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# Labor Campaign For Unions in El Salvador

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PETITION BEFORE THE U.S. TRADE REPRESENTATIVE  
ON LABOR RIGHTS IN EL SALVADOR

LABOR CAMPAIGN FOR UNIONS IN EL SALVADOR:  
NEW YORK AREA LABOR COMMITTEE IN SUPPORT OF DEMOCRACY  
AND HUMAN RIGHTS IN EL SALVADOR

MAY 1989

As trade union leaders who have monitored the labor rights situation in El Salvador with concern, we herein submit to the U.S. Trade Representative (USTR) a petition documenting labor rights violations in El Salvador pursuant to Section 502 (b) (8) of the Trade Act. This is to request a formal public review of the labor rights situation in El Salvador.

We would like to associate ourselves with the Americas Watch petitions (May 1987, April 1988, March 1989) as well as with the petitions filed by the Massachusetts Labor Committee et al (May 1989), and the STISSS Campaign (May 1989).

We urge that these petitions be reviewed in light of the following considerations.

- (1) The 83 million member ICFTU charges El Salvador with labor rights violations. In the same year (1988) that the USTR refused to review the Americas Watch petition on labor rights violations in El Salvador, the International Confederation of Free Trade Unions (ICFTU) -to which the AFL-CIO is affiliated- filed a formal complaint before the International Labor Organization (ILO) against the Government of El Salvador for "continued involvement of the armed forces and paramilitary groups in repressive operations against the trade unions" (Free Labor World, October 31, 1988). At its 14th World Congress in March 1988, the ICFTU expressed "deep concern over the persistence of serious violations of human and trade union rights", which included "anti-labor practices and laws." (Decisions of the World Congress, ICFTU, Melbourne, Australia, March 1988)
- (2) On September 1, 1988 the United Nations Subcommittee on Prevention of Discrimination and Protection of Minorities adopted a resolution "deeply concerned..at the multiplication of [Salvadoran] government actions against the organized workers that try to exercise their labor rights.."
- (3) The Special Representative in El Salvador of the U.N. Commission on Human Rights concludes that "the number of summary executions attributable to agents of the state apparatus has increased over that of recent years". Among the 29 cases of disappearance documented by the U.N. Centre for Human Rights,... there was extensive information on specific cases of disappearances of trade unionists..." ("Situation of Human Rights in el Salvador" U.N. Report, October 1988)
- (4) The European Parliament notes that increased labor union activity in El Salvador, including strikes and protests in response to the economic crisis and the "tyranny of the military and police machinery" has been met with increasing repression. (European Parliament resolution adopted September 15, 1988)
- (5) Amnesty International not only points out that "trade unionists and members of cooperatives" have been among the prime targets of death squad assassination, but that the death squads went around "armed with

information to assist them in their search for suspects, such as trade union registration lists, which had been filed with the government".

Amnesty International notes that a "recent upsurge in street demonstrations and strikes by private and public sector workers has been accompanied by a rise in killing and 'disappearances' of trade unionists..."

"Amnesty International has compiled a list of 68 human rights violations directed against cooperative workers over the first nine months of 1987, including arbitrary detention, torture, armed attacks upon families and rape". ("Death Squads: A Government Strategy/El Salvador" Amnesty International, October 1988)

(6)

We would also like to draw the attention of the U.S.T.R. to the New York State Assembly resolution memorializing the government of El Salvador to respect international workers rights and calling upon the U.S.T.R. to review the situation of labor rights in El Salvador. This resolution was supported by a dozen major New York unions.

### Generic Violations of Labor Rights in El Salvador

\*Included under the ILO conventions recognizing the international labor rights of Freedom of Association and the Right to Organize and Bargain Collectively is the Right to the Guarantee of Due Process of Law. U.S. Ambassador to El Salvador William Walker has informed a delegation of U.S. labor and Congressional leaders that the Salvadoran justice system is not functioning. (National Labor Committee in Support of Democracy and Human Rights in El Salvador, Jan 1989) Therefore it is impossible for Salvadoran trade unionists to be afforded the internationally recognized labor right of due process of law.

