

# ITF NEWSLETTER INFORMATIONS INFORMATIONEN INFORMATIONSBLAD

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## NEWS ABOUT THE ITF

### LATIN AMERICA \*\*\*\*\*

#### ITF representatives attend ORIT Congress

J. F. Otero, ITF Regional Director for Latin America and the Caribbean Area, and his assistant, Manuel Medrano, have been attending the Congress of the Inter-american Regional Organization of Workers (ORIT) of the ICFTU which took place in Mexico City from 2 to 6 February. Bro. Otero was asked to address the Congress on behalf of all the ITS representatives who were present.

The Congress passed a resolution recommending a trade union boycott of the Castro régime in Cuba. The recommendation, which was supported unanimously by delegates representing some 29 million workers in the Americas, has to be formally approved by all member organizations of ORIT before being put into practice through a special committee. (Venezuelan dock workers have already begun to boycott selected ships from countries trading with Cuba, as reported in previous issues of the ITF Newsletter.)

Otero and Medrano have also been visiting leaders of transport workers' unions in Mexico recently, and Medrano went to Bolivia during January.

BRAZIL  
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General Secretary writes to Labour Minister

Pieter de Vries, ITF General Secretary, has addressed a letter to the Brazilian Minister of Labour, Dr. Arnaldo Lopes Sussekind, with whom he had an interview during his recent tour of Latin America, drawing his attention once again to the unsatisfactory situation in the Brazilian labour movement. Many unions remain in the hands of government appointees; employers throughout the country are stepping up their attacks on the workers' rights and laws for the latter's protection are not being enforced; collective agreements on wages and conditions are being unilaterally set aside in certain areas of the country; and the government's failure to check rising prices whilst keeping a check on wage levels means that the whole burden of the country's economic difficulties is falling on the workers. All these problems have produced serious discontent and the General Secretary expresses the hope that the Brazilian government will review its present policies in order to meet the legitimate aspirations of the Brazilian workers as a whole and transport workers in particular.

PERU  
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Peruvian transport workers' problems raised

The General Secretary has also written to President Belaúnde Terry of Peru, regretting that he was unable to obtain an interview with any members of the Peruvian government during his visit, and drawing to his attention the various social and economic difficulties facing transport workers in that country. He hopes that the government will attend to these problems promptly and effectively.

Meeting of Ship Automation Committee

A meeting of the Ship Automation Committee of the ITF Seafarers' Section took place in London on 15 and 16 February; a report appears as Supplement No. 1 to this issue of the Newsletter.

RAILWAYMEN

KENYA  
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Strike threat by Railway African Union

The ITF-affiliated Kenya Railway African Union has stated that it will call its members out on strike on 4 March unless it obtains satisfaction on the following claims: immediate publication of the report of the Board of Inquiry

into Group B salaries; increase in the minimum wage to 250/- per month; the arbitrary transfer of union officials by Railway Management to be stopped immediately; and that labour relations in the industry should be improved.

UNITED STATES  
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#### Further details of redundancy agreement

Further details are now available of the redundancy agreement reached by five non-operating railway unions, reported on in Newsletter No. 3. Even though the agreement - which is based on the so-called "attrition" principle - might otherwise allow greater staff reductions, the employers have agreed not to reduce the number of employees in any craft represented by the five unions by more than 6% a year. However, if the company's business over any 30 day period drops more than 5% below the average of its business during the same 30-day period of 1963 and 1964, the company may cut jobs more than otherwise allowed. This may be done to the extent of 1% for each 1% that the drop in business exceeds 5%. If business picks up later, these laid-off employees must be recalled within 15 days.

The company has the right to transfer work and/or employees, providing proper notice is given, throughout its network, but without crossing craft demarcation lines. Employees who are required to make a transfer which involves moving house are to be paid moving expenses and guaranteed against loss on the sale of their homes; they also receive a transfer allowance of \$400 and five days' pay.

