Secretariat's proposal for recruiting and selecting candidates for the available research positions was thoroughly discussed, and the Secretariat was invited to move forward in building the new research team, which should reflect the principle of parity distribution of positions among nationals of the three Parties, including interns.

On other matters, the heads of the National Administrative Offices were instructed to work closely with the Secretariat on the multiyear cooperative activities work plan and to streamline the publishing guidelines of the Commission.

II. cooperative consultations and evaluations

A. Public Communications

Mexican National Administrative Office (NAO)

Mexican NAO 2001-1

On October 24, 2001, the Mexican NAO received a public communication alleging that the United States has failed to fulfill its commitment to effectively enforce workers' compensation and occupational safety and health laws in the state of New York. The Mexican NAO accepted the public communication on November 15, 2001. In December of that year, Mexico asked the U.S. NAO for consultations in accordance with Article 21 of the NAALC, in order to exchange information on the enforcement of U.S. laws related to the prevention of occupational injuries and illnesses, compensation in cases of occupational injuries and illnesses and protection of migrant workers.

The communication was submitted by individual workers and several New York immigrant worker rights groups, including Chinese Staff and Workers' Association (CSWA), National Mobilization Against Sweatshops (NMASS), Workers' Awaaz, and Asociación Tepeyac.

In addition to alleging that the United States has not complied with its NAALC Article 3 obligation to promote Labor Principles 9 (prevention of occupational injuries and illnesses) and 10 (compensation in cases of occupational injuries and illnesses), the submission alleges that the United States and the State of New York have not complied with the NAALC Article 5(1)(d) obligation to ensure that administrative proceedings in labor and employment matters "are not unnecessarily complicated and do not entail unreasonable charges or time limits or unwarranted delays." The public communication alleges that hearings before New York workers' compensation administration law judges do not follow formal rules of procedure or evidence, resulting in arbitrary decisions that cause the workers' compensation claims process to last from four to ten - and sometimes twenty - years. Submitters also allege that the New York Workers' Compensation Board rules and procedure do not provide for translators for workers who do not speak English. The submitters argue that New York Workers' Compensation rules and procedure allow employers and private workers' compensation insurance carriers to misuse the process to avoid timely payment of benefits in cases of workplace injury and that this operates as a

disincentive to maintaining a safe and healthy workplace.

*United States National Administrative Office (NAO)
U.S. NAO 2001-01*

On June 29, 2001, the U.S. NAO received a public communication alleging that the Mexican government did not comply with several of its NAALC obligations in relation to a March 2, 2001, bargaining representative election at the Duro Bag Manufacturing Corp. in Río Bravo, Tamaulipas. The NAALC obligations discussed were enforcing laws respecting the freedom of association, right to organize and collectively bargain (Article 3, Labor Principles 1 and 2), ensuring appropriate access to administrative and other kinds of labor tribunals (Article 4) and ensuring that labor tribunals operate in a fair, equitable fashion with appropriate remedies (Article 5). This public communication was submitted by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE International Union). The public communication also alleged that the Mexican government failed to fulfill its commitment in a May 18, 2000, Ministerial Agreement to promote the use of eligible voter lists, secret ballots and neutral voting places in union elections. Regarding these issues, on July 30, 2001, the Mexican NAO provided the U.S. NAO with additional information stating that Mexican labor law does not contain any provisions regarding the use of secret ballots in union representation elections.

B. Activity during 2001 related to Previous Public Communications

U.S. NAO 9901

On November 10, 1999, the U.S. NAO received a public communication alleging failure by Mexican authorities to effectively enforce freedom of association and protection of the right to organize, the right to bargain collectively, minimum labor standards, and prevention of occupational injuries and illnesses. The public communication relates to events that allegedly took place before, during and following an attempt by the Asociación Sindical de Sobrecargos de Aviación (Association of Flight Attendants of Mexico - ASSA) to obtain the right to represent the flight attendants at a privately owned Mexico-based airline, Transportes Aéreos Ejecutivos, S.A. (TAESA).

