

# ITF NEWSLETTER INFORMATIONS INFORMATIONEN INFORMATIONSBLAD

No. 2

21 January 1965

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## NEWS ABOUT THE ITF

UNITED STATES  
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### ITF assists settlement of IAM/BOAC dispute

A settlement has now been reached in the dispute between the ITF-affiliated International Association of Machinists (IAM) and the British Overseas Airways Corporation (BOAC). Details of this dispute were given in Newsletter No. 1, page 9. A major contribution to the settlement was made by a trade union group from the British civil aviation industry which went to New York at the request of both the IAM and the ITF.

The British trade unionists formed part of a delegation consisting of two representatives each from the union side of the British National Joint Council for the Civil Aviation Industry and from BOAC, together with Douglas S. Tennant, Vice-Chairman of the ITF's Civil Aviation Section, acting as ITF representative. The group started work on January 7 shortly after its arrival. By unanimous decision of the parties to the dispute, it was agreed that Tennant should take the chair at all meetings held. Two days and nights of hard bargaining followed which eventually led to a settlement, the principles of agreement being initialled by the parties before the British trade unionists returned home.

The major items agreed are as follows: a wage increase of 3½ per cent per annum for three years, back-dated to 1 January 1964 (BOAC's original offer had been of 3 per cent); four weeks' annual holiday after 10 years' service (previously only after twelve years); provision for three regular and four irregular shifts, provided that

no shift starts between 1.00 a.m. and 5.59 a.m. Other points in the agreement cover an additional \$1,000 per man compensation for 28 mechanics dismissed by BOAC last year; service increments; severance pay; and lay-off procedures.

Fuller details of the settlement will be given once the final text of the agreement is available.

Bro. George Kleimann, Grand Lodge Representative, who headed the IAM negotiating team, has now announced that a membership meeting has resulted in a 90 per cent vote for acceptance of the new contract stipulations. Commenting on the large turn-out despite unfavourable weather conditions and the overwhelmingly positive vote, Bro. Kleimann said that it served as "a vote of confidence for the trade union commission from London which, together with two personnel officers, were responsible for bringing about a settlement of our strike."

RAILWAYMEN

GERMANY  
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Railwaymen protest at plan for larger road haulage vehicles

The ITF-affiliated German Railwaymen's Union has strongly protested against the government's plan to increase the maximum permitted weight of lorries and trailers from 32 to 38 tons and the length to 18 metres. Such a step would greatly increase road costs and reduce road safety; by raising road haulage carriage capacity it would also make it considerably more difficult to revive the fortunes of the railways.

GREECE  
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Striking station-masters arrested

We have been informed by our affiliate, the Greek Railwaymen's Federation, that station-masters belonging to the union went on strike on 19 January and that, despite the fact that they were "called up" by the government and ordered to remain at work, police have arrested the strikers. Lawrence White, ITF Assistant General Secretary, is in Athens and is assisting the union in its dispute.

TURKEY  
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Settlement of railwaymen's dispute

The ITF-affiliated Turkish Railway Workers' Federation informs us that as a result of the settlement reached recently which averted a national railway strike it has achieved substantial improvements in pay and conditions on behalf of its members. With effect from

1 August 1964 all employees get a flat increase of 20 Kuruş per hour (approx. 2d. or 2 US cents), with a further 10 Kuruş increase with effect from 1 January 1965. All workers also receive four more paid holidays a year.

In addition, increases have been obtained for night work rates, meal allowances, travel allowances and death benefits, and a number of joint committees are to be created for the purpose of consultation on productivity, application of the collective agreement, discipline and promotion. We hope to be able to give further details in a forthcoming issue.

UNITED STATES  
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### RLEA calls for railway nationalization

The ITF-affiliated Railway Labor Executives' Association has reversed a policy which it has followed since 1920 and voted in favour of government ownership and control of the railway industry. The decision followed a week of discussions by the heads of 22 railway unions on the current problems of the industry. George Leighty, RLEA Chairman, said: "In our view, the present management of the railroad industry no longer has sufficient concern for the interests and needs of the general public to be entrusted with the stewardship of the most fundamental and most essential part of our nation's transportation system."

The railroads had failed to give adequate service, as was shown by the progressive elimination of passenger trains and failure to provide adequate equipment and service for the carriage of freight. They had persistently refused to join with the unions to establish proper safety measures for the protection of both passengers and workers. Finally, there was chaos in the industry's labour relations. "When a public utility in the hands of private managers simply refuses to recognize its obligations to the public, government ownership of that utility appears to be the only way of meeting the essential needs of the people."

