

ITF NEWSLETTER INFORMATIONS INFORMATIONEN INFORMATIONSBLAD

No. 18

16 September, 1965

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RAILWAYMEN

GREAT BRITAIN

Court of Inquiry into bonus dispute

The Minister of Labour has set up a court of inquiry to investigate the issues in dispute between the British Railways Board and the railway unions over the question of increasing the productivity of footplate staff and the payment of a related bonus. Talks between the parties had broken down on 6 September.

ROAD AND PASSENGER TRANSPORT WORKERS

GREAT BRITAIN

Scottish union attacks defective lorries

The ITF-affiliated Scottish Commercial Motormen's Union has advised its 20,000 members that, if they are aware that their lorries have defects such as those found during Ministry of Transport roadside checks, they should refuse to drive the lorries. Any action taken against them by employers would be fought with all the means at the union's disposal, including strike action.

The union is also demanding that the Minister of Transport should introduce legislation to prosecute most severely the offenders and to instruct licensing authorities that licenses should be suspended following conviction.

ISRAEL

Lorry drivers form national union

Representatives of lorry drivers employed by twenty haulage companies decided at a recent meeting on the formation of a national union of lorry drivers. The aims of the union will be to work for the raising of professional standards, to examine wage structures and to formulate a coordinated basic collective agreement including social benefits, and to press for legislation laying down safety conditions for drivers. Secretary of the new union is Salomo Perry of the Histadrut Trade Union Department's transport division.

PORT WORKERS

FINLAND

Port employers obliged to consult on rationalization

Recently dockers in the port of Kotka, including members of the ITF-affiliated Road Transport Workers' Union which organizes dockers, went on strike in protest against the action of employers who had unilaterally put into effect certain "rationalization" measures. These had the effect of cutting wages and creating other unfavourable working conditions. The Finnish Federation of Transport Workers' Unions intervened and eventually a compromise was reached under which the employers agreed to discuss their rationalization plans with the unions before taking any action.

SEAFARERS

INTERNATIONAL

Help from US unions for Pakistani crew

The ITF-affiliated National Maritime Union of America, together with members of the Brotherhood of Teamsters and the International Longshoremen's and Warehousemen's Union in San Francisco, have recently helped the Pakistani crew members of a Dutch-owned vessel who appealed for help when their ship docked at San Francisco.

The crew members walked off the ship in protest against ill-treatment and poor conditions; their complaints were investigated by NMU officials and members of the other US unions later refused to

discharge cargo. The men were cared for by the US unions, and the latter finally obtained agreement from the owners that the crew would be flown back to Pakistan at the company's expense, that no reprisals would be taken against them when they reached home, and that they would receive their full pay on arrival in Karachi.

The Pakistan Seafarers' Federation (affiliated to the ITF through the Pakistan Transportworkers' Federation) has expressed its gratitude at this example of international solidarity.

GREAT BRITAIN

Shell to experiment with "general-purpose" crews

Shell Tankers plan to operate an experiment with six of their vessels using "general-purpose" crews combining deck and engine-room personnel. (This is similar to the "alternation" system in Norway). The crew will be reduced from 39 to 32, and will be under the authority of a "management team", consisting of the principal officers.

The new manning scheme is not connected directly with shipboard automation but is nevertheless based on the fact that the ships are fitted with automatic steering and tension winches and that more durable protective paints are used. The general-purpose team of ratings will undertake all operational and maintenance work in any part of the ship. Necessary training or re-training will be partly ashore but mainly on board the vessels concerned.

FISHERMEN

IRISH REPUBLIC

Fishing limits extended

The government of the Irish Republic is to extend its exclusive fishery limits from 3 to 12 miles from the coast, or straight base lines where such are drawn, with effect from 1 October. The vessels of Belgium, Britain, France, Germany, the Netherlands and Spain, which have traditional fishing rights in certain areas for certain stocks of fish, will be allowed to continue to fish in those areas in the 6-12 mile belt. In addition, vessels of those countries will be permitted to fish in the indicated areas in the 3-6 mile belt until the end of 1965 where no straight base lines are drawn, and until the end of 1966 where such base lines are drawn.

CIVIL AVIATION WORKERS

UNITED STATES

Stewardesses attack age discrimination

Representatives of airline stewardesses belonging to the Transport Workers' Union of America recently gave evidence of age discrimination to a House of Representatives subcommittee considering the problems of older workers. They protested against arbitrary age limits of 32 or 35 set by some airlines, and asserted that stewardesses should be allowed to continue flying as long as they pass the physical and personal requirements of the employer. They also claimed that a ban on age discrimination should be inserted in the Civil Rights Act.

The union claims that a government order declaring it against public policy for government contractors to discriminate because of age has been ignored by the airlines, even though they all have large government contracts.

TRANSPORT WORKERS (GENERAL)

CANADA

New Labour Code for federal employees

A Labour Code enacted by the Canadian Parliament, which went into effect on 1 July 1965, lays down minimum standards for hours of work, wages, annual leave, etc., for employees of federal enterprises, including transport. It provides for an 8-hour standard working day and a 40-hour week, with overtime at time-and-a-half up to a maximum working week of 48 hours. The maximum week may be extended in exceptional circumstances.

The minimum hourly wage for men and women over 17 years of age is C\$1.25 (approx. 8s. 5d. or US \$1.16). Annual paid leave is a minimum of 2 weeks after one year's service, together with 7 national holidays a year with pay.