The U.S. NAO issued its public report of review on July 10, 2000. Following the recommendations contained in the report, the U.S. Secretary of Labor requested ministerial consultations with her Mexican counterpart. On July 24, 2001, the Mexican Secretary of Labor formally accepted the request for ministerial consultations. The agreements reached in ministerial consultations between the Secretaries of Labor of Mexico and the U.S. will be made public.

U.S. NAO 2000-01

On July 3, 2000, the U.S. NAO received a public communication alleging persistent failure by Mexican labor, social security and health authorities to effectively enforce and comply with laws governing occupational safety and health and compensation for work-related injuries. The public

communication relates to alleged conditions in Auto Trim and Custom Trim/Breed Mexicana, two automotive parts factories located in the state of Tamaulipas, Mexico.

The NAO issued its Public Report of Review on April 6, 2001, recommending ministerial-level consultations. The U.S. Secretary of Labor formally requested ministerial consultations on June 25, 2001. The Mexican Secretary of Labor formally accepted the request for ministerial consultations on July 24, 2001.

III. secretariat activities

A. Research Program

The year 2001 saw both a continuation and a renewal of the Secretariat's research program. On the one hand, a number of long-term and on-going projects were completed or substantially advanced (see below). On the other hand, the Secretariat decided that it was an opportune moment to conduct a more thorough review and rethinking of its research program. Among the key elements in the proposed new research strategy are:

- To continue and strengthen the two "flagship" series of background reports that have formed a key part of the Secretariat's past research efforts—the North American Labor Markets series and the Comparative Guides to Labor and Employment Law in North America.
- To launch, on an experimental basis, a new research stream on industrial relations and human resource management to complement existing work on labor markets and employment law.

- To introduce, where appropriate, a more analytical, more multidisciplinary and more explicitly comparative approach to research, as well as sharper focus on North America-wide issues, such as the transfer of successful practices in all three countries.
- To invest more effort in examining ways to enhance the comparability of data regarding labor markets, labor standards and labor law enforcement.
- To complement the publication of major background reports with more frequent publication of specific, in-depth studies of emerging issues and challenges, as well as to provide more timely information on current developments by means of the Commission's web site.

At year's end, these proposals to revamp the Secretariat's research program were under consideration by the three countries.

North American Labor Markets

In 2001, the Secretariat put the finishing touches on the second edition of its major background study series in the area of labor markets, entitled *North American Labor Markets: Main Changes since NAFTA*. This study, which covers the period 1980 to 1999, opens with an examination of trends in economic growth and trade in the member countries of NAFTA. The following chapter explores trends in the labor force and employment, including demographic, educational and occupational changes. The next chapter analyzes unemployment, job security and non-standard work in North America, the latter

including temporary or contingent work, self-employment and part-time work. The final chapter provides a detailed analysis of earnings, labor productivity, labor costs and income distribution in North America. In addition to statistical appendices, the study also includes a special appendix on the coverage of nonstandard workers under labor, employment, social security and income support laws. At year's end, the report was being reviewed by the Council of Ministers and publication was expected in 2002.

Labor and Employment Law Guide Series

One of the key research projects of the Secretariat is the preparation of a series of comparative guides to labor and employment laws in the three countries. The series is structured around the 11 Labor Principles of the North American Agreement on Labor Cooperation and describes how each member country addresses the six Obligations of the NAALC with respect to each of the Labor Principles. The aim is to promote a better understanding of the legal systems regulating labor in each of the three countries through a comprehensive review of how they work. These guides are intended to serve both the specialized interests of labor law practitioners and the general interests of nonpractitioners concerned with the social dimensions of deepening integration in the NAFTA region.

The first volume, covering laws that relate to the principles of freedom of association and the right to organize, the right to bargain collectively and the right to strike, was published in 2000. During 2001, preparation of the second volume,

which treats laws in the three countries related to the principles of eliminating employment discrimination and ensuring equal pay for men and women, was significantly advanced. It is expected that this second volume will be published in late 2002 or early 2003.

Rights of Migrant Agricultural Workers

This study was originally prepared by the Secretariat as a background paper for the Trilateral Conference on Agricultural Migrant Labor in North America held in Los Angeles in February 2000, pursuant to the Ministerial Agreement related to submissions Mexican NAO 9801, 9802 and 9803. The study, which the Council subsequently asked the Secretariat to revise and expand, provides a concise description, for each of the three countries of North America, of the laws, practices and administrative procedures that relate to the protection of migrant workers in agriculture. The study pays special attention to the extent to which those laws provide international migrant workers with the same legal protections as those of the member state's nationals.