### Appeal for government action to end FEC strike

The strike by non-operating employees of the Florida East Coast railway will be two years old on 23 January. The men involved are attempting to obtain the same increase in pay achieved by all other comparable railwaymen in the United States in June 1962. The RLEA has now called upon the government to do all it can to end the conflict; which has been caused by the FEC railway management's total refusal to negotiate or accept arbitration, and by its persistent violations of the Railway Labor Act which have resulted in a number of court actions against the company. (For background to the dispute, see ITF Journal No. 7-8 of 1964 - "Out of step!")

ROAD AND PASSENGER TRANSPORT WORKERS

NORWAY  
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Taxi drivers in Oslo await pension news

Oslo taxi-drivers belonging to the ITF-affiliated Norwegian Transport Workers' Union are waiting to hear the attitude of the government to a proposed pension plan which was submitted to the ministries concerned on 29 October last year. It had been hoped that the plan could have been put into operation on 1 January 1965, but the ministries' reply was not ready in time for that. A statement was expected on 20 January.

PORT WORKERS

INDIA  
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Calcutta dock dispute settlement

The agreement by which a threatened strike of dock workers in the port of Calcutta was averted on 29 December (reported under News in Brief in Newsletter No. 1) provides for some of the issues to be referred to other bodies for settlement and the concession by the Port Authority of some other claims. Of the major demands in dispute, those referring to rest periods and overtime rates for marine crews have been referred to a tribunal; the claim for decasualization of certain categories of workers is being examined by a special committee. Until the tribunal's decision on overtime rates is made known, these are subject to an interim increase of 5% on the consolidated rate.

NETHERLANDS  
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Agreements for Amsterdam and Rotterdam near conclusion

Negotiations between the port employers of Amsterdam and Rotterdam and unions including ITF-affiliated Netherlands Transport Workers' Union on new collective agreements are reported to be nearing conclusion. At one stage the union had threatened to call a general port strike unless satisfactory progress was made towards agreement. The contracts expired on 31 December 1964.

UNITED STATES  
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Dockers reject contract; second vote to be held

Dock workers in ports on the northern half of the US Atlantic coast voted on 8 January to reject the provisional agreement reached between the International Longshoremen's Association and the port employers. (For terms of the agreement see Newsletter No. 1). As a consequence, dockers in all Atlantic and Gulf coast ports went on strike on 11 January. The union leaders feel that the men did not fully understand the terms of the agreement when they voted; a second ballot is being held on 21 January. Meanwhile, members of the ITF-affiliated National Maritime Union are respecting ILA picket lines.

SEAFARERS

FINLAND  
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New foreign trades agreement for Finnish seafarers

On 14 January a new collective agreement for 1965 was signed by the shipowners' association and the ITF-affiliated Finnish Seamen's Union. The agreement provides for a 7½% general pay increase, effective 1 January 1965. The special bonus of 5% paid to chief stewards who hold a certificate or have 6 years' experience in the job is increased to 10%, giving this group an overall increase of 12½%.

The bonuses for length of service with the same company are 5% payable after 3, 5, 8, 12, 15, or 18 years (previously 3, 5, 10, 15, 18 and 20 years). All other allowances are increased by 7½%, with the provision that when the official cost-of-living index has reached 182 points all elements of pay will be increased by a further 4.1%; the index figure for December was 174.

Other contract improvements include the provision that when a seafarer is signed off, any period of service which exceeds a full month by 16 days or more will be regarded as a full month, when calculating eligibility for paid leave. Previously only complete months of service have been taken into account. Questions concerning overtime pay and length of paid leave are to be discussed by all the Scandinavian countries jointly.

INDIA  
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Seamen's unions submit claims

We are informed by the seamen's unions of India that they have submitted a list of claims to the National Maritime Board. These include demands for an increase of Rs. 35 in the monthly wages of all categories of seamen, the establishment of a minimum wage of Rs.160

(£12 or \$33.60), the introduction of an annual seniority increment of Rs. 10, payable at the end of every five years, as well as improvements in various fringe benefits. The present rate for seaman grade I has been Rs. 178.50 (£13 8s. or \$37.52) since December 1959; this is well below ILO standards.

ITALY  
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#### New agreement for state-controlled shipping companies

Seafarers employed on ships of the state-controlled shipping companies have obtained a new collective agreement, effective from 1 December 1964. The agreement, reached after long and difficult negotiations between the Merchant Navy Ministry and the unions concerned, provides for an increase in basic pay of 16%, after consolidation into the basic rate of special increases granted last year; two seniority bonuses of 1½% payable to seafarers with 8 and 15 years' service in their grade; deck crew allowance of L.2,100 (£1 4s. or \$3.36) per month; engine-room and junior officers' allowances increase of L.900; reduction of hours of work by two per week; increase in hourly overtime rates of between 30% and 50%; and payment of a fourteenth month's wages (end-of-year bonus).

The unions are continuing pressure to obtain increases in seafarers' pensions.

