

ITF

NEWSLETTER

INFORMATIONS

INFORMATIONEN

INFORMATIONSBLAD

No. 3

3 February 1966

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NEWS ABOUT THE ITF

ITF protests at death of Dominican trade unionist

The ITF Latin American Regional Office in Lima has protested at the tragic death of Plinio G. Concepción, Financial Secretary of the ITF-affiliated Dominican National Transport Workers' Federation (FENATRADO). Bro. Concepción was killed on 17 December during a wave of violence in the Dominican capital.

The ITF has strongly condemned the violence and bloodshed fomented by anti-democratic elements in the Dominican Republic. It points out this has been particularly directed against the free trade union organizations of the country.

ITF President Hans Düby 60 years old

Hans Düby, elected President of the ITF at last year's Congress in Copenhagen, celebrated his sixtieth birthday on 30 January. Düby, President of the Swiss Railwaymen's Federation, entered the service of the Swiss Federal Railways in 1925 and took up full-time trade union work in 1937. He worked at a variety of jobs within the union and on 1 January 1954 succeeded Robert Bratschi in the post of General Secretary, which was amalgamated six years later with that of President. His other duties include that of President of the Federation of Public Service Workers and Vice-President of the Swiss national trade union centre; he has been a Social Democrat member of the Swiss Parliament for ten years, and also sits on the board of the Federal Railways. He was Vice-President of the ITF from 1960 to 1965. Along with all his friends and colleagues we wish him many more years of fruitful activity.

RAILWAYMEN

CANADA

Unions protest against CPR closures

The Canadian Railway Labor Executives' Association has protested to the government against decisions by the Board of Transport Commissioners to allow Canadian Pacific Railways to abandon a number of key passenger services. The CRLEA declares: "The board decisions confirm with startling clarity a lack of research and knowledge of the Canadian public transport requirements and the obligation of the Canadian Pacific to the nation ... The time has arrived when the government must assess the transportation requirements of the Canadian public in terms other than the profit and loss statement which is the CPR's criterion in assessing its obligation to the public."

The Canadian Pacific is also in dispute with its employees over its attempt to dictate new pension arrangements. The unions are now seeking to have the pension scheme brought within the framework of the collective agreement; at present it is administered by a board of seven, three of whom are employee representatives and four appointed by the company.

GREAT BRITAIN

Strike threat remains

Preliminary talks have been held between the ITF-affiliated National Union of Railwaymen and the British Railways Board to try to find a solution to the dispute which led the union to call a strike for 14 February (see last Newsletter, page 13). The Minister for Economic Affairs urged the NUR executive committee on 2 February to call off the strike threat, but the subsequent vote on a motion to rescind the strike call resulted in a dead heat.

NETHERLANDS

Wage claim submitted

The ITF-affiliated Netherlands Transport Workers' Union is claiming an increase in pay of 10%, the amount by which an independent committee recently estimated railwaymen had fallen behind comparable workers in outside industry. The union is also seeking a further increase to keep its members' wages in line with advances expected this year. Among other improvements sought is a shortening of the working week from 45 to 42½ hours in five days and the incorporation into basic pay of the rent allowance of 5.3%.

UNITED STATES

Locomotive Firemen's claims

The Brotherhood of Locomotive Firemen and Enginemen has submitted claims for a 25% increase in basic wages; a cost-of-living clause which will increase pay by 1½ cents an hour for each 0.4 or 0.5 point increase in the Consumer Price Index; a night shift bonus of 20 cents per hour for work between 6 p.m. and 6 a.m.; and improved pension arrangements, sick pay and other fringe benefits.

Train crew arbitration ruling prolonged

A court order has been issued prolonging until 3 February the ruling on train crew complement made two years ago by a compulsory arbitration board, even though this ruling expired on 25 January. The order affects three operating unions, the Trainmen, the Switchmen and the Conductors and Brakemen, and 178 railway companies, which have refused to negotiate new agreements on crew complement. It prevents the unions from taking strike action in support of their contention that the previous train crew regulations should now return to force. (The section of the arbitration ruling applying to firemen (helpers) on diesel trains does not expire until 31 March.)

