

ITF NEWSLETTER INFORMATIONS INFORMATIONEN INFORMATIONSBLAD

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ABOUT THE ITF

INTERNATIONAL

Another runaway-flag ship brought under ITF agreement

As a result of action taken last month by the Swedish Seamen's Union within the framework of the ITF's campaign against flag-of-convenience shipping, the Liberian-registered s.s. "Pelikan" has been brought under an ITF custodian agreement. The "Pelikan" is a Liberty ship, which until last year sailed under the Greek flag. Its crew is made up of Chinese seamen from Formosa, signed on at Hong Kong rates. The custodian agreement, which was achieved without the need for boycott action, provides for British rates and conditions.

TRANSPORT WORKERS (GENERAL)

NORWAY

Central wage negotiations break down

As was earlier the case in Sweden (see separate item), negotiations on a new wage agreement between the Norwegian Trade Union and

Employers' Federations have broken down. The break came on 14 April and the National Mediator immediately imposed a ban on strikes and lock-outs pending the outcome of conciliation proceedings.

The unions are demanding an increase of 40 öre an hour (about 5d or 5 US cents) for all adult workers, plus an additional 40 öre for lower-paid workers; a maximum working week of 43 hours for all shift workers; and two months' sick leave on full pay.

SWEDEN

Provisional agreement reached on new general wage pact

As the result of new talks under the auspices of a mediation committee following the breakdown of negotiations last month between the Swedish trade union centre and the employers' federation, provisional agreement has now been reached on a national wages and hours agreement which will remain in effect for three years. Formal acceptance of the agreement is expected within the near future.

The agreement provides for a reduction in weekly working hours from 45 to 42½, in three annual stages of 50 minutes each and beginning on 1 February 1967. Wage increases to compensate for loss of earnings resulting from the introduction of the shorter working week will total 5.8 per cent (1.9 per cent in 1967 and 1968, plus two per cent effective 1 January 1969).

Actual wage increases, as distinct from compensation for the shorter working week, are a little more complicated. During the first year of the agreement (1966), the increase will be of 20 öre (1d or 1 US cent is approx. 6 öre), plus a further 9 öre per hour. The additional 9 öre is designed particularly to improve the position of low-paid workers, who include some motor transport drivers. During the second year of the agreement, the general increase is 14 öre per hour, but in those cases where hourly rates do not go up by at least 27 öre during the first year the difference between the actual average increase and this amount will be made up. The same rules applying to rates which have lagged behind during the second year will also be applied during the third year.

The annual wage increase during the currency of the three-year agreement is estimated at about eight per cent, including wage drift, pensions contributions and sickness benefit.

Mediation proceedings have also been taking place in the case of members of the ITF-affiliated Transport Workers' Union, which has been negotiating outside the central system. Two of the largest single groups involved are the dockers and the road transport workers. A provisional agreement has already been reached for the port industry and submitted to a membership ballot. The results of this are expected to be known later this month.

RAILWAYMEN

ARGENTINA

Wage and rules dispute on Argentine State Railways

Two Argentine railwaymen's unions -- the ITF-affiliated "La Fraternidad" (footplate staff) and the Unión Ferroviaria (Railwaymen's Union) -- called a 24-hour strike on 23 March in support of their demands for wages increases and the revision of working rules. A further 24-hour stoppage, scheduled for 28 March, was called off following an appeal by the President of Argentina.

The two unions have been negotiating on their claims since their collective agreement expired in January last. Their major demand is for an increase of 50 per cent on the rates in force since 1 July 1965. In support of this, they point out that such an increase is justified by official cost-of-living figures. Government policy at the present time is to limit wage rises to 15 per cent, and the State Railways have been adhering to this policy in their counter-proposals. The railway unions stress, however, that other groups of workers have been given much larger increases than 15 per cent in recently-signed agreements.

Negotiations finally broke down on 10 February, but the unions have been continuing talks at conciliation meetings held under the auspices of the Ministry of Labour. The stoppages which were called for last month were intended to reinforce their negotiating position.

The Director of our Latin American Regional Office, who has recently been in Argentina, reports that some progress has now been made on the wage issue, but at the time of writing the final outcome of the dispute was not yet known.

FOOTNOTE

A further 24-hour strike is reported to have taken place on 1 April.

MALAYSIA

Railwaymen threaten overtime ban following government order

The ITF-affiliated Railwaymen's Union of Malaya (RUM) last month served notice on the railway administration that it would institute a ban on overtime if the administration did not settle a dispute over the status of railwaymen within a specified time.

