

# ITF NEWSLETTER

## INFORMATIONS

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No. 3

8 February, 1965

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### NEWS ABOUT THE ITF

GREECE  
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#### Court upholds ITF affiliate in Panamanian ship action

A court in the Greek port of Volos last month upheld the right of dockers to take strike action against a flag-of-convenience vessel providing sub-standard wages and conditions for its crew.

The story began in August 1963 when the ITF and its affiliate, the Italian Seafarers' Federation, organized a boycott of the Italian-owned Panamanian-flag ship "Coral" whilst it was in the Port of Volos. The owner of the ship was not only paying his crew-members lower rates than those provided by the Italian collective agreement, but the ship was also under-manned by Italian standards.

The action was undertaken under the supervision of Bro. Lawrence White, Assistant General Secretary, and Bro. Lagorio of the Italian Seafarers' Federation. Members of the ITF-affiliated Greek Dockers' Federation in Volos went on strike in sympathy with the crew of the "Coral". The action lasted from 12 August until 20 August, when the owners agreed to apply the Italian agreement in full and the entire crew became members of the Italian Seafarers' Federation. The owners also undertook to make contributions for one year to the ITF Welfare Fund and to pay £450 towards the payment of Volos dockers' wages during their strike. It is important to note here that, before the action began, the

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owners were informed of the contributions which they would have to make and also that they would be held responsible for loss of wages by the dockers.

Despite this agreement, the local agent for the ship later attempted to take legal action against the Greek dockers' union. Since he discovered that there were no grounds for a civil action, he brought a charge of "blackmail" against the Executive Board of the Volos Dockers' Union.

When the case came before the court, however, the agent did not put in an appearance and it consequently had to be adjourned. At the adjourned hearing, the same thing occurred but a plea for a further adjournment to 18 January was accepted by the Court. The case therefore came up again last month, with Bro. White attending the hearing. Once again, the "Coral" agent did not appear but sent a cable from Athens stating that he was sick. The judges decided nevertheless that the case should be heard without him and in the subsequent hearing the charge against the Dockers' Union was dismissed. The judges moreover stated that the questions raised by the agent in no way invalidated the dockers' right to strike in such circumstances.

ARGENTINA  
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General Secretary cables President in railway dispute

Pieter de Vries, ITF General Secretary, has cabled President Illia of Argentina urging him to intervene in the dispute concerning claims by the ITF-affiliated Locomotivemen's Union "La Fraternidad" and the Railwaymen's Union for increased pay to compensate for the rise in the cost of living. The railwaymen have already been obliged to resort to industrial action in support of their claims. De Vries had an interview with President Illia during his recent tour of Latin America.

RAILWAYMEN

GERMANY  
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Opposition to higher rates

Philipp Seibert, President of the German Railwaymen's Union, has attacked proposals to increase German Federal Railways (DB) rates, and stated that if the railways were relieved of the burden of social costs which they ought not to have to bear - about DM 3m. per annum - it would be possible to reduce rates by as much as 20%. He also attacked the proposed line closures, saying that the DB had a duty to provide adequate passenger services.

GREAT BRITAIN  
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New pay rates for locomotive staff

We give below examples of the new wage rates for British Railways Locomotive Staff, following the recent award of a 9% increase which came into effect on 21 December 1964:

<u>Engine Cleaners - Junior:</u>	<u>per week</u>
Age 15 (45% of adult male basic rate)	£4 15s. Od.
Age 17 (55% of adult male basic rate)	5 6s. Od.
Age 19 (80% of adult male basic rate)	8 9s. Od.

Engine Cleaners - Adult

Until prescribed no. of firing turns have been worked representing 1 year	10 11s. Od.
After prescribed no. of firing turns have been worked representing 1 year	11 10s. Od.

Firemen

1st year	11 10s. Od.
2nd year	12 5s. Od.
3rd year	12 18s. Od.
After 12 years	13 5s. Od.
After prescribed no. of driving turns have been worked representing 1 year	13 18s. Od.

Drivers

Shunting driver: 1st year	13 18s. Od.
2nd year	14 14s. Od.
3rd year	15 12s. Od.
Train driver : 1st year	14 14s. Od.
2nd year	15 12s. Od.
3rd year	16 8s. Od.

NB: Add 6s. to adult rates and 3s. to junior rates for London allowance.