Railway clerks press for guaranteed wage

In negotiations for a new contract with REA Express, the Brotherhood of Railway Clerks is seeking pay increases of at least \$10 per week, backdated to 1 July 1965; a guaranteed annual wage; 90 days' notice of any planned technological, operational and/or organizational change; and other fringe benefits.

ROAD AND PASSENGER TRANSPORT WORKERS

BELGIUM

New agreement for tramway workers

The ITF-affiliated Union of Tram, Bus and Suburban Railway Workers has obtained new agreements for its members which provide for a pay increase of 3½% with effect from 1 January 1966. In addition tramwaymen receive time and a half for every Sunday or public holiday worked in excess of 26 per year; an extra 10% for hours worked between 10 p.m. and 6 a.m. and an increase of 10% on the productivity bonus and on the amount paid into a special trade union fund by the employers, now 440 Fr. (£3. 3s.) and 550 Fr. (£4) per month respectively.

In addition a general wage increase of 2% is to be paid with effect from 1 February 1966 as compensation for a rise in the cost-of-living index.

SWITZERLAND

New working hours regulations for drivers

The Swiss government has approved a new regulation on the working hours of professional road transport drivers, which came into force on 1 February 1966. It lays down a weekly maximum of 50 hours (55 for taxi drivers), which may be extended by up to 5 hours per week and by up to 150 hours a year in the form of overtime.

UNITED STATES

Agreements for Chicago and Louisville bus workers

The ITF-affiliated Amalgamated Transit Union reports that agreements have been signed for its members employed by the Chicago Transit Authority and by the Louisville, Kentucky, Transit Company. The Chicago agreement is for three years, from 1 December 1965 to 30 November 1968. It provides that a cost-of-living allowance of 8 cents is incorporated, bringing the new basic hourly rate to \$3.10, in addition to which the basic rate is increased by 11 cents on 1 December 1966, and by 12 cents from 1 December 1967, bringing it to \$3.31. If a public holiday falls on an employee's day off or during his vacation he is entitled to a day's leave in lieu, or to an additional day's pay; vacations are 3 weeks after 7 years' service, 4 weeks after 17 years, and 5 weeks after 23 years.

Group life insurance coverage is increased to \$2,500 after 1 year, and \$4,000 after 5 years' service. Sick benefit goes up from \$56 per week to \$65 from 1 December 1965, to \$67.50 from 1 December 1966 and to \$70 from 1 December 1967. An employee will now be entitled to pay for the first day's sick leave if sickness lasts 8 days, and for the second day if sickness lasts two weeks (previously the first two days off sick did not qualify for sick pay).

The Louisville agreement, from 1 January 1966 to 31 December 1967, gives pay increases of between 10 and 18 cents an hour from 1 January 1966 and 8 cents from 1 January 1967. Vacations are now 3 weeks after 8 years (previously 10 years), and 4 weeks after 18 years (previously 20 years); The Company will now pay the full cost of medical and hospital insurance, and sickness and accident benefits rise from \$28 to \$48 per week for 13 weeks. Pension contributions of both employer and employee are increased and benefits go up from \$100 to \$120 per month. Improvements have also been obtained in provisions covering spreadover, and in other fringe benefits.

PORT WORKERS

INTERNATIONAL

ILO Preparatory Technical Conference on maximum permissible weight to be carried by one worker

A Preparatory Technical Conference of the ILO has been taking place in Geneva from 25 January to 4 February to establish draft inter-

national standards regulating the maximum permissible weight to be carried by one worker. Tim O'Leary, National Docks' Officer of the British Transport & General Workers' Union and President of the ITF Dockers' Section, has been elected Chairman of the Workers' Group; Roger Dekeyzer, President of the Belgian Transport Workers' Union, has been elected Workers' Vice-President of the Conference.

The Conference is considering the health and accident risks involved in the handling of goods; the ILO has prepared reports on these health problems, the conclusions of a Meeting of ILO Experts on the subject held in 1964, and a survey of legislation and practice in a number of countries.