NORWAY  
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#### Norwegian ships' officers' agreement

The ITF-affiliated Norwegian Mates Association has a new two-year contract for its members in the foreign trades. This provides for a flat-rate pay increase of Kr. 100 per month from 1 November 1964, plus a further Kr. 15 per month from 1 November 1965; overtime rates are increased by from Kr. 0.85 to Kr. 1.05 per hour on week-days, with a further Kr. 0.10 from 1 November 1965; leave pay is fixed at 9% of annual earnings (9½% from 1 May 1966); victualling allowance whilst on leave is increased to Kr. 24.50 per month. The agreement also contains a new provision to the effect that an officer is entitled to draw his basic salary plus seniority allowance during the period when he is at the company's disposal between his return from holiday or sick leave and starting work again.

On board bulk carriers manned according to new "rationalization" manning scales the Chief Mate receives an extra Kr. 125 and other mates Kr. 75 per month.

Monthly salary for a Chief Officer now ranges from Kr. 1,601 (2,000 hp/ton ship\*) to Kr. 2,242 (over 50,000 hp/ton); First Officer's salary goes from Kr. 1,443 to Kr. 1,832; overtime rates from Kr. 8.40 to Kr. 11.40 per hour (weekdays), doubled for holidays; Second Officer's

\* ) -----  
horse power/ton - sum of ship's gross tonnage and engine horse power.



salary from Kr. 1,325 to Kr. 1,595 weekday overtime rate from Kr. 7.75 to Kr. 9.50 per hour; Third Officer's salary from Kr. 1,325 (7,000 to 9,000 hp/tons) to Kr. 1,470, weekday overtime rate from Kr. 7.75 to Kr. 8.50.

(1 Norwegian Kr. equals 1 shilling or 14 US cents.)

Pay rates for seamen

As a follow-up to the report in Newsletter No. 1 on the new foreign trades agreement for Norwegian seamen, we give below some key examples of the new wage and overtime rates, together with the tanker bonus:

Job	Basic pay (monthly)	Overtime		Tanker Bonus (monthly)
		weekdays (hourly)	holidays (hourly)	
	Kr.	Kr.	Kr.	Kr.
Boatswain	1,195	6.85	13.70	72.00
Able seaman	1,075	6.65	13.30	65.00
Ord. seaman	842	4.90	9.80	51.00
Apprentice	578	3.70	7.40	35.00
Electrician (top grade)	1,668	10.15	20.30	-
Donkeyman	1,195	6.85	13.70	72.00
Motorman	1,102	6.65	13.30	66.00
Oiler	672	4.85	9.70	40.00
Radio Officers (passenger vessels)				
- 1st Officer	1,306	7.55	15.10	-
- 2nd Officer	1,224	7.50	15.00	-
Radio Officers (other vessels)				
- 1st Officer	1,247	7.50	15.00	75.00
- 2nd Officer	1,149	7.50	15.00	69.00
Radio Officer/Secretary (passenger vessels)				
- 1st Officer	1,535	8.95	17.90	-
- 2nd Officer	1,450	8.35	16.70	-
Radio Officer/Secretary (other vessels)				
- 1st Officer	1,474	8.50	17.00	88.00
- 2nd Officer	1,377	8.05	16.10	83.00
Steward, range from (crew of up to 20)	1,419	497.00*		85.00
to (crew of 55 or more)	1,586	555.00*		95.00

\* monthly payment to compensate for all overtime worked

SCANDINAVIA  
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Joint approach to hours of work at sea

The seafarers' unions of Denmark, Finland, Norway and Sweden have worked out a joint programme on hours of work at sea, with the aim of preventing their membership from falling behind workers in shore employment in this respect. The unions are thinking in terms of an eventual reduction in the working week from 45 to 40 hours; a possible intermediate step would be a 42-hour week, with special pay rates for hours worked between 42 and 48 per week.

CIVIL AVIATION WORKERS

SWITZERLAND  
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Improvements for Swissair staff

The ITF-affiliated Swiss Public Service Workers' Union has reached agreement with Swissair on certain improvements in fringe benefits for its members. The end-of-year bonus is composed of a basic sum plus an annual increment for each year of service up to a maximum which must not exceed one month's salary; this maximum has now been raised from 810 Fr. for married employees and 510 Fr. for single employees to 950 Fr. for all employees. Child allowance is increased from 25 Fr. to 30 Fr. and the age limit of 19 is now extended to 24 in cases where the child is still dependent because he is still studying or is unable to earn a living because of physical or mental disability.

Entitlement to annual leave is now as follows: 2 weeks minimum; 2½ weeks after age 25 (previously 30) or four years' service; 3 weeks after age 35 or eight years' service; 4 weeks after age 50 (previously an employee had to have five years' service in addition to having reached age 50) or after age 45 and five years' service, or after 20 years' service. (There are 12.10 Swiss Fr. to £1 and 4.32 to US \$1).