\*When the U.S.T.R. refused to review the second Americas Watch petition on labor rights violations in El Salvador, he made use of the argument that Americas Watch had documented human rights abuses and that these were not labor rights violations. We would like to correct this argument by referring to the highest adjudicating body in the world concerned with international labor standards. The ILO position notes that labor rights guarantees cannot exist in a climate of pervasive human rights violations. Given that the ICFTU, the European Parliament, the UN, the Organization of American States, Amnesty International, Americas Watch, the U.S. Government Accounting Office and the Salvadoran Catholic Church have all documented a serious increase in human rights violations, it is therefore evident that it is impossible for internationally recognized labor rights to be afforded in El Salvador.

Incident Based Violations of Labor Rights in El Salvador

ASTTEL Case

Repression of the Salvadoran Telecommunications Workers Association

NOTE:

① \*ANTEL is a state-owned communications monopoly controlled by the Salvadoran military. ANTEL President Colonel Mauricio Casanova was appointed by his brother Defense Minister General Eugene Casanova.

\*As a leading public sector union in an economy dominated by the state, what happens to ASTTEL will significantly impact upon the scope of labor rights accorded to all the unions in El Salvador.

\*The Government of El Salvador bears special responsibility to afford international labor rights to public employees such as ASTTEL members.

Labor Rights Violations Against ASTTEL: Summary

The ASTTEL union had sufficient strength to force ANTEL management to sign a contract with the union on September 30, 1985. One month later ANTEL's military management unleashed a violent repression aimed at dismantling ASTTEL. Six members of ASTTEL have been assassinated and another member disappeared in the past year and a half. The ASTTEL executive council has been barred entry to all worksites. The worksites are militarized. ASTTEL leaders have been the target of numerous death threats. The contract has been thrown out and wages and benefits have been cut. Seventy-five ASTTEL members have been fired and 143 more punitively transferred in an attempt to break ASTTEL's union locals. ANTEL management refuses to meet or negotiate with ASTTEL.

Threat ①  
⑥ - death  
① - diss

Chronology of the Repression Against ASTTEL  
November 1985 - May 1989

beat ①  
jail? ①

May 26, 1989: ASTTEL International Affairs Officer Jose Basilio Chevez is captured and beaten by members of the 1st Infantry Brigade as he attempts to enter ASTTEL's office.

NOTE re International Support: Jose Chevez had just returned from a European tour in which ASTTEL received the support of telecommunications unions in West Germany, Great Britain, Austria, Denmark, Norway, Italy and Switzerland. ASTTEL has also received the support of the Canadian Telecommunications workers union as well as from U.S. Teamsters Local 111, and Communications Workers of America Locals 9415, 4309, 1033, and 7901.

April 24, 1989: ASTTEL Assembly at the San Miguelito worksite is suppressed at gunpoint by heavily armed ANTEL company security guards who threaten ASTTEL leaders: "We could kill you this morning and go on to other work in the afternoon." ASTTEL's leaders, who are locked out, throw the union flyers over the wall to the workers and everyone flees. threat (1)

NOTE: ASTTEL believes that ANTEL management has infiltrated active members of the military into ANTEL's security forces. It is known for certain that several newly hired ANTEL security guards were previously employed by the military or police forces.