The Conference is preparing a draft Convention and Recommendation for adoption by the International Labour Conference. The Convention is confined to a few fundamentals such as age and weight limits, medical examinations and vocational training. The Recommendation is more comprehensive and at the same time more detailed.

BELGIUM

New agreement reached for Antwerp dockers

The ITF-affiliated Belgian Transport Workers' Union reports that a new agreement has recently been reached for dockers in the Port of Antwerp. The agreement runs from 1 February 1966 to 28 February 1968. Its main points are as follows:

- (a) Increases in the basis shift rate resulting from changes in the cost of living index will in future be at least two Francs higher than previously.
- (b) Basic shift rates are now as follows (with former rates in brackets): Weekdays -- Day shift Fr. 423 (414); Morning shift Fr. 441 (432); Afternoon shift Fr. 459 (450); Night shift Fr. 634.50 (621); Saturdays, all shifts Fr. 592.20 (579.60); Sundays and holidays, all shifts Fr. 846 (828). These rates are, however, increased by Fr. 15 per shift on 31 January 1966 and again by the same amount from 2 January 1967.
- (c) As from 4 July of this year, fall-back pay will go up by Fr. 10 per day.
- (d) Rain-wear will be supplied to all dockers at one-third of cost price.
- (e) An end-of-year bonus (syndicale premie) will be paid to all members of trade unions which are parties to the new agreement. This will be a fixed amount.
- (f) In cases where foremen and equivalent grades are without work for one day during the course of a week they will receive, as from 1 April 1966, an allowance of Fr. 66 per day. This is in addition to normal unemployment pay provided under agreement.

- (g) In cases of force majeure (e.g. defects in lifting tackle, shortage of railway wagons or lighters, etc.), supervisory staff must be kept on the pay-roll for seven days following recognition of such a case by both sides.

GREAT BRITAIN

Pay increase agreed

A general pay agreement for British dockers was reached on 24 January, providing an extra 6.4% for time workers and 5% on piece rates. Discussions continue within the docks National Modernization Committee on how productivity is to be increased and decasualization introduced.

SEAFARERS

DENMARK

Shipowner drops crew reduction proposal in face of union boycott

The owners of the new 92,000 ton Danish tanker "A.P. Møller" have decided to increase their deck crew from 10 to 12 men as a result of a threatened boycott of the vessel by the ITF-affiliated Danish Seamen's Union. It will be recalled that the company had obtained a dispensation from the Danish manning law which would have enabled it to operate with the smaller crew.

Our affiliate is however concerned at the whole situation resulting from the granting of exemptions of this type and a meeting of its General Assembly recently decided that no ship with such a dispensation will be manned by union members until the position has been clarified. The union is currently seeking a revision of the law's exemption clause, because it claims that shipowners are treating this as if it were the law itself.

GREAT BRITAIN

Crew interchange experiment ended

The National Union of Seamen have terminated the crew interchangeability experiment with the Cunard Line. The experiment was tried for a period of some months in the "Andania" and the "Alaunia", but the NUS take the view that the experiment was not working out in the way they had hoped, that the additional payment of £2 per month for each man was not sufficient and that the ships were not sufficiently automated for interchangeability to succeed at this stage.

HONDURAS

ITF aids Honduran union to win Liberian-flag ship contract

With the advice and assistance of the ITF and its affiliate the United States National Maritime Union, the Honduran Seafarers' Union (SINDIMAR) was recently able to sign a new contract covering the wages and conditions of crew members on board four Liberian-flag ships operated by the Honduran Lemuria Shipping Co. The ITF is continuing its aid to the Seafarers' Union in order that other vessels not yet covered can be brought under agreement.

JAPAN

Japanese seamen's strike ends in victory

Members of the ITF-affiliated All-Japan Seamen's Union returned to work on 31 January following a union settlement which ended their 35-day strike and gave seamen an average monthly increase of approximately £7 or US\$20. The settlement came shortly after the union had begun the fourth wave of the strike, due to last for two weeks. The successive stages of the stoppage covered a period of more than two months -- the longest strike in the history of the All-Japan Seamen's Union. At its peak, some 1,500 vessels were affected.