ROAD AND PASSENGER TRANSPORT WORKERS

ARGENTINA  
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#### Drivers' union urges regulation on hours of work

The ITF-affiliated Union of Road Transport Drivers and Allied Workers of Argentina is pressing the Argentinian Government to process draft legislation sponsored by the union to regulate the hours of work of long-distance road transport drivers. This is a long outstanding issue in Argentina; legal provisions to safeguard the well-being of drivers, to guard against their exploitation and to eliminate fatigue and overwork as accident factors are very much overdue. As long ago as 1939 the International Labour Conference adopted ILO Convention No.67, which lays down the hours of work per week and per day which a driver should be expected to perform and the precise amount of rest to which he should be entitled. Argentina has not ratified this Convention. Long distance road haulage is an important ancillary to the country's economy; the dispersed

location of agricultural and industrial centres and inadequate coverage of the country's vast territory by rail and inland waterway communications, are factors which give long distance road transport an indispensable rôle to play. The men who serve this industry should not be forgotten. The maximum distance to be covered with one man at the wheel, maximum hours of work to be performed per day and per week, maximum hours to be performed without rest and the full rest to which a man should have the right per turn at the wheel should, together with all other factors affecting the driver's well being, be clearly laid down in a legal instrument formally adopted by the national legislature. All unions in the ITF Road Transport Workers' Section will join with their Argentinian colleagues in urging the Government of Argentina to right the present situation by means of the draft legislation now being supported by our affiliate.

BELGIUM  
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The new tramways agreement

In Newsletter No. 1 of this year we reported that the Belgian tramwaymen, members of the ITF-affiliated Belgian Union of Bus and Tramway Personnel (CBPTVA), had won a five per cent wage increase with improvements in holiday arrangements. We have since received details of the new wage rates and we give examples of them below.

The figures quoted, which apply to personnel employed in the larger towns (over 10,000 inhabitants) including Brussels, represent hourly rates, with increases over the old amounts shown in brackets. There are about 140 Belgian francs to £1 and 50 to \$1.

Category	starting rate	10th year	26th year
Labourer	36.17 (2.83)	37.43 (2.90)	39.03 (2.98)
Conductor-driver	37.80 (1.97)	40.07 (2.09)	42.- (2.19)
Semi-skilled workman	36.89 (2.87)	39.47 (3.01)	41.07 (3.09)
Skilled workman	41.22 (2.62)	43.16 (2.72)	44.76 (2.80)
Gang foreman	47.91 (2.97)	49.85 (3.07)	51.45 (3.15)

Tramwaymen employed in towns with less than 10,000 inhabitants are paid slightly lower hourly rates, for example a conductor-driver in a small town would get F39.40 per hour after 10 years.

Similar increases to those quoted above have been obtained by tramwaymen employed on cross-country tram services.

Latest agreement for the removals trade

Belgian road haulage workers employed by removals firms have won a renewal of their collective agreement. The new basic hourly rates are as follows:

Apprentice (under 19) . . . . .	31.- F
Porter . . . . .	32.- F
Driver (domestic trade) . . . . .	33.- F
Driver (international trade) . . . . .	35.- F
Packer . . . . .	36.- F
Specialized packer and team leader . . . . .	38.- F

These rates have been linked with the cost of living index at 124.99 points and will rise as the index rises. The rate of increase in hourly wage rates per rise in the cost of living index has been fixed at 1 Franc per 2.5 points in the index. New overnight allowances for trips away from home have been fixed at 250,- F for Belgium and Luxemburg, 275 for other countries in general and 300,- F for foreign cities of over half a million inhabitants.

The new provisions took effect on 1 January 1965.

PORT WORKERS

ARGENTINA  
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Wage dispute - strike

Port workers in Buenos Aires and seamen on board Argentine vessels staged 48-hour strikes on 9, 10 and 11 February in support of claims for wage increases to compensate for the rise in the cost of living. The employers had offered an increase of 40% in two stages of 20% each, but the unions were not satisfied with this. The government mediator then proposed 50.66%, which the employers rejected.

MALAYSIA  
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Singapore dockers successfully oppose contract labour

Port workers in Singapore have successfully opposed the employment of contract labour. Instead the government is to set up a labour pool of 700 workers by 22 March, when contract labour will be completely dispensed with. The purpose of the pool is two-fold - first to act as a Labour reserve to cope with work during peak periods and second to act as a constant temporary labour force to fill any vacancies which occur among the permanent workers.

