

ITF NEWSLETTER

INFORMATIONS

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INFORMATIONSBLAD

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RAILWAYMEN

GERMANY

Improvements in stand-by duty regulations

With effect from May 1966 employees of the German Federal Railways will have more of their "stand-by" duty time counted as working hours. The current arrangement is that half such time counts as working hours; the new provisions say that the first hour of stand-by duty time will be counted as a full working hour, the remainder of the period being counted as at present.

GREAT BRITAIN

Court recommends productivity bonus

The court of inquiry set up recently to look into the dispute between British Railways and footplate staff has recommended that a productivity bonus scheme should be introduced. Bonus payments would be on a scale according to the daily mileage, and would give an increase in earnings of about £2 6s. per week to men covering 100 miles a day.

On single manning of locomotives at night, one of the questions which caused direct negotiations to break down, the report finds that restrictions should ultimately be removed, but recognizes that the footplaters have strong feelings and recommends a more gradual approach to the matter than that adopted by British Railways.

The unions involved - the ITF-affiliated Associated Society of Locomotive Engineers and Firemen and National Union of Railwaymen - are studying the report.

Improved offer of pay and hours package

British Railways have made an improved offer to the three railway unions. This consists of a 3½% wage increase in October this year and again in October 1966; 2 additional days' annual leave for those with 10 years' service or more; and the introduction of the forty-hour week from April next year. The unions are now considering the offer.

ROAD AND PASSENGER TRANSPORT WORKERS

GREAT BRITAIN

Bread deliverymen's claim

A series of one-day strikes of bread delivery-van drivers in different parts of the country was called off on 28 September after the Minister of Economic Affairs intervened in the dispute and called upon the parties to meet and clear up "misunderstandings". The drivers are claiming a pay increase of 25s. on the weekly minimum of £13 15s. The union whose members conducted the series of strikes is the ITF-affiliated United Road Transport Union; six other unions are involved, including the ITF-affiliated Transport & General Workers' Union, the Union of Shop, Distributive and Allied Workers, and the Scottish Commercial Motormen's Union.

HONG KONG

Taxi drivers' new agreement

Following a "go-slow" campaign, in which taxi-drivers stopped work after they had each obtained HK \$20 worth of business a day, the ITF-affiliated Hong Kong and Kowloon Motor Car Drivers' General Union recently obtained the following improved agreement with a number of companies:

An increase of \$2 per day in wages, bringing the rate to \$10.10 (about 12s. 7d. or US \$1.76);

Two days' leave with pay per month;

Abolition of the \$3 injection fee payable by the driver to the company doctor;

A bonus of 20% when business turnover is between \$40 and \$50 per day, rising to 50% when turnover is over \$50;

A bonus of \$50 when business turnover is more than \$2,100 per month and of \$100 when over \$2,400 a month.

NORWAY

Award of arbitration board in taxi dispute

Under the terms of an award made by the state wages arbitration board, taxi drivers belonging to the ITF-affiliated Norwegian Transport Workers' Union and employed by taxi firms in Oslo, Baerum, Asker and Bergen, receive a basic pay increase of 11.70 kr. per week (about 11s. 8d. or \$1.65) retroactive to 1 May this year, with corresponding increases on other elements of pay to come into effect from the date of the award.

PORT WORKERS

NORWAY

Concern at inadequate labelling

At the national conference of the ITF-affiliated Norwegian Transport Workers' Union, attention was drawn to the inadequate labelling of packages containing chemical goods, and the problems which this caused to workers engaged in handling such goods. The conference unanimously instructed the union to take the question up with the ITF and to draw it to the attention of the authorities.

(The conference was attended by Hans Imhof, ITF General Secretary).

SEAFARERS

INTERNATIONAL

War risk bonuses - Vietnam, India and Pakistan

The following information has been received from affiliates regarding war-risk bonus agreements negotiated for crews serving in Vietnamese and Indian/Pakistani waters. (This supplements the information given in circular No. 55/S.26 of September 1965).

