

# ITF NEWSLETTER

## INFORMATIONS

## INFORMATIONEN

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No. 15

22 July, 1965

For the convenience of delegates, a daily record of proceedings in Plenary Session will be issued during Congress. The next regular Newsletter will come out on 19 August, and the September issue of the ITF Journal (English edition) will be devoted largely to reports on the work of Congress.

IN THIS NUMBER: Industrial Court awards in Kenya Railwaymen's dispute (p. 133); Netherlands road haulage agreement (p. 134); First British shipboard liaison representative sail (p. 135); US tanker agreement (p. 135); British inquiry into jet pilot fatigue (p. 135); ICFTU Congress in Amsterdam (p. 136); News in Brief (p. 137).

### RAILWAYMEN

GREAT BRITAIN  
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#### NUR Conference calls for integrated transport

At its recent annual conference, the ITF-affiliated National Union of Railwaymen unanimously passed a resolution calling upon the government to introduce legislation immediately to give the Minister of Transport power to revoke line closure decisions already taken and to halt all further closures including withdrawal of passenger, freight, parcels and goods services. The resolution also demanded a new Transport Act which would provide for a fully coordinated and integrated transport system.

The conference delegates also carried a resolution supporting the government's policy for the planning of productivity, prices and incomes. Other resolutions carried included a call for a third week's annual leave for all railwaymen, and for improved overtime rates for all grades according to the following formula: time and a quarter for the first two hours' overtime, the following two hours at time and a half, the next two hours at time and three-quarters, and thereafter at double time.

Claims being discussed

Railwaymen's representatives met the Railways Board on 20 July to present claims for an increase in basic pay, a third week's annual leave, and the introduction of the 40-hour working week. A particular bone of contention has been a claim for bonuses for footplate employees, which has caused a number of unofficial go-slows and stoppages recently. No progress has so far been made in negotiations, and both sides have had talks with the Minister of Labour on the dispute. The Associated Society of Locomotive Engineers and Firemen decided on 20 July not to call an official national strike or work-to-rule; instead they are recalling the annual delegate conference in the hope of obtaining a freer hand in negotiations. When the conference met earlier this year the union leaders were instructed not to discuss bonuses if negotiations were linked with a demand from British Railways for increased productivity. The ASLEF executive has also turned down a suggestion that the dispute might go to arbitration.

KENYA  
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Industrial Court award in railwaymen's dispute

The ITF's Representative in Africa, Emile Laflamme, has reported on the results of the Industrial Court inquiry into a number of questions in dispute between the ITF-affiliated Kenya Railway African Union and the East African Railways and Harbours. Laflamme served on the inquiry as the representative of the employees' side.

1. Claim for an increase in the minimum wage from 175/- (East African shillings) to 250/-: The Court awarded an increase of 25/- per month for employees working in Nairobi and Mombasa, to 200/-; in medium sized towns the increase was of 20/- per month, and in all other places 10/- per month. The new rates of pay, effective for one year from 1 August 1965, are exclusive of housing allowance, which is paid to employees who do not have their accommodation supplied by the railways.

2. Claim for revision of wages structure for B Group employees in line with a recommendation made by a Board of Inquiry (Flemming scales): The Court made no award on this issue, but said that it should be settled by direct negotiation within six months (from 3 July), failing which the employees' side would be at liberty to raise the issue again through the recognized channels.

3 Victimization: Four employees, trade union officials, had been transferred to remote stations as a disciplinary measure for their part in an unauthorized strike. The Court ruled that these employees should be given the option of either returning to their original stations or staying where they were.

4. Operation of Industrial Relations Machinery within the EAR and H: The Court found that the following matters were a cause of constant friction which should be investigated by the Central Joint Council when the industrial relations machinery agreements came up for review, which was due to take place shortly:- (a) The continued existence of the various racial unions and staff associations; (b) The difficulty of determining which employees might and might not join unions; (c) Consideration should be given to setting up a Productivity Committee with equal members from both sides to look into ways of increasing productivity; (d) The existing machinery was ponderous and there seemed to be a need to simplify it; (e) It was unfair that whilst the union was recognized at the top level, its authority to represent employees was challenged at the level of Local Staff Committees.

ROAD AND PASSENGER TRANSPORT WORKERS

NETHERLANDS  
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Road haulage agreement

The following are the main details of the current agreement between the ITF-affiliated Netherlands Transport Workers' Union and the road haulage employers:

With effect from 1 April 1965 the weekly rates (for a 46-hour five-day working week) for drivers range from a starting rate of between 103.40 Guilders and 11.70 Guilders according to grade and district, to between 112.58 Guilders and 118.74 Guilders after two years' service in the grade.

Overtime is 130% of the hourly rate, calculated at 1/45th of the weekly rate. An "irregular hours" allowance of 0.50 Guilders per hour is paid for all hours worked between 8 p.m. and 7 a.m. from Monday to Friday. This rises to 1.00 Guilder per hour after 7 a.m. on Saturdays, in addition to the overtime rate quoted above.

Sick pay is as follows: 2 weeks for less than one year's service; 5 weeks after one year's unbroken service; 8 weeks after 2 years' unbroken service; 12 weeks after 3 years' unbroken service; thereafter four weeks for each year of service to a maximum of 52 weeks.

Away-from-home expenses are: up to 1.35 Guilders for duty of more than 8 hours away from base; up to 8.25 Guilders for bed and breakfast; and up to 5.50 Guilders for a hot meal.