TRADE UNION RIGHTS

JAPAN

ILO Commission's report on freedom of association published

The ILO Fact-Finding and Conciliation Commission on Freedom of

Association has welcomed the ratification by Japan of ILO Convention 87 and the initiation of high-level talks between representatives of government and labour on conditions of employment of public employees. In its Report, the Commission stressed the importance of measures to ensure that grievances and misunderstandings in labour-management relations in the public sector can be settled by Japanese machinery in Japan itself.

The Commission recognises that the ability of public employees to strike is the subject of a fundamental divergence of view in Japan and finds that both the restoration of the unlimited right to strike and the maintenance of the absolute prohibition to strike are unrealistic, making a reasonable compromise necessary.

The Commission endorses the principles established by the Governing Body Committee on Freedom of Association:

- that it is not appropriate for all publicly owned undertakings to be treated on the same basis in respect of limitations of the right to strike without distinguishing in the relevant legislation between those that are genuinely essential and those which are not;
- that, where strikes by workers in essential services or occupations are restricted or prohibited, such restrictions or prohibition should be accompanied by adequate guarantees to safeguard the full interest of the workers;
- that impartial machinery should be established and fully and promptly implemented for this purpose.

These principles are not yet accepted in Japan, notes the Commission.

The unions of Japan would have to understand that even where strikes are lawful, the strike weapon is one to be used sparingly and only in the last resort after all other means of settlement have been exhausted. Even then, the legal right to strike in public services and enterprises by no means implies that the strike weapon should be used except in rare and unusual cases.

The Commission is of the opinion that the existing arrangements for settling questions relating to conditions of work or redressing grievances in cases where strikes are prohibited are on the whole far from adequate, and that the present system calls for thorough review.

It observes that the principle that awards and collective agreements should be fully and promptly implemented is most imperfectly applied; consequently, confidence in the equity and utility of collective bargaining cannot but be undermined.

Referring to the complexity of the regulations governing labour relations in Japan, the Commission regards excessive legalism as a major obstacle to developing mutual confidence in the conduct of labour relations and therefore recommends

general and comprehensive simplification of the present legal labour relations system.

The Commission finds delay in the redress of grievances to be the most serious weakness in labour-management relations in the public sector in Japan.

It recommends, inter alia, that:

- the Government should undertake as a matter of high priority a major re-examination of the whole of the present procedure for the redress of grievances;
- reasonable facilities for special leave should be granted to complainants' witnesses before Personnel Commissions;
- the scope of managerial staff should not be defined so widely as to weaken the organizations by depriving them of a substantial portion of their present or potential membership;
- consideration should be given to amending the law so as to enable central trade union organizations to enjoy legal personality.

PERSONALIA

Gösta Hilding, head of the Radio Officers' Section of the Swedish Ships' Officers' Union, celebrated his sixtieth birthday on 8 September.

Johan S. Thore, President of the Swedish Seamen's Union, celebrated his sixtieth birthday on 1 September.

Julio Suárez Santizo has been elected General Secretary of the Guatemala Railwaymen's Union; he was formerly head of the Education and Propaganda Section.

NEWS IN BRIEF

The IMCO Assembly, being held in Paris from 15 to 29 September, has to approve the revised International Code of Signals, the new International Maritime Dangerous Goods Code, and the Code of Safe Practice for Bulk Cargoes.

Argentine marine engineer officers, who went on strike on 1 September in protest against a government decree affecting their status on which they had not been consulted, were mobilized on 7 September and placed under military discipline.

Brazilian dock workers in the port of Santos are being assisted in negotiating a collective agreement by the ITF Representative in Brazil, Medardo Gomero.

British busmen employed in municipal undertakings: negotiations on a claim for a forty-hour week have broken down.

The threatened strike by Danish Radio Officers, due to begin on 15 September, has been postponed by a conciliation board until 2 October.

The Israel Seamen's Union has reached agreement with one Israeli shipping company on the payment of Vietnam war-zone bonuses, effective from 23 August. It provides for double pay for all time spent in Vietnamese territorial waters, and during passage between Vietnamese ports, with a minimum of 10 days. Crews are also insured. (Details of other Vietnam war risk bonuses were given to affiliated seafarers' unions in circular No. 55/S.26.)

Crews of Norwegian ships trading with India and Pakistan are to receive a 100% war risk bonus similar to that already paid in Vietnamese waters.

The US Air Line Dispatchers' Association has recently signed a new agreement with Continental airlines, running from 1 June 1965 to 31 July 1967. Pay after ten years rises to \$1,150 a month from 1 June this year, and to \$1,185 on 1 July 1966. Other improvements include 4 weeks' annual leave after 20 years' service and new severance pay arrangements.

COST OF LIVING

January 1963 - 100

Netherlands - July 1965 - 112.8 points.

NOTE

The complete texts of all resolutions adopted at the 28th Congress appear in the September issue of the ITF Journal (English edition).

FORTHCOMING MEETINGS

Special Conference of the Road Transport Workers' Section	- London, 20-21 October 1965
Fair Practices Committee	- London, 11-13 November, 1965
Management Committee	- London, 15 November, 1965
Executive Board	- London, 16-18 November, 1965
Asian Seamen's Committee	- London, 24-26 November, 1965.