The pool workers will be paid \$1/- a day whether there is work for them or not. (There are 8.55 Malayan \$ to £1 and 3.05 to US \$1.)

UNITED STATES  
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Only ports without contracts still striking

The International Longshoremen's Association ordered its members in most ports back to work on 14 February, after a strike which lasted 33 days. The strike is continuing in some ports on the southern half of the East Coast and on the Gulf Coast, where agreement has not yet been reached with the employers. The ILA had been sticking to its tradition of "one port out, all out", but several temporary restraining orders had been issued by courts ordering dockers back to work where a valid contract existed.

SEAFARERS

CANADA  
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New contract for Great Lakes seafarers

A new contract obtained by the Seafarers' International Union of Canada on behalf of its members in Great Lakes shipping includes provision for an experimental system of working hours in the deck department. They will work 8 hours in 16, the limits for duty being midnight to midnight instead of 8 a.m. to midnight as previously. Each employee is thus guaranteed eight clear hours off duty every day. In compensation for the new arrangement, seamen receive fixed cash bonuses whenever they are called out more than twice in any one day to complete their eight hours.

The contract also provides for questions concerning safety and job security to be considered by joint labour-management committees. This again is on an experimental basis.

FINLAND  
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The ITF-affiliated Finnish Engineer Officers' Association reports that lengthy negotiations with the shipowners on an agreement for the foreign trades have broken down; a strike was due to begin at 6 a.m. on 20 February.

CIVIL AVIATION WORKERS

UNITED STATES  
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New agreement for American Airlines flight engineers

A new collective agreement between the ITF-affiliated Flight

Engineers' International Association and American Airlines includes the following improvements in wages and working conditions:

WAGES - Retroactive (applicable only to flight engineers in employment on 1 November 1964)

- a) For the period from 1 May 1961 to 30 April 1963, each flight engineer receives an amount equal to  $7\frac{1}{2}\%$  of his gross earnings in that period;
- b) For the period 1 May 1963 to 31 December 1964, he receives an amount equal to 11% of his gross earnings in that period;

WAGES - Future

With effect from 1 January 1965, each flight engineer shall receive an amount equal to 90% of co-pilot's pay.

WORKING CONDITIONS

Improvements in working conditions are to be made effective in stages, including the following:

Effective 1 November 1964

- a) Meal expenses will be increased to \$1.40 for breakfast, \$1.65 for lunch, \$3.50 for dinner and \$1.50 for midnight meal, plus a 10% allowance for tips.
- b) New monthly minimum guaranteed hours will be 68 hours for a regularly scheduled flight engineer and  $72\frac{1}{4}$  hours for a reserve flight engineer.

Effective 11 December 1964

Various improvements, including increased moving expenses, and sick leave allowance at the rate of  $1\frac{1}{3}$  days per month with a maximum accumulation of 126 days.

Effective 1 January 1965

The company takes over full payment of each flight engineer's personal group insurance premiums, and 25% of the cost of insuring dependants.

Effective 1 February 1965

Vacation increased to 21 days after 10 years' service, 26 days after 20 years' service.

Effective 1 March 1965

Pre-scheduled duty time limitation will be set at  $12\frac{1}{2}$  hours; scheduled on duty limit, 13 hours; actual on-duty limit, 14 hours.

Effective 1 July 1965

The company will take over an additional 25% of dependants' hospitalization and insurance coverage.

Effective 1 January 1966

The company will take over an additional 25% of dependant insurance.

Annual vacation entitlement after 20 years' service increased from 26 to 28 days.

Effective 1 April 1966, or not later than 1 May 1966

Flight time limitations will be reduced to 80 hours on all equipment. Minimum guaranteed hours will be set at 64 for regular flight engineers, and 68 for reserve engineers.

Effective 1 October 1966

Flight time limitations reduced to 75 hours on jet equipment; and jet guaranteed hours set at 60 for regular engineers and  $63\frac{3}{4}$  for reserve engineers.