The study was completed during 2001 and at year's end was under consideration by the Council of Ministers. Publication is expected in 2002.

Rights of Nonstandard Workers: A North American Guide

In the course of the research it conducted for the second edition of the comparative labor markets study, the Secretariat developed an in-depth comparative description and analysis of the coverage of contingent, nonstandard and informal sector

workers by labor, employment, social insurance and income support laws in North America. This study was completed and submitted to the Council of Ministers in 2001. At year's end, the Secretariat was awaiting approval to publish the study.

Guide to Migrant Workers' Rights

A considerable proportion of the Secretariat's research resources in 2001 were devoted to the production of a trinational guide to the rights of migrant workers. This guide was requested by the Council of Ministers in its Agreement on Ministerial Consultations regarding Mexican NAO Submissions 9801, 9802 and 9803.

The guide is written in accessible language and is organized in a series of separate units that can be disseminated to government agencies and nongovernmental organizations for the purpose of educating workers and employers about their respective rights and responsibilities in the three countries. The guide covers the basic rights granted to migrant workers and provides contact information for those requiring further information or wishing to seek government assistance in enforcing their labor rights.

A focus group composed of several experts from each North American country, which included former migrant farm workers, migrant farm worker service providers, migrant farm worker education specialists, lawyers, union organizers, sociologists and an anthropologist, was held at the Secretariat in Washington, D.C., March 2-3, 2001. The input of the focus group was used to design the guide in a way that would be versatile,

useful and economical. In addition to addressing basic ideas on the best way to educate migrant workers about their rights, the focus group addressed more specialized issues like conducting outreach to indigenous workers who do not speak English or Spanish and focusing on issues related to migrant women workers. A draft of the guide will be provided to the Council of Ministers in 2002 along with the Secretariat's recommendations regarding possible dissemination strategies.

Gender Discrimination Report

Towards the end of 2001, the Secretariat began work on a report including the papers presented at the conferences held by the three countries on the issue of gender discrimination. These activities stemmed from a Ministerial Consultation Implementation Agreement related to submission U.S. NAO 9701 concerning gender discrimination, including that against pregnant women.

The report will provide a brief account of the legal framework and enforcement concerning gender discrimination, including those pertaining to pregnancy screening, as well as policy statements on this issue. In addition, the report will include a compilation of presentations made during all of the activities held as part of the Implementation Agreement. The Secretariat expects to submit the report to the Council of Ministers in mid-2002.

B. Library and Archives

Two projects proposed by the library were completed in 2001 in collaboration with the research

team. One is a database of internet resources for migrant workers, the other, a database of sources for statistical data used in the Secretariat comparative labor market study. To follow up on the delivery of the library databases to the National Administrative Offices, training was provided for the staff of the Canadian NAO in July 2001. Cataloguing more than doubled in 2001, and the preparation for shifting the collections to Library of Congress call number order was completed as planned.

IV. cooperative activities

Workshop on the Right to Organize and Bargain Collectively in Canada and the United States

February 1-2, 2001, Toronto

The Labour Branch of Human Resources Development Canada and the United States Department of Labor organized a one-and-a-half-day cooperative activity under the NAALC to examine the general scope of protection of the right to organize in Canada and the U.S. The workshop was attended by academics, trade unionists, business and government representatives, as well as by staff members of the Canadian, Mexican and U.S. NAOs.

The objective of this workshop was to provide a forum for interested members of the public to discuss existing legislative provisions on freedom of association with academic experts from Canada and the U.S. Presentations also included specific examples of workers not covered by these provisions, examined the rationale for such exclusions

and explored alternative protections afforded to these workers.

The event included a luncheon with a Mexican representative of the National Workers Union in Mexico (UNT), at which the prospects for labor law reform in Mexico were discussed.

A summary workshop report is available from the Canadian NAO.