The dispute concerns the agreement which followed the union's 1962 national strike granting railway workers (formerly daily-paid) all the rights, privileges and advantages of government monthly-paid employment. The agreement became effective as from 19 August 1964, after a High Court action by RUM had resulted in the Government conceding such status to railwaymen.

Now, however, the union states that a new government ruling has re-introduced the old conditions of daily-rated employment, something which, it says, no right-thinking person would agree to under any circumstances.

The union has, at the same time, indicated its willingness to submit the case to arbitration or to a court decision.

UNITED STATES

Mediation on rail firemen issue

Mediation proceedings are now being held on the ITF-affiliated Brotherhood of Locomotive Firemen & Enginemen's dispute with eight US railway companies concerning the restoration of rail firemen's jobs lost as the result of a 1963 arbitration decision. The decision to institute mediation proceedings followed a meeting between the US Secretary of Labor and BLF & E President H.E. Gilbert. As a result, the Brotherhood ended its four-day-old strike which had begun at midnight on 30 March (see Newsletter No. 7).

The strike itself was called over another issue in dispute, namely the failure of the railways to negotiate a training programme for firemen. An earlier court decision had barred the Brotherhood from taking strike action on the restoration of firemen's jobs.

ROAD AND PASSENGER TRANSPORT WORKERS

NETHERLANDS

New agreement reached for Dutch road transport workers

Membership approval was given earlier this month to a new one-year agreement negotiated by the Netherlands Transport Workers' Federation on behalf of road haulage workers. A six per cent increase has been won in all wage rates together with improvements in lodging and subsistence allowances. Weekly rates for lorry drivers and helpers are based on 45 working hours, with a guaranteed weekly minimum for adult males at age 23 of 120 guilders (£12 or US \$ 33.60).

NETHERLANDS

Six per cent wage increase for Dutch taxi and hire-car workers

Taxi and hire-car workers within the ITF-affiliated Netherlands Transport Workers' Federation (NBV) have recently approved a new one-year agreement. The agreement provides for a six per cent increase in wages, to take effect from 1 April. A similar increase has also been made in holiday pay, which in addition now goes up from two to three weeks per annum. Compensation for rent increases granted during the years 1960, 1962 and 1964 are consolidated in basic wages, while the rent allowance for 1966 is included in the six per cent wage increase negotiated.

Sick leave on full pay has also been improved. It now amounts to three weeks per year of service instead of two weeks as previously, with the old two-week standard applying only up to one year's service.

All the main provisions of the agreement concerning pay, holiday and sick pay, and consolidation of compensation for rent increases apply to both drivers and other workers employed in the taxi and hire-car industries.

NIGERIA

Lagos bus workers declare trade dispute

The ITF-affiliated Amalgamated Union of Lagos Municipal Bus Workers had informed the Ministry of Labour of the existence of a trade dispute between it and the Lagos City Transport Service. In a letter written to the Ministry on 4 April, the union has asked for the appointment of a conciliator to consider its claims.

The claims stem from a codification of busmen's conditions of service which took place in February. One of the main points concerns the cessation of workers' contributions to the National Provident Fund, which was previously agreed between the union and management, but has still not been implemented. The union is also asking that daily-rated busmen should be transferred to the permanent establishment in accordance with the codification, as well as that payment of overtime to time-keepers should be made with retroactive effect to the date when the codification came into force. Finally, our affiliate is pressing for the implementation of all agreements reached at previous meetings with management.

INLAND WATERWAY WORKERS

INTERNATIONAL

Control book introduced for Rhine vessels

As the result of a decision taken by the Central Rhine

Commission, all Rhine vessels are now obliged to carry a control book giving details of the hours of work of crew members, the periods during which the vessels are engaged in actual navigation, time spent in loading and unloading cargo, etc. The effective date of this decision was 1 April.

The new ruling represents the implementation of a decision taken last year within the Commission that effective control measures, including provision for a control book, would be introduced to ensure that agreements on minimum manning and hours of work and rest periods are adhered to.

PORT WORKERS

GREAT BRITAIN

Independent inquiry on dockers' pay to be undertaken

The Minister of Labour has decided to establish an independent inquiry into what dockers' pay should be once a system of permanent employment is introduced (this is expected in the autumn). The Minister's decision follows the reaching of deadlock on this question between employer and union representatives within the National Modernization Committee, the body which was set up to introduce reforms suggested in last year's Devlin Committee report on the docks.