UNITED STATES  
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"Attrition principle" agreed for redundancy

Agreement has been reached between five non-operating railway unions - Railway Clerks, Maintenance of Way Employees, Telegraphers, Signalmen and dining car employees - and the railway companies that cuts in staff will be effected by means of the "attrition principle", i.e. by not filling vacancies

which occur in the natural course of events because of retirement, resignation or death. This is the largest single group of railway workers which has achieved such an agreement. No employee will be declared redundant who had completed 2 or more years' service on 1 October 1964. This means that several thousand railway workers who were laid off after that date when the railways put their own plans for staff cuts into operation will be recalled to the service. The agreement was reached with the assistance of Federal mediators.

It has still to be determined whether the number of jobs abolished annually will be limited to a set proportion of the total or correspond to the number of staff lost by natural wastage; nor has agreement yet been reached on the degree of freedom the employers will have to transfer existing employees to other jobs.

ROAD AND PASSENGER TRANSPORT WORKERS
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BERMUDA  
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Recognition agreement for bus workers

The Bermuda Public Transportation Board has recognized the bus operators' division of the ITF-affiliated Bermuda Industrial Union. The agreement gives the union the right to put forward applicants for employment by the Board; to be consulted in the event of the work force being drastically reduced; and to appeal against disciplinary action taken against an employee. The Board recognizes the right of any employee to belong to the union and also agrees to arrange for its employees to be trained to enable them to obtain promotion to higher posts.

TRINIDAD  
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Bus service nationalized after inquiry

The Princes Town Special Bus Service Co. Ltd. has been nationalized following the report of a Commission of Inquiry into its operations. The inquiry was set up after a strike by the ITF-affiliated Transport and Industrial Workers' Union, and although the strike was not successful the union now feels confident that the service will be better and that there are brighter prospects for good labour relations between workers and management.

PORT WORKERS

NETHERLANDS  
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Provisional agreement rejected by Amsterdam dockers

A provisional agreement between port employers in Amsterdam and Rotterdam and the ITF-affiliated Netherlands Transport Workers' Union has been accepted by Rotterdam dockers but rejected in the port of Amsterdam. The agreement provided for a wage increase of 5% with a minimum weekly wage of 110 Guilders (about £10 17s. 6d. or \$30.5).

UNITED STATES  
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Nearing end of East Coast dock strike

Dockers in New York voted in a second ballot to accept the contract agreed between the port employers and the International Longshoremen's Association, which they had earlier rejected. The strike along the Atlantic and Gulf Coasts continues, however, until all ports have reached final settlement.

VENEZUELA  
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Boycott of vessels from countries trading with Cuba

The boycott by Venezuelan dock workers of vessels from countries trading with Cuba continues. So far British (Craftsman), French (Carvet) and Spanish (Virginia de Churruca) ships have been boycotted. A delegation has gone from Venezuela to Puerto Rico to discuss a possible extension of the boycott there.

SEAFARERS

NORWAY  
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Seamen's law revision sought

The ITF-affiliated Norwegian Seamen's Union is seeking a revision of the Seamen's Act. Among the improvements it wants to see are: a simplification of the language so that

layman can understand it; equality of status for foreign nationals on board Norwegian ships so that they get the same benefits as Norwegian citizens; a provision that no seaman engaged in Norway may be signed off in a foreign port; a clear statement that holidays and sick leave are not regarded as breaks in service when computing benefits which depend on "uninterrupted" service; a redrafting of the provision on the sharing-out of short-hand pay in order to make it clear that this will not be deducted from overtime pay.

SWEDEN  
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New pay rates for seafarers

We give below examples of new basic monthly pay rates (effective on 1 February 1965) for deck and engine-room crew on board Swedish vessels:

Category	Starting rate	After 2 yrs	After 5 yrs	After 10 yrs
Boatswain, Electrician, Pumpman, Turner, Carpenter with at least 24 months' sea service	Kr.1,126	1,176	1,201	1,239
Donkeyman	1,073	1,124	1,150	1,187
1st motorman	1,073	1,112	1,137	1,162
Carpenter with less than 24 months' service, Oiler	1,010	1,047	1,073	1,099
Able seaman, Fireman with at least 12 months' sea service, of which at least 6 months as fireman, Motorman	1,006	1,045	1,070	1,095
Ordinary seaman, Fireman with less than 12 months' experience	692			
Trimmer	615			
Boy with at least 12 months' experience	508			
Boy with less than 12 months' experience	469			

CIVIL AVIATION WORKERS

NETHERLANDS

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KLM stewardesses win equal pay agreement

The ITF-affiliated Association of KLM Stewardesses has concluded an agreement with KLM (Royal Dutch Airlines), providing for rates of pay equal to those enjoyed by male stewards. The new rates of pay, backdated to 1 January 1964, rise by annual increments from 725 Guilders in the first year of service to 1,025 Guilders in the final year for stewardesses employed on a five-year contract. The intermediate rates are: 775 Guilders (2nd year), 925 Guilders (3rd year) and 975 Guilders (4th year). Stewardesses not employed on a limited contract get a yearly increase up to their 40th birthday.