Vietnam

Norway - The Norwegian agreement is amended to extend the area affected from a 10-mile radius to a 60-mile radius.

Compensation for death or disablement has also been added: 25,000 kr. plus 10,000 kr. for each child.

Israel - This agreement provides for double day for all time spent in Vietnamese territorial waters, with a minimum of ten days, plus an arrangement for life insurance.

India/Pakistan

Finland - The area in which the 100% bonus on pay and allowances is payable is in Indian and Pakistani ports north of Lat. 20°N, and an area with a radius of 60 miles from the outermost point of the port or channel. The minimum period during which the bonus is payable is five days, and the minimum amount payable is 20 F Marks per day. The bonus is counted when calculating holiday pay entitlement. Compensation for death or disability is 15,000 F.M. plus 5,000 F.M. for each child under 18 years. Extra compensation for loss of effects is the same as in the agreement covering Vietnam (see circular).

Great Britain - No agreement for India/Pakistan has been thought necessary since there is no apparent risk to British shipping. However, the question may be raised at short notice if necessary.

Japan - An extra month's pay is granted to crews of ships passing within 75 miles of 10 major Indian and Pakistani ports, plus £10 approx. for each time the vessel encounters dangers such as shells and £20 each time the ship is under direct attack. Crews may also refuse to serve on vessels bound for Indian or Pakistani ports.

Norway - The area defined is the same as for Finland (above), and the other provisions the same as for Vietnam (see circular and amendment above).

Sweden - The ports concerned are those north of 22°N on the West Coast and 20°N on the East Coast. Otherwise the same provisions stand as agreed for Vietnam (see circular).

INTERNATIONAL

International seminar discusses shipboard automation

A seminar on the labour problems resulting from automation and technological change on shipboard was held in Elsinore (Denmark) from 13 to 21 September under the auspices of the International

Institute for Labour Studies. The seminar had its origins in a resolution adopted by the ILO Joint Maritime Commission requesting the Institute to keep in mind the special position of the shipping industry in developing its work.

It was intended to provide a free exchange of views and ideas on the consequences of automation and technological change in the maritime industry, based on papers presented by experts in both the technical and labour relations fields which covered the general headings of labour costs, manpower and conditions of life and employment. The main aim of the seminar was to present information and stimulate discussion on the development of shipboard automation, without the need for binding conclusions being reached.

Participants included representatives of both seafarers' unions and shipowners' associations. Almost all union participants present came from ITF affiliates, with the following countries represented: Argentina; Denmark; Greece; India; Japan; Netherlands; Norway; the Philippines; and the United Kingdom. The ITF itself was also represented in an observer capacity, as were also other international organizations active in the maritime field.

A fuller account of the Seminar will be given in a forthcoming issue of the ITF Journal (English edition).

DENMARK

Radio officers' dispute - no agreement yet

The ITF-affiliated Radio Officers' Association reports that no progress has yet been made in conciliation talks on its dispute over a pay claim. Members of the Danish Shipowners' Association continue their refusal to meet the claim, although shipowners outside the Association have concluded satisfactory agreements.

Strike action will begin on 16 October if no agreement is reached before then, and ITF affiliates are asked to be prepared to take solidarity action where necessary.

CIVIL AVIATION WORKERS

UNITED STATES

Flight engineers' agreement with Pan Am

A three-year agreement, effective from 1 June 1965 to 1 June 1968, has been obtained for Pan American Airways flight engineers by the ITF-affiliated Flight Engineers' International Association. Among the chief improvements are the following:

Pay - New increments have been added to the scales. For jet equipment this gives a maximum hourly rate of \$20.97 with effect from 1 June this year; \$21.35 from 1 June 1966; and \$21.66 from 1 June 1967.

Reserve flight engineers get 75 hours' guaranteed pay a month. 75 hours' pay is given for the month's vacation. All pension contributions are taken over by the Company.

Pensions - A minimum pension at age 60 is set at \$500 per month. Disability pension provisions include a minimum of \$500 a month at age 55 or more down to a minimum of \$275 per month at age 40.