GENERAL

NORWAY  
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Agreement relates wages to consumer price index

The Norwegian employers' federation and the trade unions recently concluded an agreement which is designed to meet all wage claims until April 1966. This provides for the workers covered by the agreement to receive an increase of between  $4\frac{1}{2}\%$  and 5% and a revision of wages will take place automatically when the consumer price index passes 120.6 points, which is expected to be the case when the next figures are published in February.

TRADE UNION RIGHTS

BERMUDA  
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Recognition dispute

The ITF-affiliated Bermuda Industrial Union, which had called its members - including bus and port workers - out on strike in support of a recognition strike by electrical workers, agreed on 10 February that the sympathy strikers should go back to work following government intervention in the dispute. However, the union has warned that unless the new talks are successful the strike will be extended again.



SPAIN  
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Trade unions claim pay rise

The official "vertical" trade unions in Spain are seeking greater autonomy in the determination of wages and in negotiating collective agreements. Up to now they have only had an advisory role, their most important task being to submit recommendations to the government to make the final decision. The secretary of the movement is a Minister without Portfolio in the government.

The permanent committee of the trade unions has recently made a statement on "the social objectives which can no longer be postponed" which opposes the government's development plan. The committee states that the "incomes policy ought to be applied to the nation's income as a whole and not merely to wages." It considers that a revision of the present minimum wage is urgently required, and affirms that "it is necessary to give the unions real authority in the negotiation of collective agreements."

TANZANIA  
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ICFTU appeals for freedom of trade union movement

The ICFTU has expressed the hope that the new labour legislation in Tanzania will become a starting point for further progress on the road towards the establishment and sound development of free trade unionism in the country. In a letter to the Minister of Labour, who had requested his comments on the Security of Employment Act 1964, Omer Becu, General Secretary of the ICFTU, stated that "in our view the Act constitutes in itself an undeniable progress in the direction of establishing sound industrial relations in your country, and we are looking forward to the setting up of workers' committees and conciliation boards in Tanzania. It is, however, our considered opinion that these institutions, far from being able to substitute for independent trade unions, are valuable instruments of industrial relations as complements of independent trade unions."

It should be noted that on 6 March 1964 the existing trade union movement was dissolved by decree and replaced by the National Workers' Union of Tanganyika under government control.

PERSONALIA

A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters, and Vice President of the AFL-CIO, is among 14 appointments made recently by the US President to serve on the National Advisory Council representing the public in the operations of the government's "War on poverty" programme, which is being carried out by the Office of Economic Opportunity.

ROAD AND PASSENGER TRANSPORT WORKERS

UNITED STATES

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Two new TWU contracts for Philadelphia

Members of the ITF-affiliated Transport Workers' Union of America employed by Red Arrow Lines bus company in Philadelphia and by the Philadelphia Transportation Company recently approved new agreements secured for them by TWU negotiators.

The Red Arrow Lines contract provides for a total wage increase of 20 cents per hour to be implemented in 4 six-monthly stages. The first 5 cents were paid on 29 January and further 5-cent increases will be paid in July 1965, January 1966 and July 1966. The Company has agreed to pay the costs of medical insurance for its employees and to pay out sickness and accident benefits for one year at 60 per cent of the wage rate. Among other provisions in the agreement are disability retirement after 15 years' service, reduction of the optional retirement age by one year, increase in tool allowance from \$25 to \$75, an eighth paid holiday per year, and the establishment of a safety committee. The Union's human rights clause, prohibiting discrimination on the grounds of race, creed, colour or national origin, in the hiring or treatment of employees, was retained.

The agreement with the PTC provides for basic increase of 10 cents per hour, effective from 15 January 1965, and for a further increase of 11 cents per hour, to take effect from 15 January 1966. Impressive improvements in pension and sickness benefit arrangements have been secured. Retirement pension is now \$100 per month, to be increased to \$125 on 15 January 1966. Employees are eligible for the pension on retirement at 65 after 20 years' service, or alternatively for 80 per cent of the pension on retirement at 62 after 20 years' service. An employee may retire on grounds of disability after 15 years' service and draw \$100 per month disability pension. Sickness benefits have been increased by \$10 per week with effect from 15 January 1965. Insurance is fully paid by the Company for each employee and his family. The Union also has an anti-discrimination clause in this agreement.