Other features of the new agreement are a savings scheme and additional holiday. Each month the stewardesses pay 7% of their salary into a savings fund, and on leaving the company (after three years) they are paid back 14%, or double the sum of their own contributions. They get 21 days' holiday per year for the first three years of service and 23 days for the fourth and fifth years. Stewardesses having served more than ten years with KLM get 25 days' annual holiday. (There are 10.13 Guilders to £1 and 3.6 to US\$1.)

GENERAL

EUROPE

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Social Charter to come into effect

Germany has recently become the fifth country to ratify the European Social Charter, which can now come into effect. The other four ratifications have come from Great Britain, Norway, Sweden and the Irish Republic. The Social Charter, which was signed in October 1961 by the Council of Europe countries, lists 19 basic social rights including the right to work under just and healthy conditions, the right to form trade union organizations, the protection of employed women and mothers, the right to strike and to collective bargaining, the right to medical assistance and to social insurance, and the right of families to social, judicial and economic protection.

AUSTRIA  
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Central agreement on holidays

A recent agreement between the employers and the Austrian national centre provides for minimum paid annual leave for weekly and monthly-rated employees as follows:

Weekly-rated: up to 15 years' service - 18 days; over 15 yrs - 24 days; over 25 years - 30 days.

Monthly-rated; up to 10 years - 18 days; over 10 years - 24 days; over 25 years - 30 days.

This applies to all employees in service before 1964. For those engaged in 1964, 1965 and 1966, the new provisions will be effective not later than December 1966.

DENMARK  
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Central agreement on working hours and wages

The new central agreement between Danish trade unions and employers provides for a cut in the working week from 45 to 44 hours with effect from 1 March 1966. It also gives an increase of 15 øre per hour to all workers in 1965, with a further 10 øre in 1966; lower paid workers - earning under 6.73 Kr. per hour for men and 5.49 Kr. per hour for women - get additional increases of up to 23 øre. (There are 19.34 Danish Kr. to £1 and 6.9 to US \$1.)

FRANCE  
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Two days of strikes in public service and nationalized industry

On 27 and 28 January workers in the public service and nationalized industries staged a series of strikes in protest against the government's methods of implementing its wage-freeze. Transport workers who came out included state railwaymen, Paris transport network bus and underground employees, and air traffic control and airport ground staff.

GREAT BRITAIN  
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Royal Commission to study labour relations

A Royal Commission (composed of independent members) is being set up to look into labour relations in Britain. Its terms of reference are "To consider relations between management and employees and the rôle of trade unions and employers' associations in promoting the interests of their members



and in accelerating the social and economic advance of the nation with particular reference to the law affecting the activities of these bodies." The Commission is expected to present its report in about two years.

PERU  
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#### Labour relations study

A commission composed of representatives of Labour, management and government has been set up in Peru to review the Labour Code which regulates labour relations in public and private employment.

TRADE UNION RIGHTS
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BERMUDA  
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#### General strike in recognition dispute

The Bermuda Industrial Union, whose transport members are affiliated to the ITF, has called a general strike in protest against the refusal of an electrical company to recognize it as bargaining agent for the company's employees.

The union has also recently sent an appeal to the International Labour Organization about the denial of trade union rights and demanding the application in full of Convention No. 98 (Right to Organize and Collective Bargaining) which is applied "with modifications" to Bermuda by the British government.

SPAIN  
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#### Workers protest against state-run trade unions

Workers in Madrid demonstrated recently against the government-run trade union movement, calling for free unions and the right to strike. In addition, the union which organizes miners and petroleum workers has issued a statement asking the government for greater autonomy and rejected the present "paternalistic" structure. This is the first time since the Franco régime took power that a trade union has made such a move.

PERSONALIA

Fritz Schreiber, Treasurer of the German Railwaymen's Union, celebrated his 60th birthday on 5 February.

Ernst Ulbrich, National Secretary of the Austrian Railwaymen's Union, celebrated his 50th birthday on 30 January.

COST OF LIVING

RHINE COUNTRIES  
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January 1963 - 100

Netherlands - December 1964 - 107.47.

NEWS IN BRIEF

Argentine seafarers organized in the maritime confederation has announced a series of 24-hour strikes for 1, 9, 10, 16 and 17 February on board Argentine vessels in Argentine and foreign ports in support of a wage claim.