April 10: ASTTEL Secretary of Conflicts and Grievances Natividad de Jesus Pichinte escapes capture by the National Police as he attempts to enter ASTTEL's office. Natividad manages to escape by running into a Red Cross installation which the National Police then surround for four hours. Red Cross workers offer to help Pichinte leave the country, but he refuses saying that he could not leave his union work. Jail (1)

April 9: On Sunday afternoon ASTTEL union leader Jose Mazariego is abducted as he leaves ASTTEL's office. Heavily armed men in civilian dress force Mazariego into a van. They take him to a death squad safe house where blindfolded and with hand tied behind his back he is beaten and kept standing for two days of interrogation. Just (1)  
beat (2)  
tort (1)

The interrogators tried to force Jose to declare that ASTTEL receives its orders from the FMLN guerrilla forces. Mazariego repeatedly responded that ASTTEL does not take orders from any political organization, and that ASTTEL's struggle is based on the needs and demands of the workers at ANTEL.

NOTE re International Call for Mazariego's Release: Jose Mazariego was released after 36 hours, in large measure due to the immediate and massive protest response from U.S. labor, Congressional and human rights organizations. Fifteen members of the House called upon State Department and U.S. Embassy officials to investigate Mazariego's disappearance. Senate Majority leader George Mitchell also called for an

investigation. Approximately 200 telegrams were sent to Salvadoran authorities by U.S. labor leaders demanding Jose Mazariego's release and respect for his physical wellbeing. New York Assembly Labor Committee Chairman Frank Barbaro called upon the Salvadoran Government to immediately investigate Mazariego's disappearance.

The Threat Remains: When they freed him, Jose's captors said that they were letting him go this time, but that next time he would be killed.

Jose has been the target of several death threats and captures: On April 15th 1988 Mazariego was captured by the National Police and interrogated for two days concerning his union activities. Following an ASTTEL demonstration at the Civil Works Plant in San Salvador on September 1988, Mazariego and two other ASTTEL officers were abducted by the Treasury Police who questioned them for several hours. In November 1988 Mazariego received a series of written death threats forcing him to flee his home. On March 24th, two weeks before his April 9th abduction, while Mazariego was at the Central Roma Plant to meet with ASTTEL members as they left work, two cars with blackened windows began following Jose who was forced to break off his meeting and flee.

Mazariego's Captors Employ the Same Language as ANTEL President Colonel Vides Casanova: It is important to note that the death squad which abducted Jose on April 9th interrogated him concerning ASTTEL's union activities using an argument made by ANTEL President Colonel Casanova. Interrogators informed Jose that since ASTTEL members were already the best paid among public sector workers, ASTTEL's continued demands and activities must be part of the guerrilla strategy of provoking union unrest. ANTEL President Colonel Vides Casanova and his brother Defense Minister General Vides Casanova have both used this argument in publically accusing ASTTEL of being a guerrilla front group.

\* Members of Congress and Labor Leaders Invite Mazariego to the U.S.: Congressional Representatives Owens, Pelosi, and Kennedy and leaders of the New York area labor community have invited Jose Mazariego to the U.S. in June to discuss the labor rights situation in El Salvador.

February 26, 1989: The Maximiliano Martinez death squad threatens to kill ASTTEL/UNTS leader Humberto Centeno.

February 8, 1989: In a 9:00 p.m. attack, ASTTEL's office is

blanketed with machine gun fire.

January 16: Defense Minister General Carlos Mauricio Vides Casanova (brother of the ANTEL President) links ASTTEL to the guerrilla insurgency declaring that: "the FMLN has organized strikes among different sectors including the semi-autonomous government institutions" including ANTEL.

January 9: Armed men in civilian clothing enter the ANTEL clinic and capture ASTTEL member Jose Marial Granadaño. He is freed several days later without charges being brought against him. *Sall (1)*

January 6: The ASTTEL union presents a request to the Legislative Assembly's Special Commission on Corruption that two ASTTEL members be permitted to testify before the Commission regarding corruption at ANTEL. Shortly afterward the two ASTTEL members named to testify, Antonio Benitez Duron and Jose Angel Peña begin receiving threats. Peña is forced to quit his job at ANTEL after receiving death threats at work. *threat (2) ?*