Fifth North American Occupational Safety and Health Week, 2001

May 16-18, Mexico City

The Occupational Safety and Health Directorate in the Secretariat of Labor and Social Welfare organized a forum in which participants from Mexico, the United States, Canada, France, Spain, Chile and Brazil, as well as officials from a range of government agencies, shared their experiences with respect to a number of safety and health issues. Persons in charge of safety and health issues in Mexican firms, along with representatives of unions, employers, and academia, also attended and took part.

The forum provided an opportunity to exchange knowledge and to promote the dissemination of information related to occupational health and safety.

The Application of U.S. Labor Law to Migrant Agricultural Worker Issues

May 23-24, Washington, D.C.; May 30-31, Mexico City

This event was hosted by the U.S. National Administrative Office and was held pursuant to

the May 2000 Ministerial Agreement signed by the labor ministers of Canada, Mexico and the United States related to submissions Mexican NAO 9801, 9802 and 9803. During the event, government officials discussed U.S. laws regarding employment discrimination, minimum employment standards, safety and health, inspection processes, and protections for legal and undocumented migrant agricultural workers. The Mexican NAO hosted a follow-up meeting in Mexico City on May 30-31.

Public Forum on Promoting Dialogue among Migrant Agricultural Workers, Growers and Government Officials

August 8, Yakima, Washington

This event was hosted by the U.S. NAO and was held pursuant to the May 2000 Ministerial Agreement signed by the labor ministers of Canada, Mexico and the United States related to submissions Mexican NAO 9801, 9802 and 9803. Among the issues addressed at the forum were rights and protections for migrant agricultural workers in the United States as they relate to occupational safety and health, compensation for work-related illnesses and injuries, and industrial relations.

The forum also provided an opportunity for panelists to address housing, pesticide use and field sanitation issues.

Symposium on Industrial Safety and Health

October 15-19, Mexico City

Instructors from the U.S. OSHA Training Institute Southwest Education Center of the

Texas Engineering Extension Service, at Texas A&M University, addressed a range of topics, including safety standards, fire protection, material handling and storage, the use of general protective equipment, medical assistance, and first aid.

Twenty government officials attached to the Secretariat of Labor and Social Welfare's Occupational Safety and Health Directorate and its Federal Workplace Inspection Directorate took part in workshops held in STPS facilities.

The symposium will provide the basis for future exchanges on this issue between experts from the United States and Mexico.

**Trinational Conference on Violence as a Workplace Risk
November 29-30, Montreal**

Experts from Canada, Mexico and the United States gathered in Montreal, Canada, to examine the issue of workplace violence. The conference was a two-day trinational event organized under the Cooperative Work Program of the NAALC. Hosted jointly by the Labour Branch of Human Resources Development Canada and the Ministère du Travail du Québec, and organized in collaboration with the United States Department of Labor and the Mexican Secretariat of Labor and Social Welfare, the conference aimed to provide the more than two hundred participants with practical solutions to the issue of workplace violence by sharing best practices and

highlighting successful methods of prevention. Participants discussed the extent of the problem in North America and its causes, as well as the costs and consequences of workplace violence for individuals, companies and society.

The conference featured case studies and panel sessions, as well as open discussion with a cross-section of interested parties representing labor, business, government and academia. Participants explored the nature and extent of the issue in North America; the costs and consequences for societies; the risk factors leading to incidents of psychological and physical violence in the workplace; why certain occupations are at high risk; how workers' compensation and insurance systems treat the issue and the physical and psychological harm resulting from it; the various forms of assistance available to victims, witnesses and perpetrators; successful policies and solutions adopted to both deal with and prevent workplace violence; and the agenda for further research and prevention.

The conference was officially opened by Canada's federal Minister of Labour, Claudette Bradshaw, and Député de Chicoutimi et Adjoint parlementaire au ministre d'État à l'Éducation et à l'Emploi, Stéphane Bédard. The keynote speaker was Vittorio Di Martino, author of the ILO report *Violence at Work*.

