

ITF NEWSLETTER INFORMATIONS INFORMATIONEN INFORMATIONSBLAD

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* With this last Newsletter of 1965 we wish all our readers *
* a very happy and prosperous New Year *
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NEWS ABOUT THE ITF

General Secretary visits Africa

ITF General Secretary Hans Imhof is at present in Africa, visiting affiliated and friendly unions in the following countries: Senegal, Ivory Coast, Nigeria, Congo (Leopoldville) and Kenya.

RAILWAYMEN

CANADA

Inquiry finds CNR ought to negotiate on run-through plans

An inquiry into a dispute over the Canadian National Railways' decision to convert terminal stations into "run-through" stations has found that the company lost the goodwill of the men because it failed to maintain proper consultation with the unions. The report criticizes the CNR in the following words: "Its undue emphasis on run-throughs as

a non-negotiable issue forming part of the managerial prerogative - whether legally justifiable or not - seemed in the circumstances a bit arrogant and unnecessarily provocative. Its failure to have specific answers for some of the pertinent queries by the men ... raised in the minds of the men a disquieting feeling that they were being exposed to a plan whose implications had not been fully examined."

The report, however, rejects the arguments of the brotherhoods that run-throughs would be dangerous. It finds that the CNR has the unilateral right to introduce run-throughs, but questions whether it should continue to have that right. It concludes: "The institution of run-throughs should be a matter for negotiation. To treat it as a matter of an unfettered management prerogative will only promote unrest, undermine morale and drive the parties farther and farther apart. In that direction lies disorder and danger. By placing run-throughs, on the other hand, within the realm of negotiation a long step will be taken toward the goal of industrial peace. More than that, such a course will help to provide safeguards against the undue dislocation and hardship that often result from technological change."

In the case of a run-through proposal affecting a large number of people, the company would have to wait until the current contract ran out and then negotiate new working conditions. Where workers are transferred, the company should provide full compensation for removal from owned or leased homes, and pay door-to-door moving costs. Workers losing their jobs should receive severance pay.

The inquiry's report has so far been welcomed by three unions, the Locomotive Engineers, the Firemen and Enginemen and the Railway Trainmen.

ROAD AND PASSENGER TRANSPORT WORKERS

GREAT BRITAIN

Sick benefit scheme for private busmen

A sick pay scheme for 100,000 employees of private bus companies was agreed recently by the National Joint Council for the Omnibus Industry. The scheme, which starts on 1 February 1966, will be non-contributory and will apply to male employees between ages 18 and 69 and to women between 18 and 64. The qualifying period will be 12 months' continuous service for men and 5 years' for women. It will provide £4 per week for employees in the central bus workshops and £4 0s. 6d. for all other employees, including bus crews. The period of payment will range from 6 weeks for those with less than 10 years' continuous service to 18 weeks for those with 20 years or more. Part-time workers doing at least 21 hours' work a week will get £2 0s. 3d. per week benefit.

SEAFARERS

INTERNATIONAL

Lawrence White' statement to UNCTAD shipping committee

In his capacity as observer on behalf of the International Confederation of Free Trade Unions, Lawrence White, ITF Assistant General Secretary, addressed the Committee on Shipping of the United Nations Conference on Trade and Development (UNCTAD) on 15 November in Geneva. His statement, on the subject of establishing merchant marines in developing countries, stressed the importance of finding appropriate means of financing such projects, and suggested that consideration might be given either to the creation of a fund for the purpose by a combination of developed countries, or by arrangement with the World Bank. Applications for financial aid might be made through a special committee of UNCTAD, which would be able to call upon the necessary expert advice.

One extremely important aspect which ought to be made clear was that, in establishing new merchant marines or expanding existing ones, machinery should be set up to ensure the full application of all international labour and safety standards adopted by the International Labour Organization and the Intergovernmental Maritime Consultative Organization. Perhaps the most crucial international standard from the point of view of the stable development of merchant marines was that laid down in the UN Convention on the High Seas which stipulates the existence of a "genuine link" between a ship and its state of registry when determining its nationality. UNCTAD might attempt to set down an economic, administrative and legal definition of the "genuine link".

The ITF's views of what such a definition should lay down were as follows: 1) The government of the country concerned should have ratified and implemented the relevant ILO and IMCO Conventions and Recommendations; 2) The headquarters of the shipping company should be located in the country of registry; 3) The government of the country of registry should exercise effective control over the company's operation; 4) At least 50% of the board of directors should be citizens of the country of registry; 5) The business of the company should be mainly transacted within that country; for instance, the meetings of the board of directors should take place there and all effective control of the ships be exercised from there; 6) the companies registering in a country should be genuine companies answerable under the law of that country for observation of the country's maritime legislation for each of their ships as well as for the fulfilment of the international conventions and recommendations recognized by the government of that country.

EUROPE

Community social legislation for seafarers proposed

The Commission of the European Economic Community has proposed to the Council that provisions covering social security of migrant workers should be extended to cover seafarers. These lay down equality of treatment in social security matters between a state's nationals and workers from other Community countries. Up to now any such arrangements have been made by means of bilateral and multilateral agreements.

JAPAN

Third wave of strike begun

After an extension of five days in the milder "second stage" of the Japanese seamen's strike, during which crews of coastal ships resumed work, the total "third wave" began on 19 December. There has been no progress in attempts at mediation between the ITF-affiliated All-Japan Seamen's Union and the shipowners.