Annual leave is set at 15 working days, of which 10 days should be taken together if possible. Holiday bonus is 4% of earnings averaged over a year.

(There are 10.12 Guilders to £1 and 3.61 to US \$1).

PORT WORKERS

GREAT BRITAIN  
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Inquiry may recommend permanent modernization body

The report of the Devlin Committee of Inquiry into the efficiency of the port transport industry, which is to be issued shortly, is expected to recommend a drastic reduction in the number of employers operating at the major ports (there are between 300 and 400 in London), and the setting up of a permanent body to supervise the modernization of the dock labour system, charged with introducing decasualization.

SEAFARERS

GREAT BRITAIN  
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First shipboard "liaison" men sail

A pilot scheme initiated by the ITF-affiliated National Union of Seamen and designed to improve relations between crews and officers and shore management was launched in Liverpool on 20 July with the election of NUS representatives to sail in the Canadian Pacific liner Empress of England as shipboard liaison representatives. Four representatives and a convenor have been elected from among established crew members. Their duties were reported in the last issue of the Newsletter (page 127).

UNITED STATES  
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Tanker companies reach agreement with officers - other strikes continue

Agreement has been reached between striking ships' officers and tanker operators represented by the Tanker Service Committee. The agreement is for four years and provides a pay increase of 3.2% for each year of the contract. Other shipping companies represented by the American Merchant Marine Institute have still not reached agreement with the unions, and negotiations have been broken off.

CIVIL AVIATION WORKERS

GREAT BRITAIN  
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Inquiry reports to Ministry on pilot fatigue

A report on the effects on pilots of flying jet airliners over

long distances has been prepared by the Independent Flying Personnel Research Committee and submitted to the Ministry of Aviation. The report is not to be made public. Members of the inquiry have been travelling on main jet routes to see how pilots react to flight conditions and to irritations such as humidity and heat on the flight deck. It is expected that the report will lead to changes in government regulations fixing maximum duty hours for pilots.

GENERAL

INTERNATIONAL  
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#### ICFTU Congress in Amsterdam

The ICFTU Congress, which ended on 15 July in Amsterdam, adopted a Charter of Women's Rights calling for: equal pay for equal work; equal facilities for education and vocational training; and the abolition of discrimination of any kind in employment because of sex.

Two prominent agenda items dealt with International Trade and Development, and Problems and Tasks of the Free Trade Union Movement in the Developing Countries. Resolutions were adopted on both these subjects, calling for help for the developing countries to aid their economic and social progress; and deploring the tendency to limit the rights of the trade unions which had become apparent in some recently-independent countries.

Other resolutions were adopted on the following subjects: the dictatorship in Spain; apartheid in South Africa; the need to step up trade union organization among office workers; the war in Vietnam; the conflict between Malaysia and Indonesia; the Chinese aggression against India; the conflict in Cyprus; the dictatorships in Haiti and Cuba; the need to fight world hunger; and the need to free remaining dependent territories from colonial rule.

Omer Becu was re-elected General Secretary of the ICFTU, and Bruno Storti, Italy, was elected President in succession to Arne Geijer, Sweden, who did not stand for re-election.

EUROPE  
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#### Anxiety among European trade unions

Representatives of ICFTU-affiliated national centres within the European Economic Community met in Amsterdam to discuss the crisis within the Common Market. They adopted a declaration expressing their deep concern over the breakdown of negotiations within the Council of Ministers, and condemning the use of the ultimatum in questions which concerned the future of Europe. They called upon the Commission and governments to resume negotiations on the basis of the Commission's proposals.

NEWS IN BRIEF

Belgium: Delivery van and coach drivers have been awarded a third week's paid annual leave (new pay rates were reported in the last Newsletter).

Denmark's seven seafarers' organizations have obtained double pay for their members in ships in Vietnamese waters. This follows similar agreements for American and Norwegian seafarers.

France: ground staff at Orly airport went on strike for 24 hours on 15 July in support of a pay and conditions claim.

Great Britain: trade unions representing railway workshop staff have asked the Minister of Transport to halt the run-down of workshop activities. They contend that a railway network playing its full part in an integrated transport system needs adequate backing from the workshops to maintain and supply its equipment.

Malayan trade unionists will wear black on the thirteenth of each month as a symbol of protest against the bans and restrictions on trade union activities which were introduced on 13 May under the government's emergency powers (see Newsletter No. 11 of 27 May).

Netherlands: Port workers in Amsterdam and Rotterdam are to receive a bonus amounting to 2% of average annual earnings, to be paid out in two instalments, half at the end of July, and half at the beginning of December.

United States: the Louisville and Nashville railway signed a union shop agreement with the Brotherhood of Railroad Signalmen on 30 June. It was the last major railway company to do so, after a campaign which started in 1951.

United States: New York city buses are to be equipped with two-way radios in an effort to protect drivers from the increasing number of crimes of violence in the city. The ITF-affiliated Transport Workers' Union is also pressing for a uniformed policeman to be carried on each bus.

COST OF LIVING  
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January 1963 - 100

Netherlands - April 1965 - 112.24 points

CORRECTION  
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In the last issue of the Newsletter, page 124, the item entitled "Three rail unions study merger possibility", the last sentence should read: "The unions concerned are the Order of Railway Conductors and Brakemen ... "(not Firemen).

FORTHCOMING MEETINGS

Executive Board  
XXVIII Congress

- Copenhagen 26 & 27 July, 1965  
- Copenhagen 28 July - 6 August 1965