November 11, 1988: ASTTEL Secretary of Organization Ricard Lazo is attacked and stabbed in the stomach by three men in civilian dress at a bus stop in San Salvador. His assailants warn him to drop his union work. *beat (2) threat (1)*

NOTE: The attack came the day after the ASTTEL Executive Council publically denounced the disappearance of ASTTEL member Jesus Rosales on television and in the press. *miss (1)*

November 10: ASTTEL member Jesus Rosales Vasques is taken from his home in Apopa at 10:00 p.m. by heavily armed men in civilian clothing. He is led away blindfolded with his thumbs tied behind his back. His body is found the next day in a ditch not far from his home. Rosales had been shot several times. *death (1)*

November 1988: ASTTEL officers Jose Mazariego, Humberto Centeno and newly elected General Secretary Luis Wilfredo Berrios receive a series of written death threats. *threat (13)*

October 1988: One the day of ASTTEL's Fifth National Assembly the National Police capture Gilberto Mayen Alas Jr. who is the son of an ASTTEL Executive Council member. He is beaten and psychologically tortured for eleven hours before being released. No charges are brought against him. *Fam. beat (1) tort (1)*

April 15, 1988: Jose Mazariego, Secretary of International Affairs for ASTTEL, was abducted by the National Police and held for 36 hours, during which time he was



interrogated concerning his work for the union.

*death ①*  
April 13, 1988: Manuel de Jesus Rodas Barahona was shot five times and killed death squad style by two men in civilian clothing who had been waiting outside his home in Sonsonate. Manuel was an active member of ASTTEL employed as a technician at the ANTEL Central Roma Plant in San Salvador. Manuel was 33 years old and leaves behind a widow and four children ages six, seven, nine and ten. The family is terrified.

NOTE: ASTTEL attributes Barahona's murder to ANTEL President Colonel Casanova's charge of an "FMLN-ASTTEL plot", which he claimed linked ASTTEL technicians with the guerrillas. Barahona was the first technician assassinated.

March 25: ANTEL President Colonel Mauricio Casanova (brother of Defense Minister General Eugene Casanova) charges that "Military Intelligence" has uncovered an FMLN-ASTTEL plot.

NOTE: Colonel Casanova's discovery of this "plot" followed ASTTEL's February 24th denunciation of telephone espionage carried out by the government against the labor movement, political parties, journalists, and even army officers. It is common knowledge that phones are tapped in El Salvador.

*Jail ②  
beat ②  
threat ②*  
March 18: Luis Wilfredo Berrios and Misael Flores, both executive council members of ASTTEL, are abducted by the 1st Infantry Brigade, beaten, photographed, fingerprinted. Before their release they are threatened to sever their ties to ASTTEL or "face the consequences".

*Jail ①  
beat ①  
tort ①  
threat ①*  
March 10: While at a union demonstration, ASTTEL General Secretary Humberto Centeno is abducted by troops of the Salvadoran Air Force, brutally beaten and tortured before being left unconscious at a hospital.

NOTE: In its defamation campaign against Centeno, ANTEL management posted his picture at every worksite with the warning: HERE IS AN FMLN GUERRILLA.

*death ②  
threat ①*  
March 1: After leaving work, in broad daylight on a crowded San Salvador bus, Jose Herbert Guardado is shot and killed death squad style by two armed men in civilian clothing. For the last 15 years Jose had been employed as a telegraph operator at ANTEL's downtown office in San Salvador. Jose was an activist-organizer for the ASTTEL telecommunications union. Before his murder Mr. Herbert had on several occasions been threatened by management to curb his union activities. Jose was 33

years old, and leaves behind his wife and four young children.

NOTE: Union leaders believe Guardado was murdered in retaliation for a February 26th work stoppage conducted by ASTTEL.

*death threat (2)*  
January 13, 1988: 18-year-old ASTTEL member Victor Manuel Hernandez is shot six times in the face and chest in front of his parent's home by two men in civilian clothing who had followed him from work. His family says that Victor began receiving threats after he had made demands to ANTEL management protesting working conditions.