UNITED STATES

AFL-CIO supports expansion of American merchant fleet

At its sixth Convention the AFL-CIO approved a 17-point programme designed to promote a "significant expansion" of the US merchant marine. It also praised the report of the Presidential Maritime Advisory Committee which was published recently.

This Committee urged a vigorous programme of government support for an American-built and manned merchant marine capable of meeting the nation's defence needs and carrying a substantial share of its foreign trade. Two Committee members who dissented from the report were operators of foreign-flag fleets.

The Committee warned that "reliance cannot be placed on foreign flag vessels" in times of national emergency; the claim that ships flying Panamanian, Liberian or Honduran flags were under the effective control of the United States was highly questionable. The Committee recommended an expanded programme of ship construction and operating subsidies for American cargo and tanker vessels, which would be granted only if there was advance agreement between shipowners and unions on the size of the crew.

On labour relations, the Committee urged the greatest possible use of voluntary arbitration in settling disputes, and recommended the establishment of a permanent labour-management council within the Department of Labour to tackle any new problems which may arise. (Among the labour members of the Committee were Joseph Curran, NMU, Thomas Gleason, ILA, and Paul Hall, SIU.)

FISHERMEN

GREAT BRITAIN

New agreement for trawlermen

Agreement was reached at a meeting of the National Joint Council for the Trawler Fishing Industry on 9 December on new pay rates as follows:

- With effect from 1 January 1966 a new minimum weekly basic rate of £12 6s. 9d. is introduced, based on a 56-hour week of 8 hours per day.
- An additional payment of 3s. per day is made to a deckhand after two years' continuous service on articles, provided that during this period his conduct and efficiency have been rated as good.
- Because of delays in reaching this settlement, each man who has been on articles since 21 May 1965 receives a lump sum payment of £10, with pro rata payments for men with less service.

CIVIL AVIATION WORKERS

GREAT BRITAIN

BOAC flight engineers' agreement

A three-year agreement for flight engineer officers employed by BOAC has been reached, under which salaries will be increased, the ceiling for senior officers being extended from the present £2,630 to £3,400 by 1967. It was agreed that flight engineers will undertake courses enabling them to carry out extended duties on the flight deck.

Joint recommendations have been made on a new concept of technical crew utilization. The new arrangements will make possible improved utilization of engineer officers, with advantages to both sides. The officers will spend less time outside the United Kingdom, and they will be able to plan their social lives against a more stable work pattern.

The agreement provides for three annual increments effective on 1 January 1965, 1966 and 1967. Officers whose salary at present ranges from £1,330 to £1,620 will now be on a scale from £1,515 to £1,845, and those now on from £1,720 to £2,200 will in 1967 be receiving between £1,965 and £2,510. BOAC will aim to

accommodate at least senior engineer officers in the same hotels as captains, and senior engineers required to travel on duty in BOAC aircraft will be entitled to first class travel if available.

TRADE UNION RIGHTS

MALAYSIA

New disputes regulations

The Malaysian government has now issued new regulations covering the settlement of disputes in essential services, which replace the ban on strikes which was lifted recently. The arrangement now is that where a dispute exists or is anticipated in an essential service, either party may report the circumstances to the Minister of Labour, who is then required to take all possible steps to solve the dispute. If a solution is not found, the Minister may refer the dispute to the Industrial Arbitration Tribunal, whose decisions will be binding on both parties. During this process no industrial action may be taken by either side. The Minister will act only if, in his opinion, it is in the public interest that the dispute should be settled without delay.

RHODESIA

ICFTU complaints to UN and ILO

The ICFTU has lodged complaints with the International Labour Organization and with the UN Committee on Colonial Questions concerning the continuing infringement of trade union rights in Rhodesia, and the detention and restriction of residence inflicted upon trade unionists.

PERSONALIA

Jo de Later, who has been Vice President of the Netherlands Transport Workers' Union since 1963, is retiring with effect from 1 January.

Roy Siemiller, recently elected President of the International Association of Machinists, has been elected a Vice-President of the AFL-CIO.

NEWS IN BRIEF

Canada: Deck officers belonging to the ITF-affiliated Merchant Service Guild went on strike against Great Lakes shipping companies on 9 December in protest against delays in negotiation of a new contract.

Great Britain: Underground train drivers in London are claiming the same productivity bonuses recently awarded to British Railways drivers.

Japan: a series of strikes planned by private railway workers was called off on 2 December when unions accepted mediation proposals. Members of the ITF-affiliated Motive Power Union also called off a threatened strike on 10 December after the Japan National Railways Management had made some concessions on the union's claim that two engineers instead of one should be placed on long-distance electric trains.

Nigeria: The government has decided to appoint a four-man job-evaluation team to work out new gradings for all posts within the Public Corporations; this will take in the railways and ports undertakings.

Norway: During the coming central negotiations for a new one-year contract the Norwegian LO will concentrate on improving the pay of the lower-paid groups of workers, and on establishing the principle of sick pay for all workers.

Sweden: The government has appointed a mediation committee to try to break the deadlock between the trade union centre LO and the employers' confederation SAF in negotiations for a new two-year central wage agreement.

CORRECTION

The salaries quoted in the item on the Danish Radio Officers' award (Newsletter No. 24, page 208) are monthly, not annual.

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