A summary conference report is available from the Canadian NAO.

v. audited financial statements

independent auditors' report*

The Honorable Members of the Ministerial Council Commission for Labor Cooperation:

We have audited the accompanying statements of financial position of the Commission for Labor Cooperation (the Commission) as of December 31, 2001 and 2000, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Commission's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the Commission, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Commission as of December 31, 2001, and 2000, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The Schedule of Expenditures – Budget and Actual for the year ended December 31, 2001, is presented for purposes of additional analysis and is not a required part of the basic 2001 financial statements of the Commission. Such information has been subjected to the auditing procedures applied in the audit of the 2001 financial statements and, in our opinion, is fairly stated, in all material respects, in relation to the financial statements taken as a whole.

KPMG LLP

Washington, DC

March 6, 2002

* All figures are in U.S. dollars.

statements of financial position

December 31, 2001 and 2000

Assets	2001	2000
Cash and cash equivalents	360,862	1,936,587
Investments	1,368,242	-----
Accrued investment income	450	5,984
Prepaid expenses and deposits	48,094	23,323
Fixed assets, net	127,558	142,023
Total assets	<u>1,905,206</u>	<u>2,107,917</u>
Liabilities and Net Assets		
Liabilities:		
Accounts payable	26,138	74,973
Accrued expenses	38,808	81,606
Capital lease obligations	42,419	42,949
Deferred member assessments	<u>1,659,498</u>	<u>1,764,911</u>
Total liabilities	<u>1,766,863</u>	<u>1,964,439</u>
Unrestricted net assets		
Commitments	<u>138,343</u>	<u>143,478</u>
Total liabilities and net assets	<u>1,905,206</u>	<u>2,107,917</u>

statements of activities

For the years ended December 31, 2001 and 2000

	<u>2001</u>	<u>2000</u>
Revenues:		
Member assessments	1,505,413	1,741,907
Interest earned	73,193	64,807
Other income	16,874	5,854
Total revenues	<u>1,595,480</u>	<u>1,812,568</u>
Expenses:		
Salaries and benefits	839,157	827,989
Staff relocation	70,970	15,738
Office relocation		166,966
Travel	27,495	39,892
Professional services	67,086	90,738
Research contracts and Council initiatives	169,650	114,547
Depreciation	52,193	176,419
Rent	235,414	176,069
Office supplies, utilities, and other office expenses	113,240	113,999
Translation and publications	21,507	130,675
Loss on disposal of fixed assets	3,903	1,718
Total expenses	<u>1,600,615</u>	<u>1,854,750</u>
Change in net assets	(5,135)	(42,182)
Unrestricted net assets, beginning of year	143,478	185,660
Unrestricted net assets, end of year	<u>138,343</u>	<u>143,478</u>

statements of cash flows

For the years ended December 31, 2001 and 2000

	2001	2000
Cash flows from operating activities:		
Change in net assets	(5,135)	(42,182)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	52,193	176,419
Loss on disposal of fixed assets	3,903	1,718
Decrease (increase) in prepaid expenses and deposits	(24,771)	9,970
Decrease (increase) in accrued interest	5,534	(5,984)
Increase (decrease) in accounts payable and accrued expenses	(91,633)	94,559
Increase (decrease) in deferred member assessments	(105,413)	258,094
Net cash provided (used) by operating activities	<u>(165,322)</u>	<u>492,594</u>
Cash flows from investing activities:		
Purchases of fixed assets	(23,752)	(84,466)
Purchases of investments	(1,368,242)	—
Net cash used in investing activities	<u>(1,391,994)</u>	<u>(84,466)</u>
Cash flows from financing activities:		
Payments on capital leases	(18,409)	(9,482)
Net cash used in financing activities	<u>(18,409)</u>	<u>(9,482)</u>
Net increase (decrease) in cash and cash equivalents	(1,575,725)	398,646
Cash and cash equivalents, beginning of year	1,936,587	1,537,941
Cash and cash equivalents, end of year	<u>360,862</u>	<u>1,936,587</u>
Supplemental disclosures:		
Cash paid for interest	<u>4,860</u>	<u>5,321</u>

For the years ending December 31, 2001 and 2000, capital lease obligations of \$27,919 and \$52,431, respectively, were incurred when the Commission entered into leases for new equipment.

vi. the commission for labor cooperation

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Publications

Incomes and Productivity in North America. Papers from the 2000 Seminar.