NEWS IN BRIEF

Argentine railway workers belonging to the ITF-affiliated Locomotivemen's Union and the Railwaymen's Union are reported to have settled their dispute over pay with the award of a substantial increase. Details are not known.

Belgian fishermen, represented by the ITF-affiliated Belgian Transport Workers' Union, have obtained a substantial increase in basic daily rates of pay at sea; these are now 360 B.Fr. for adults and 180 for boys (about £2 12s. or \$7.2, and £1 6s. or \$3.6.)

Great Britain Maintenance workers employed at London Transport's bus garages are pressing for industrial action in pursuance of their claim for a substantial wage increase.

- Talks between unions and employers on the wage claims of 100,000 busmen working for privately owned provincial companies have ended in deadlock. The men are claiming an increase similar to that won by municipal busmen recently.

Ground engineers and maintenance staff employed by the independent airline British United Airways are operating an overtime ban in support of their claim for parity with BOAC and BEA ground staff.

- The National Union of Railwaymen has said that it will cooperate in the introduction of liner trains by British Railways this summer, but only if it obtains satisfactory conditions; these include limiting access to the terminals to BR, British Road Services and C licence vehicles. The union also objects to proposals to eliminate guards' vans and have guards travelling in the diesel locomotive, and wants further negotiations on protection for men who might be made redundant.

Haiti has recently begun registering international deep-sea vessels under its flag, reportedly under similar conditions to those applied by Liberia. So far, according to Lloyds, four vessels have been registered under the Haitian flag.

Japanese transport workers' unions, united in the Joint Campaign Council of Transport Organizations, have planned their action in the national wages offensive this spring. Unions organizing railwaymen will participate in two joint strikes of short duration about the middle of March, against the private and the state railway systems respectively. A further strike of longer duration is envisaged for mid-April.

Madagascar has accepted the IMCO International Convention for Prevention of Pollution of the Sea by Oil, 1954. 29 countries are now parties to this convention.

Malayan railwaymen, whose status as government servants was established in the High Court, will now be included in the current review of salaries and conditions of employment in the public service.

Nigeria: Lagos municipal bus workers are in dispute with their employers over claims for a wage increase, better conditions of service, transfer of workers with 9 years' service to permanent establishment and implementation of bi-monthly payment principle, which, following its recommendation in the Report of the Morgan Commission, has now been widely adopted by Nigerian employers. The workers are organized by the ITF-affiliated Amalgamated Union of Lagos Municipal Bus Workers.

United States skilled rail workshop staff belonging to the Machinists, Sheet Metal Workers and Electrical Workers have won wage increases as follows: an extra 9 cents an hour from 1 January 1964; 4% increase from 1 January 1965 and 3.5% on 1 January 1966. Other benefits include an eighth paid holiday and a fourth week's annual leave after 20 years' service.

- Train dispatchers have obtained three separate increases of 2.8% on basic rates effective 1 January 1964, 1965 and 1966. With effect from the beginning of this year they also receive an addition to the basic annual income of the equivalent of 36 hours' pay at the normal hourly rate in lieu of premium rates for holiday service. They also get a fourth week's annual leave after 20 years' service.

CORRECTION  
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The figure of DM 3m. given in an item in the 1st Newsletter (p.25) on the German Railwaymen's Union's opposition to higher rates on the Federal Railways should have been DM 3000 Millions (thousand million) which is equivalent roughly to £270 million or \$750 million.

FORTHCOMING MEETINGS  
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Maintenance Licensing Study Group (civil aviation)	- London, 2-3 March 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.