Belgium: The new legal working week of 45 hours went into effect on 1 February 1965.

Danish tally clerks in the free port of Copenhagen are on strike.

Great Britain: It appears that agreement will soon be reached between the National Union of Railwaymen and the British Railways Board on the introduction of "liner" trains, since guarantees have been given about redundancy of British Railways lorry drivers involved with the carriage of goods to and from rail terminals. The union has also had talks with the Minister of Transport on this subject.

- Municipal busmen outside London have been awarded pay increases of 15s. per week for drivers and conductors and 13s. 6d. per week for maintenance staff by an arbitration board. This award has to be ratified by the National Joint Council for the industry. Talks continue on claims for a 40-hour week and incentive payments.

The Committee of Inquiry into the port industry is taking evidence from interested parties under the terms of reference for the second part of its task to invest-

igate decasualization and other matters affecting efficiency). The Chairman of the Inquiry, Lord Devlin, is visiting New York to look into methods there, and the Committee will visit ports in Britain.

Norwegian ship's engineer officers have been awarded with effect from 19 January an increase of 100 Kr. per month on basic rates; overtime rates go up correspondingly plus 4%; Chief Engineers' overtime compensation increased from 33.7% to 35%; victualling allowance up by 50 øre to 10.50 Kr. There will be a further increase of 15 Kr. per month from 1 November 1965. The same special allowances for new manning arrangements apply as for ship's officers (see Newsletter No. 2.)

EXTRA ITEM - ILO Fact-Finding group in Japan

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The International Confederation of Free Trade Unions has expressed its satisfaction with the thorough and conscientious way in which the panel from the ILO Fact-Finding and Conciliation Commission on Freedom of Association conducted its recent on-the-spot investigations in Japan, and at the serious efforts which it has been making to lend a helping hand in the establishment of sound labour relations in Japan on the basis of a sincere recognition of full trade union rights.

The ICFTU statement goes on: "On the other hand we cannot but state our disappointment at the fact that the Japanese government, while making certain commitments to the Commission, failed to make such concrete undertakings with respect to trade union rights which could have satisfied the trade unions... We nevertheless express the firm hope that the Japanese government, in accordance with its commitments, will now take the initiative for the implementation of the indispensable conditions for the solution of the problem and will show a sincere determination to comply with the spirit of the Commission's proposals for the creation of mutual confidence and unconditional recognition of the bargaining rights of the trade unions."

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FORTHCOMING MEETINGS

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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

SICK PAY FOR BRITISH RAILWAYMEN

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The British Railways Board is introducing an improved sick pay scheme for its wages grade staff; details of the main provisions are given below:

Eligibility: Men are eligible to receive benefit after one year's continuous service, women after five years' continuous service. If service is broken due to redundancy, and the break does not exceed 3 years, service will be treated as continuous. Sickness benefit begins after the first seven consecutive days' illness.

Amount: The weekly amount payable will be such as to supplement an employee's weekly entitlement to National Insurance sickness benefit up to three-quarters of the weekly rate of pay. The minimum amount of sick pay payable will be £2 per week.

Period of payment: For staff with less than 10 years' service - up to 7 weeks per calendar year; for staff with from 10 to 15 years' service - up to 10 weeks per calendar year; for staff with from 15 to 20 years' service - up to 13 weeks per calendar year; for staff with 20 or more years' service - up to 18 weeks per calendar year.

Maternity Leave will not rank for sick pay under the scheme staff who are provided with free board and lodging by British Railways will have their sick pay determined in consultation with staff representatives. In the case of absence due to an accident occurring either on or off duty, sick pay will be paid as a loan which will be repayable to British Railways in the event of the employee involved recovering damages from a third party or from British Railways.

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SOCIAL POLICY COURSE

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The Institute of Social Studies at The Hague, Netherlands, is organizing a course in Social Policy from May to December 1965. The course is intended to provide an international meeting ground for social administrators, social workers, trade union leaders and industrial managers with experts in the different sectors of social policy. They will investigate jointly how social policies should be formulated and directed. The course offers two specialized fields of study: Community Development, concerned with social development policy in a rural setting; and Industrial and Labour Relations, concerned with such policy in an industrialized setting.

Applicants must have a BA or MA degree in one or more of the social sciences or a professional training in social work. They should have considerable job experience in responsible positions as administrators, teachers, supervisors, trade union leaders or advanced practitioners in the social sector at policy making or policy implementation level. Successful participants will be awarded the Diploma in Social Policy. The closing date for applications is 15 March 1965, and inquiries should be addressed to: The Institute of Social Studies, 27 Molenstraat, The Hague, Netherlands.