TRADE UNION RIGHTS

JAPAN  
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Fact-finding delegation in Japan

A delegation from the Fact-Finding and Conciliation Commission on Freedom of Association of the International Labour Organization has been in Japan making on-the-spot investigations into the problem of Japan's failure to ratify ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize. The three-man delegation consists of Mr. Erik Dreyer (Denmark) who is the leader of the party, Mr. David Cole (United States) and Mr. C. Wilfred Jenks (Great Britain). They have been talking to



representatives of the government and of the trade union movement. The Commission is expected to have its report ready for consideration by the ILO Executive Council by June.

UNITED STATES  
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Bill to make transport strikes illegal

A bill to make transport strikes a federal crime was introduced in the US Senate recently. It would provide that striking transport workers, or those who aid them, could be punished by a fine of up to \$50,000 or imprisonment of up to a year, or both. The bill would apply to railwaymen, civil aviation workers, truck drivers, seamen, longshoremen, etc.

PERSONALIA

Frank Cousins, ITF President, who is on leave of absence from the British Transport & General Workers' Union, has been elected to the House of Commons as Labour Member of Parliament for Nuneaton. He was appointed Minister of Technology when the Labour Government took office last October.

William M. Dolan: We regret to report the death at age 75 on 18 December of William M. Dolan, Vice-President of the US Brotherhood of Railroad Trainmen from 1946 until his retirement in 1960.

Humberto Hernández, ITF Executive Board member and President of the Venezuelan Transport Workers' Union, has been elected chairman of the disciplinary committee of the Venezuelan Trade Union Confederation (national centre).

Capt. Lloyd W. Sheldon has been elected President of the US International Organization of Masters, Mates and Pilots in succession to Charles M. Crooks who did not stand for re-election for health reasons. New Secretary-Treasurer is Capt. Thomas F. O'Callaghan.

Gösta W. Widing With deep regret we report the death on 9 January at the age of 56 of Gösta W. Widing, President of the Finnish Locomotivemen's Union since 1951. He had been a member of the ITF General Council since 1948 and was President of the Nordic Railwaymen's Union from 1957 to 1960, as well as holding many other important posts in Finland. Many ITF members will remember him for his part in welcoming delegates to the ITF Congress in Helsinki. He will be sadly missed by all his friends.

Capt. Hill Wilson has been elected President of the Canadian Merchant Service Guild (officers); he succeeds Capt. Robert W. Draney.

NEWS IN BRIEF

Algerian dockers in the port of Algiers went on strike from 5 to 9 January in support of a 20% pay claim and other improvements. This was the first strike of comparable importance since Algerian independence.

Argentine railwaymen have been staging token strikes of one or two hours per shift to press their claims for pay rises. This action follows a second 24-hour strike on 4 January (see Newsletter No. 1 page 3).

Belgian suburban tram workers have obtained a new agreement providing for three weeks' annual leave; improved pay and efficiency bonuses; and a new system of relating wages to the cost-of-living index.

Belgian tugmen and lock-keepers in the port of Antwerp have been working to rule since call-up notices ended their strike on 6 January.

Great Britain: busmen employed by private companies outside London have rejected an offer of an extra 8s. 6d. per week; an arbitration tribunal set up by the Ministry of Labour is to consider claims on behalf of busmen in municipal undertakings outside London.

Indian seafarers' provident fund scheme is to come into operation with effect from 1 July 1964 (for details see Press Report No. 9 of 7 May 1964).

Japanese civil aviation workers employed by Japan Air Lines were recently granted an end-of-year bonus equivalent to 3½ months' pay (average ¥100,500 - £1,000 or \$279.17 approx. - per employee) following a six-hour strike.

Norwegian engineer officers claims for improvements in a new foreign trades contract have gone before the state arbitration board.

Singapore port staff association has rejected the Authority's wage offer for 2,000 monthly-paid staff.

COST OF LIVING

RHINE COUNTRIES January 1963 - 100

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Netherlands - November 1964 - 108.3 points

Switzerland - January 1 1965 - 106.5 points

FORTHCOMING MEETINGS

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- Management Committee - London, 3 February 1965
- Road Transport Section Committee - Amsterdam, 9-11 February 1965
- Automation Committee (Seafarers) - London, 15-16 February 1965
- Asian Seamen's Committee - London, 17-18 February 1965
- North Sea Ports - Bordeaux, 23 March 1965
- Dockers' Section Conference - Bordeaux, 24-26 March 1965
- Executive Board - Frankfurt, 24-26 May 1965
- XXVIIIth Congress - Copenhagen, 28 July-6 August