In a cable to the ITF, Kumazo Nakachi, our affiliate's President, has expressed his deep gratitude for the fraternal support extended by ITF maritime and transport workers' unions. The successful outcome of the seamen's struggle had served to provide AJSU members with an added source of courage and confidence in the democratic labour movement.

In his reply, the ITF's General Secretary warmly congratulated the AJSU on their successful settlement. The union's splendid struggle had won universal admiration and respect.

MEXICO

Social security coverage urged for seafarers

The ITF has written to the Mexican President requesting his personal intervention to ensure that national social security benefits are extended to cover the country's seafarers. In theory, these benefits, provided under the auspices of the Mexican Institute for Social Security, should be applied to all workers but in practice seafarers are excluded from them.

A campaign to widen the National Institute's coverage is being carried on by the ITF-affiliated National Union of Seamen, Firemen and Catering Personnel.

NORWAY

Union will seek parity for home trade officers

At a recent meeting, the Executive of the ITF-affiliated Norwegian Engineer Officers' Union decided to press for the same rates to be paid to officers in both the foreign and home trades. Official statistics for the period 1954-64 show that the real wages of engineer officers in the home trades went up by only 27 per cent as against 48 per cent for foreign-going vessels.

CIVIL AVIATION WORKERS

UNITED STATES

IAM dispute for mediation

The National Mediation Board has intervened in the dispute between the ITF-affiliated International Association of Machinists and five airline companies; negotiations have reached deadlock. Meanwhile the union has sent strike ballots to its 34,000 members on the five airlines involved - Eastern, National, Northwest, Trans World and United. Contracts expired on 1 January, and the airlines have made no counter-proposals to the union's claims for improved wages and fringe benefits.

GENERAL

GREAT BRITAIN

Wage-related unemployment pay to be introduced

The British government has announced plans for a wage-related unemployment and sick benefits scheme, to be financed by extra contributions from both employers and employees. Unemployed and sick workers will receive a supplement to the existing benefits which will be one-third of weekly earnings between £9 and £30, up to a maximum of 85% of earnings.

PERSONALIA

H.W. Koppens has been appointed to take over the chairmanship of the road transport group within the Netherlands Transport Workers' Union, in succession to J. de Later who retired at the beginning of the year. De Later's position as Vice President of the union is filled by J. de Graaf, secretary of the civil aviation group.

Michael J. Quill: We regret to report the death on 28 January of Michael Quill, President of the Transport Workers' Union of America, at the age of 60. On 24 January he had left the hospital to which he was taken from prison after suffering a heart attack; he was arrested with other union leaders for refusing to halt the strike of New York transport workers in defiance of a court order. (An obituary will appear in the February issue of the ITF Journal.)

NEWS IN BRIEF

Great Britain: Negotiations are to begin soon on pay increases for London busmen, and talks on the introduction of a 5-day, 40-hour week and on a further productivity agreement are to be speeded up. Busmen are currently operating an unofficial ban on overtime and rest-day working in protest against cuts in services resulting from staff shortages.

Great Britain: Shipowners have agreed to examine in detail a claim by the National Union of Seamen for overtime payments after 40 hours' work at sea and more pay.

Greece: Municipal employees have recently been on strike in Athens, including bus workers who are seeking overtime pay, and trolley-bus workers who were granted a 15% pay increase on 23 January but who continued on strike in solidarity with the busmen until they were "requisitioned" on 26 January.

Nigeria: ITF Representative Emile Laflamme reports that three road transport unions are planning to federate: the Amalgamated Union of Lagos Municipal Bus Workers, the Motor Drivers' Union and Allied Transport Workers, and the Federal Taxi Drivers' Union.

Venezuela; Dockers are continuing their boycotts of vessels trading with Cuba; the nineteenth vessel to be boycotted since the campaign started in December 1964 was the Japanese "Mizukawa Maru", at Maracaibo on 26 January.