January 5 and 12: ANTEL President Colonel Mauricio Casanova circulates official bulletins labelling the ASTTEL leadership as "subversive Marxists" who "run at the head of mobs" acting as "paracommunist fronts".

*death (1)*  
December 18, 1987: Medardo Ceferino Ayala, a founding member of ASTTEL, is assassinated at a bus stop 500 meters from National Police Headquarters in the Zacamil neighborhood of San Salvador. Twelve shots are fired by two men in civilian clothing who then walk slowly from the scene. Medardo was 32 years old and is survived by his wife and four children, one of whom is a victim of polio.

NOTE: ASTTEL characterizes this as a "demonstration killing" meant for the benefit of the many telephone workers who live in Zacamil. Many ANTEL employees were in line at the bus stop with Medardo when he was singled out for assassination. An army helicopter gun ship buzzed the neighborhood within minutes of the murder.

*threat (1)*  
September 1987: ANTEL warns all employees that anyone discovered with ASTTEL literature will be suspended for five days.

August 1: ANTEL fires Luis Alvarenga, ASTTEL Executive Council member, for not appearing for work since July 9th, the day ANTEL began its lock-out of ASTTEL's leaders.

*threat (1)*  
July 9: ANTEL offices are "militarized" -i.e. surrounded by soldiers and police. ASTTEL leaders are barred entry to all ANTEL worksites.

NOTE: ANTEL worksites have always been militarized in response to labor unrest. However, for the last two years, all ANTEL worksites have been subject to constant militarization. Since July 1987, the ASTTEL executive council has been locked out from their jobs

and barred from contact with their members at all ANTEL worksites across the country.

*Amex (2)*  
June 17, 1987: During a strike by ASTTEL, ANTEL management threaten to fire and imprison ASTTEL leaders.

*POA*  
April: ANTEL continues its refusal to either honor the contract or to negotiate. In response ASTTEL strikes for 51 days. ANTEL fires 20 strike leaders and punitively transfers 42 others. The effected worksites are militarized.

NOTE: To date, over 75 ASTTEL leaders have been fired, while 143 others have been punitively transferred in a management attempt to destroy ASTTEL's locals across the country.

January 1986: ANTEL reneges on the September 1985 contract signed with ASTTEL. From January on, ANTEL management has refused all negotiations or even meetings with the union.

NOTE: ANTEL continues to violate the contract. Despite 27 attempts by ASTTEL to initiate meetings, ANTEL management has refused any negotiations or contact with the union. ASTTEL has been working without a contract for over three years.

January 10, 1986: ANTEL illegally fires ASTTEL General Secretary Rafael Sanchez.

NOTE: On September 9, 1986, Sanchez's firing was declared illegal by the First Labor Judge. However Sanchez was not rehired, nor did he receive the indemnity from ANTEL which the court awarded him.

December 1985: ANTEL begins to transfer ASTTEL union activists to remote worksite; over the next several months 36 key organizers are punitively transferred.

*Jail (3)  
TORT (3)*  
November 23: Three members of the ASTTEL Executive Council are arrested, tortured, and then released 48 hours later after being forced to sign "confessions" while blindfolded.

November 1985: ANTEL security forces seize and occupy ASTTEL's union office. Records are confiscated. Union meetings and distribution of union literature at the worksites are banned. ASTTEL members are searched by security forces when they arrive for work. This is in response to a strike to free the sons of union leader Humberto Centeno.

November 8, 1985: Treasury Police kidnap ASTTEL leader Humberto

Jan 1 (3)  
Tok (2)

Centeno and his sons Jose and Jaime. ASTTEL immediately strikes for their freedom. Centeno is released, but his sons are held for two weeks of interrogation during which time they are brutally tortured, before being imprisoned for the next two years. The Centenos were never brought to trial.