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EXTRA ITEM  
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Railwaymen's views on plan for trunk route development

Reporting on the publication on 16 February of the second part of the plan for reshaping British railways, dealing with the long-range prospects for the major railway trunk routes, the Railway Review, weekly newspaper of the National Union of Railwaymen, has this to say:

The report looks 20 years ahead. And it is stressed that "the purpose of this study is to select routes for future intensive use, not to select lines for closure." The Board describe the way they have worked out the reasons for selecting one route as against another. They have estimated traffic flows and areas of traffic generation. Then they have looked at the present capacity of routes

and their relationship to the areas of industrial activity and population. The Board begin with the assumption that there is much more capacity than is needed. They say "the railway trunk route system was not designed to cater for present day traffic. It developed by uncontrolled competitive building and, even in the past, had a gross excess capacity."... The Board recognize that the future planning must "take account of probable changes in the commodity pattern of industrial production and of changes in the geographical distribution of industry and population, in addition to the assessment of total growth,"

The Railway Review comments on the press conference at which the report was presented:

"One stark fact did emerge. It was that although the routes that are not selected are not specifically marked down for eventual closure the implication is that by concentrating traffic on the selected routes the un-economic character of the rest of the system will be shown up much more clearly ... (A) reality which did not get an airing was the effect of the plan on the staff... The fact is that you can't propose to cut the trunk line system by more than half and not calculate a similar reduction in staff. Indeed, the cut in staff is likely to be far greater than half,"

However, the Railway Review also points out that this report appears under totally different circumstances from those which existed when the first plan for the Reshaping of British Railways was introduced.

"A few hours before the big press conference at the Board's headquarters, the Ministry of Transport put out an unprecedented qualifying statement, which completely set the Board's second plan as a mere statement of view, and not a statement of intention... A Ministry of Transport spokesman (said) 'Unlike the reshaping report of 1963 it constitutes a basis for planning and not a plan for immediate action... The report has, of course, not been able to take account of the government's developing policies in relation to national and regional planning. It will have to be examined in the course of the studies which are now proceeding both in the transport field and that of economic planning.'"

Meeting of Ship Automation Committee

A meeting of the Ship Automation Committee of the ITF Seafarers' Section was held on 15 and 16 February in London. Representatives attended from Germany, Great Britain, Japan, Norway and the United States of America; P. de Vries, General Secretary, and R. Santley, Section Secretary, were present from the ITF.

The meeting discussed a report prepared by the ITF Secretariat on developments in the field of shipboard automation and rationalization, and adopted the following resolution:

"The ITF Committee on Ship Automation, meeting in London on 15-16 February, 1965, has given consideration to the problems arising from the accelerated introduction of automated and other technological devices on ships, with special reference to the safety of life at sea and the effects upon the manning standards of ships and upon the conditions of service of seafarers.

It places on record that there is a limit below which the manning of a ship shall not be reduced, irrespective of the efficiency of the automated or other technological devices which may be installed. This limit is related to:

- a) the operational requirements on the ship and the trade in which it is engaged;
- b) peak periods of manpower requirements;
- c) the need to guarantee the safety of the ship in any foreseeable situation, including incapacitation of crew members and the possibility of mechanical failure, which may arise during a voyage;
- d) the requirements concerning hours of duty and other conditions of service as laid down by collective agreements.

It further places on record that some relevant laws and regulations are inadequate to meet modern requirements and consequently require revision.

The Committee notes that both IMCO and ILO are conducting enquiries within their respective spheres into the effects of automation on shipping, and expresses the hope that the results of these enquiries will be made known as soon as possible.

The Committee, recognizing that the problems under review are indivisible, partly safety-technical and partly social-vocational, requests IMCO and ILO to set up a Joint Committee to carry out a study and make proposals on the subject of manning standards for ships equipped with automated and other technological devices."

New pay structure for British merchant navy

The National Maritime Board - composed of representatives of shipowners' and seafarers' organizations - has reached agreement on a completely new pay structure for the merchant navy which is effective on 29 March 1965.

The pay agreement acknowledges that when a ship is at sea it is necessary for the crew to work eight hours each day, including Saturdays and Sundays. Instead of continuing to regard these weekend hours as overtime, the 40-hour week is recognized by adding a payment for these hours to the consolidated basic rate. This payment is made up of a sum equal to the present compensation for Saturday afternoon work, plus a further sum representing normal pay for two days of eight hours' work.