COST OF LIVING - Rhine countries

January 1963 - 100
Netherlands. - Mid-December - 111.21 points

FORTHCOMING MEETINGS

Management Committee	-	Geneva, 6 & 7 February 1966
Seafarers' Section Conference	-	Hamburg, 28 & 29 March 1966
Dockers' Section Conference	-	Hamburg, 30 March 1966
Joint Dockers' and Seafarers' Conference	-	Hamburg, 21 March 1966
Railwaymen's Section Committee	-	London, 20 & 21 April 1966
Railwaymen's Section Conference	-	Rome, 23-25 June 1966.

Supplement to Newsletter No. 3 of 3 February 1966

WAGES AND WORKING CONDITIONS OF EAST AFRICAN SEAMEN (1 OCTOBER
1965 to 30 SEPTEMBER 1966)

1. W A G E S

The following monthly rates were laid down after an Industrial Court award of an increase of 30% on basic rates up to 170/- per month and 15% for other grades, applicable from 1 October 1965. Rates are quoted in East African shillings (20/- to £1 Sterling).

<u>Deck Crew</u>	<u>Deep Sea</u>	<u>Coastal</u>
Bosun	466/-	421/-
Carpenter	389/-	
2nd Bosun	324/-	
Storekeeper	298/-	
Quarter Master	324/-	
Able Seaman/Quartermaster	256/-	228/-
Able Seaman	242/-	214/-
Ordinary Seaman	219/-	188/-
Deck Boy	164/-	149/-
<u>Engine Room Crew</u>		
Engine Room Serang	464/-	
Storekeeper	298/-	
Donkeyman	298/-	
Greaser I	270/-	242/-
Greaser II	235/-	214/-
Fireman	220/-	
Cleaner	173/-	
<u>Catering Crew</u>		
Butler	464/-	
Cook Grade I	402/-	
Cook Grade II	279/-	
Cook Grade III	244/-	
Pantryman	256/-	
Laundryman	242/-	
General Servant I	242/-	221/-
General Servant II	211/-	188/-
Galley Boy	176/-	

2. OVERTIME

Normal hours of work are as follows:

(a) Deck & Engine Room

Watchkeepers - 56 hours per week (8 hours a day)

Day workers - 45 hours per week (8 hours a day, Monday to Friday plus 5 hours Saturday or 4 hours Saturday and 1 hour Sunday)

(b) Saloon - 56 hours per week (8 hours a day)

Hours in excess of these are paid at the following rates, effective from 1 January 1966:

(a) Wages up to and incl. 200/- per month - 1/25 per hour

(b) Wages of 201/- and over - 1/65 per hour

(c) Bosuns, Carpenters, Butlers and Engine Room Serangs - 2/- per hour

Compensation for overtime may be made in the form of equivalent time off in port, with the agreement of the rating concerned.

3. LEAVE & PUBLIC HOLIDAYS

21 days' paid leave per annum shall be allowed to all crew members. Overtime rates are to be paid for any work performed on Kenya public holidays.

4. RATION SCALE

The following monthly ration scale is laid down for each crew member:

Rice	- 34 lbs	Milk	- 3 tins 39 oz.
Flour	10 lbs	Vegetables	- 12 lbs
Dhall	5 lbs	Fresh Fruit	- 5 $\frac{1}{2}$ lbs
Sugar	4 $\frac{1}{2}$ lbs	Curry Powder	- 1 lb
Ghee	3 $\frac{1}{2}$ lbs	Tea	- $\frac{3}{4}$ lb
Salt	1 lb.	Meat/Fish	- 15 lbs.

The scale may be varied by agreement, provided that the total cost does not exceed the cost of the items listed.

5. MISCELLANEOUS

The following items are issued to each crew member:

Bedding: 1 mattress & detachable cover; 1 pillow, 1 sheet and 1 pillow case (to be changed weekly); 1 blanket (plus 1 additional blanket when vessel is in cold climate); 1 towel.

Uniforms: ABs, OS, etc. - 2 blue shirts, 2 pairs blue shorts; Quartermaster - 2 blue navy type shirts, 2 pairs blue trousers; Engine room - 2 boiler suits; Saloon crew - 2 white shirts, 2 pairs white shorts or trousers.

Eating Utensils: 1 plate, 1 spoon, 1 fork, 1 mug.

Soap: 2 bars toilet soap per month, 2 bars washing soap per month.