ASTTEL  
International Labor Rights Violated

The gross pattern of labor rights violations against the ASTTEL union is too consistent and directed to be interpreted as random human rights violations. A tiny pro-management union at ANTEL has faced no such repression. Yet the attacks upon ASTTEL have gone on unbroken for the last three and a half years. ANTEL management has refused to take even minimum steps to defend the lives of its union workers. There have been no investigations of the death squad assassinations and disappearance of ASTTEL members. ANTEL has instead acted to foster fear and division among its workers through a union busting campaign described in detail above. The Minister of Defense appointed his brother to Preside over ANTEL. In the same manner the government obviously could move to demand labor rights protection for its state employees.

death (6)  
KSS (2)

\*ASTTEL's internationally recognized right to protection against anti-union discrimination and protection from any prejudicial acts against workers representatives was grossly violated by the assassination of six ASTTEL memebtrs and the disappearance of another member. The amount of fear and hardship this creates might be grasped by considering that an equivalent repression directed against the U.S. Communications Workers of America (CWA) would have left 730 CWA officials murdered and disappeared last year. Would CWA be able to function under such conditions? There have been no legal investigations by Salvadoran authorities into any of these assassinations. ANTEL management and the government have only responded by publically linking ASTTEL to the guerrillas, which in El Salvador is tantamount to a death warrant, as Amnesty International has pointed out. To belong to ASTTEL is to risk death. Thus the right of ANTEL workers to establish and join the organization of their choosing is being violently trampled.

\*By locking out ASTTEL's leaders ANTEL and the Government of El Salvador have violated ASTTEL's right to freedom of movement for its representatives as well as the union's right to function free of employer interference.

\*Suppression of ASTTEL union meetings violates members' right to freedom of assembly and to organize public meetings.

\*By refusing to meet with ASTTEL's representatives, ANTEL violates the workers' international right to conduct negotiations and conclude collective agreements without government-imposed obstacles.

\*ASTTEL's right to determine wage levels through genuine collective bargaining has also been violated for the last three years by ANTEL's refusal to meet with ASTTEL.

The ATCEL Case  
Repression of the Salvadoran Electrical Workers' Union

NOTE:

\*As is the case with ASTTEL, ATCEL is a public sector union. It organizes the workers of the state-owned, military-controlled electricity production monopoly, CEL.

\*Once again, because these are public sector workers, the Government of El Salvador carries a special responsibility to see that they are afforded their internationally recognized labor rights.

The workers at the Salvadoran state-owned electric company, CEL, have been fighting to form a labor association and negotiate a collective contract for more than four years in the face of threats, harrassment and firings.

Legal Recognition Withheld:

On February 23, 1985, after holding its first general assembly and electing officers, ATCEL submitted the necessary application and documentation to the Minister of Interior requesting legal status as a labor association. A year later the Interior Minister told ATCEL to send the application to the Minister of Labor, who in turn sent it back to ATCEL, informing them that this was the Interior Minister's jurisdiction. The Minister of Interior then told ATCEL to send their application for legal status to President Duarte, since this was a "political decision". ATCEL's leadership did this but received no response. They then took the case to the ARENA-controlled Supreme court, which ruled that there were no legal grounds for ATCEL to seek to represent the workers of CEL.

### Contract Thrown Out

The CEL workers have been working without a contract since 1980 when a previous union was crushed. With the union gone, management threw out the contract, cut wages, did away with vacation benefits and cost of living increments, cut back medical benefits for employees and dropped them entirely for workers' families. By 1985, wages were 40% of what they had been in 1980. CEL workers currently earn an average of 1000 colones a month, well below the poverty level.