In a statement the National Maritime Board said that their reasoning behind this fresh approach to reconstructing and rationalizing the Merchant Navy pay structure and conditions of employment had been on the following lines. Settlements in recent years had tended to follow the pattern of shore industry in regulating hours, but the very fact that a ship on the high seas cannot close down at the weekend meant that a reduction in hours was theoretical and not actual. Consequently, fringe benefits, though uneven in incidence, had tended to become an even larger proportion of earnings and the basic wage had become unrealistic in relation to earnings. The basic wage, however, was of great importance, because it was the rate of pay given in a ship's Articles of Agreement, it fixed the amount which a seaman could allot to his dependants while he was at sea. With the new higher basic consolidated rate, this allotment can now be increased substantially.

For ratings there is an additional flat rate increase of £1 10s. a month for adults and £2 a month for Boys and Ordinary Seamen, together with a fifth year's Efficient Service Pay at £1 per month, making £5 10s. a month after 5 years' adult service. Here is an example of the effect of these increases on the pay of an able seaman entitled to Certificate Pay and full Efficient Service Pay:

	<u>Present monthly rate</u>	<u>New monthly rate</u>
Basic rate (food found)	£39 10s. 6d.	£39 10s. 6d.
Saturday morning compensation	- - -	£ 1 19d. 6d.
Saturday afternoon compensation	£ 1 19s. 6d.	£ 1 19s. 6d.
Compensation for week-end working at sea	- - -	£ 7 18s. 0d.
Certificate Pay	£ 1 0s. 0d.	£ 1 0s. 0d.
Efficient Service Pay	£ 4 10s. 0d.	£ 5 10s. 0d.
Flat rate increase	- - -	<u>£ 1 10s. 0d.</u>
TOTAL	<u>£47 0s. 0d.</u>	<u>£59 7s. 6d.</u>

HOURS OF WORK

- a) At sea: normal hours of duty to be 8 per day, Saturdays and Sundays included (formerly 8 per day Monday to Friday, and 4 on Saturday).
- b) In port: normal hours of duty, 8 per day, Monday to Friday. All work on Saturdays and Sundays to be considered as overtime.
- c) On sailing and arrival days: normal hours, Monday to Friday, 8 per day. On Saturday and Sunday, any hours worked in port to be considered as overtime; any hours worked in excess of eight, irrespective of whether those 8 are worked at sea or in port, to be considered as overtime.
- d) Public holidays: (i) Days spent wholly at sea: 7 public holidays to be regarded as Sundays at sea; work on these days to be limited to watch-keeping and essential duties. (ii) Days spent wholly in port: overtime rates to be paid for any work on public holidays. (iii) Sailing and arrival days: Time spent at sea on the seven days to be treated as Sundays at sea with work limited to watch-keeping and essential duties; for time spent in port, overtime will be paid for any work on public holidays.

OVERTIME RATES

These are increased as follows:

	<u>Present rate</u>	<u>New rate</u>
Boys	2s. 6d. per hour	3s. 2d. per hour
Ordinary seamen etc.	3s. 7d. " "	4s. 6d. " "
Ratings - Catering	4s. 6d. " "	5s. 7d. " "
- Deck and Engine	4s. 10d. " "	6s. 0d. " "
Higher ratings	5s. 1d. " "	6s. 4d. " "

Compensation in lieu of overtime for senior ratings to be 8 days' extra pay per month in passenger ships, 6 days' extra in cargo ships.

ANNUAL LEAVE

All ratings to get 16 days annual leave (formerly 14).

NEW CONSOLIDATED BASIC MONTHLY PAY RATES (food found)

<u>Deck and Engineroom</u>	£	s.	d.
Boys: Deck & Engine Room, up to 6 months' sea service	23	0	0
Deck & Engine Room, over 6 months' sea service	24	10	0
Junior Ordinary Seaman & Junior Ordinary Engineroom Rating	35	2	6



Deck and Engineroom Cont.