Hours - Maximum daily duty time limits are reduced from 16 hours to:
12 hours if trip departs between 22.00 and 05.59 local time
13 hours if trip departs between 14.00 and 21.59 local time
14 hours if trip departs between 06.00 and 13.59 local time.
Daily flight time limits remain at 10 hours.

Sick leave - This accrues at the rate of 4 hours per month to a maximum of 300 hours.

Stewardesses' agreement with Southern Airways

Airline stewardesses belonging to the ITF-affiliated Transport Workers' Union have obtained an agreement with Southern Airways which gives basic rates for a 65-hour month ranging from \$280 to \$375. With effect from 1 July 1965 incentive bonuses are paid of \$3 for each hour from 65 to 70; \$4 per hour from 70 to 80; and \$5 per hour over 80 hours. The monthly hours limit is 85, but this may be extended to 90 by mutual agreement.

Paid sick leave accrues at the rate of 3 hours per month up to a maximum of 260 hours. Annual leave is 15 days up to 6 years' service; 16 days in the 7th year; 17 days in the 8th year; 19 days in the 9th year; and 21 days in the 10th year and thereafter.

The contract expires on 1 July 1967.

GENERAL

EUROPE

ITF unions in the EEC concerned at crisis

ITF-affiliated transport unions in the European Economic Community will continue to work with the Community towards the harmonization of transport policy in the Common Market. This was stated at a recent meeting of the Presidium of the Committee of ITF unions in the EEC, at which the ITF General Secretary, Hans Imhof, was also present.

The statement goes on to record the unions' deep concern at the crisis in the EEC and the unilateral opposition of the French head of state to the process of European integration which is endangering the Rome Treaties. They are unanimous that the present world political situation calls for political unification of the peoples of the Community and of the other free peoples of Europe.

This unequivocal statement has been communicated to the EEC Commission and to the Council of Ministers.

At the same time the EEC has been informed of the unions' stand on the decision on tariff policy made by the Council of Ministers on 22 June 1965. They fear that putting into effect of this decision will further distort competition and will therefore have a damaging effect on living standards and the level of employment.

The Presidium has laid down the following conditions for its acceptance of the Council's decision:

1. The criteria for tariff-fixing in transport must be decided by the Commission with a view to eliminating cut-throat competition;
2. The Commission, by effectively controlling transport capacity, must guarantee a sound balance between supply and demand;
3. The introduction of a progressive social policy which will guarantee to transport workers a fair share of the general economic expansion and social progress.

GREAT BRITAIN

TUC will investigate wage claims

The British Trades Union Congress has set up a committee of 21 trade union leaders to look into and express its views on the wage claims of its 172 affiliated unions. Unions will be expected to defer action on these claims until they have been considered by the committee.

This "early warning system" has been set up in an attempt to prevent the government having to use the powers which it intends to take to control wage and price movements.

TRADE UNION RIGHTS

MALAYSIA

Ban on strikes to be lifted

The government of Malaysia has decided to lift the ban on strikes in all sectors. Details of the amendment to the

Essential (Prohibition of Strikes and Proscribed Industrial Actions) Regulations are to be published soon. The rights thus restored were withdrawn in May this year, and this aroused vigorous protests from the trade union movement.

PERSONALIA

Walthère Bustin: It is with regret that we report the death of Walthère Bustin, former President of the Railwaymen's Section of the Belgian Public Service Workers' Union, on 30 August.

NEWS IN BRIEF

Argentina: it is reported that striking marine engineers have reached agreement with private owners, but not with the State merchant fleet ELMA; the latter has found non-union engineers to man two ships, but other vessels are idle.

Danish seafarers, through their national trade union centre LO, have applied to the "ombudsman" for a ruling on whether the manning regulations are being properly applied (see Newsletter No. 13 of 24 June 1965).

Germany: established public servants, including certain categories of railway employees, are claiming pay increases of "at least 12%" and other improvements.

FORTHCOMING MEETINGS

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| 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. |