### Working conditions at CEL are among the most dangerous in El Salvador.

Workers in the electricity generating plants are subject to acid burns and must work without protective equipment in the poisoned air of unventilated battery storage rooms. In the field, CEL workers build and repair power lines that carry 1,500 volts. Often, they are expected to work on the lines with the current left on. They must also deal with army mines placed around the electrical towers to secure them from the guerrilla. Management sends out repair and maintenance crews without adequate procedures to check the area for mines first. Since 1980, electrical accidents have killed 17 workers and caused severe injury or amputation to over 30 more. In the same time period, five workers have been killed and 35 severely injured by mines.

### Management Refuses to Negotiate

CEL's military management headed by its President, General Jaime Abdul Gutierrez, has used ATCEL's lack of legal recognition as grounds for refusal to negotiate a contract with ATCEL. Management fired ATCEL's first president, in November of 1985 and two months later fired his replacement. Gutierrez has refused every request to meet with ATCEL leadership.

### The 1988 ATCEL Strike Repressed

In June 1988, with all other recourses exhausted, ATCEL began a strike to demand legal recognition, a raise and negotiation of a collective contract. The strike had near total support of CEL's 2,500 workers. The government responded by militarizing the worksites. On June 25, seven strike leaders at the Ahuacachapan plant were captured by army troops and turned over to the National Police. Blindfolded and handcuffed, they were told to sign statements linking ATCEL to the FMLN. They refused, and were beaten before being released 48 hours later. Local military commanders threatened ATCEL strikers with capture or disappearance. Some workers were forced back to work at gunpoint. Management fired 53 union activists, including the entire union leadership on July 2. ATCEL ended the strike on July 5th when the Salvadoran Legislative Assembly promised to intervene on the union's behalf. A week later, ATCEL members along with several hundred members of a farm workers union, were attacked with clubs and tear gas by Treasury Police and Air Force troops when the farm workers attempted to bring food for the fired ATCEL members.

HS

death (17)  
wounds (5)

July 7  
beaten (7)  
threat (2)  
wounded (10)

After four months, on November 11, 1988, the Legislative Assembly finally issued a recommendation to CEL President Gutierrez that he should reinstate the fired workers. One week later in a press conference, CEL management responded that it intended to ignore this recommendation.

CEL workers continue with no contract and no union.

One January 2, seven more workers were fired for participating in ATCEL activities.

#### The National Emergency Law

If ATCEL goes back out on strike, workers will probably face the application of a new National Emergency Law. Under this law, any enterprise whose function affects the social welfare may be transferred to military jurisdiction if there is a labor conflict. The military may take control of the enterprise and workers, then technically military personnel, may be tried for treason in military courts if they do not return to work.

NOTE: Two major U.S. electrical workers' unions, U.E. and I.U.E. support ATCEL, maintain contact and have sent financial help to the union.

#### ATCEL International Labor Rights Violated

\*The failure of the Salvadoran government to grant ATCEL legal recognition is in direct violation of the international right of workers to establish and join organizations of their choosing and to have their organizations acquire legal status. These rights are guaranteed by ILO conventions establishing Freedom of Association and the Right to Organize.

\*By denying ATCEL legal status the government of El Salvador has also violated the internationally recognized right of the CEL employees to receive due process of law.

NOTE: A U.S. labor delegation to El Salvador questioned U.S. Embassy Labor Attaché Bruce Thomas as to the reason behind the Salvadoran government's failure to grant legal status to ATCEL. Thomas responded that CEL President General Jaime Gutierrez "had a hard head". The U.S. Embassy could find no reason for ATCEL to be denied legal recognition.

\*The firing of ATCEL activists is in direct violation of the international labor right to protection against anti-union discrimination and protection from prejudicial acts against workers' representatives. These rights are also guaranteed by ILO conventions pertaining to labor rights as defined in the Trade and Tariff Act of 1984.

\*The violent suppression of ATCEL demonstrations and work actions by the Salvadoran military violates the workers right to Freedom of Assembly and the Right to Hold Public Meetings.

\*Reasonable conditions of work include the labor right that wage levels be determined by genuine collective bargaining. The CEL workers are being denied this right.

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