	£	s.	d.
: Senior Ordinary Seaman, Senior Ordinary Engineroom Rating and Deck Hand (Uncertificated), 18 years of age	40	15	0
Deck Hands (Uncertificated) 19 years of age	44	17	6
Cleaner and Wiper, of less than 4 months' sea service	49	10	0
Deck Hand (Uncertificated) of 20 years of age and over; Trimmer, of less than 4 months' sea service	49	10	0
Fireman, for first 4 months' sea service as Fireman; Engine Room Hand with less than 4 months' service as such	51	12	6
Able Seaman: Efficient Deck Hand; Cleaner and Wiper of 4 months' sea service and over; Fireman Steward; Trimmer of 4 months' sea service and over	52	17	6
Engine Room Hand with 4 months' sea service & over as such; Fireman of 4 months' sea service & over as Fireman or Trimmer; Lamp Trimmer; Painter; Quarter-master in vessels up to 12,000 tons gross; Deck Storekeeper	53	10	0
Fireman, Leading (where carried); Greaser; Q.M. in vessels over 12,000 tons gross; Assistant engine-room Storekeeper;	54	7	6
Boatswain's Mate, in vessels up to 12,000 tons gross	54	17	6
Boatswain's Mate, in vessels over 12,000 tons gross; Donkeyman; Pumpman (on oil-carrying vessels); E.R. Storekeeper, vessels up to 12,000 tons gross	58	0	0
Boatswain, in vessels up to 8,000 tons gross; Assistant Carpenter, also joiner, in vessels up to 10,000 tons gross; Mechanic	60	0	0
E.R. Storekeeper, in vessels over 12,000 tons gross	60	10	0
Boatswain, vessels 8,001-10,000 tons gross; Assistant Carpenter, Joiner, Vessels 10,001-25,000 tons gross	62	12	6

	£	s.	d.
Carpenter, in vessels up to 8,000 tons gross	64	0	0
Boatswain, vessels 10,001-12,000 tons gross; Assistant Carpenter, Joiner, vessels over 25,000 tons gross; Senior Mechanic, vessels up to 10,000 tons gross	65	17	6
Carpenter, vessels 8,001-10,000 tons gr.	66	10	0
Boatswain, in vessels 12,001-25,000 tons gross	67	12	6
Senior Mechanic, vessels 10,001-12,000 tons gross	69	0	0
Carpenter, vessels 10,001-12,000 tons gross	69	15	0
Boatswain, vessels over 25,000 tons gross	70	12	6
Senior Mechanic, vessels 12,001-25,000 tons gross	71	0	0
Carpenter, vessels 12,001-25,000 tons gr.	72	2	6
Senior Mechanic, vessels over 25,000 tons gross	74	5	0
Carpenter, vessels over 25,000 tons gross	75	7	6

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Catering

Boys: Less than 1 year's sea service	23	0	0
1 year's sea service and under 2	27	15	0
2 years' sea service and over	33	2	6

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	£	s.	d.
Messroom Steward (over 18 years of age) Assistant Steward (or Stewardess); Saloon Steward	51	12	6
Second Cook (21-59 hands); Assistant Cook (or Assistant Cook & Ship's Cook); Assistant Baker; Assistant Butcher	52	5	0
Second Steward (21-59 hands)	52	17	6
Pantryman; Storekeeper; Second Cook (60 hands and over); Baker (or 2nd Cook & Baker) (21-59 hands)	53	10	0
Baker (or 2nd Cook & Baker) (60 hands and over); Butcher	58	0	0
Second Steward (60 hands and over)	60	0	0
Ship's (or only) Cook (20 hands and under)	60	15	0
Ship's Cook (where rated as such only and a Chief Cook is also carried) (21-59 hands)	62	12	6
Ship's Cook (where rated as such only and a Chief Cook is also carried) (60 hands and over)	64	0	0
Cook Steward; Chief Cook or Chief Cook and Ship's Cook (where 2 or more Cooks are carried) (21-59 hands); Ship's or only Cook (21-59 hands)	66	10	0
Chief Cook or Chief Cook and Ship's Cook (where 2 or more Cooks are carried) (60 hands and over)	70	12	6
Chief (or only) Steward (20 hands and under)	72	2	6
Chief (or only) Steward (21-59 hands)	74	2	6
Chief (or only) Steward (60 hands and over)	78	2	6

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