The deadlock was expected and both union and employer spokesmen have welcomed the Minister's decision. The majority of Britain's dockers are organized in the ITF-affiliated Transport & General Workers' Union.

UNITED STATES

Work guarantee and central hiring hall for Boston dockers

As from 1 April, the hiring of Boston dockers was due to be transferred to a central hiring hall which will be under the complete control of their union, the ITF-affiliated International Longshoremen's Association (ILA).

The ILA states that this is being done in order to implement a 1,600-hour-a-year work guarantee, which will bring Boston dockers into line with their colleagues in New York and Philadelphia.

SEAFARERS

INTERNATIONAL

New Convention on Load Lines is signed

The International Conference on Load Lines, convened under the auspices of IMCO and attended by representatives of 60 countries, ended on 5 April with the signing of the

International Convention on Load Lines, 1966. The Convention will come into force twelve months after it has been accepted by at least fifteen countries, seven of which must possess not less than one million gross tons of shipping.

As compared with the 1930 Convention (currently in force), the new Convention introduces a number of changes, the most significant of which is the reduction in freeboards for large ships. Large tankers, ore carriers and bulk carriers will have their freeboards reduced by about 10 to 20 per cent; dry cargo ships, if fitted with weathertight hatch covers, will also benefit by a reduction of up to 10 per cent approximately. On the other hand, the freeboard of small ships will be slightly increased in order to improve stability and other safety conditions.

Another important improvement in the safety of ships is the complete elimination of the provisions for Class 2 closing appliances and tonnage openings; this means that only superstructures fitted with gasketed weathertight doors will be taken into account in freeboard computation.

There was lengthy discussion on the relationship between freeboards and subdivision and stability; and, as a result, the subdivision concept has been introduced into the assignment of freeboards for large ships. In this connection the Conference, recognizing that the Convention for the Safety of Life at Sea and the Load Line Convention had in common the safety of human life and property at sea, considered that, at some future time, these two agreements should be combined into a single international convention.

The Conference also considered the possibility of assigning load lines to fishing vessels. Whilst deciding that fishing vessels should not be included in the Convention, it was agreed that IMCO should pursue studies on the minimum freeboard for such vessels, the object being to establish recommended international standards.

The Conference established criteria for estimating weather conditions and these criteria were used as a basis when constituting the zones, areas and seasonal periods.

The boundaries of the Winter Seasonal Zones were changed considerably, particularly in the North Atlantic and the South Pacific. The new boundaries will permit ships sailing round the Cape of Good Hope and south of the coast of Australia to remain in the Summer Zone. The Baltic Sea, the Black Sea, the Mediterranean, the Sea of Japan and part of the Atlantic Ocean along the east coast of the United States of America will be considered as being in the Summer Zone; however, for small ships (100 metres in length and under), these regions will remain Winter Seasonal Areas.

Changes were also made in some places to the boundaries of the Tropical Zone and some Seasonal Tropical Areas, in

accordance with actual weather conditions there. Two new Seasonal Tropical Areas were established in the southern part of the Indian Ocean.

FINLAND

Finnish Seamer's and Pilots' Unions amalgamate

At an extraordinary Congress held last month, the Finnish Pilots' and Lighthousemen's Union decided to amalgamate with the Seamen's Union. Both unions are ITF affiliates.

The amalgamation decision has considerable significance, since it will strengthen the strategic position of both groups in industrial conflicts. An indication of its significance is given by the violent campaign carried on by reactionary sections of the Finnish Press against such a decision by the Pilots and Lighthousemen, who are State employees. Both groups are extremely well organized, the Seamen 100 per cent and the Pilots and Lighthousemen with 98 per cent of their potential membership.

The latter have also played a very vital rôle on a number of occasions in boycotts of flag-of-convenience vessels organized as part of the ITF's international campaign against such vessels.

GREAT BRITAIN

National seamen's strike threatend in Britain

At a meeting held in London on 14 April, the Executive Council of the ITF-affiliated National Union of Seamen (NUS) rejected a "final" offer made by the owners in answer to the union's claim for a 40-hour week at sea and an increase of 12s 6d in the monthly consolidated rate. The Executive Council felt that in view of the fact that the owners had described their offer as final, the NUS had no alternative but to take industrial action to achieve its aim. A national strike has therefore been called with effect from 16 May.

The background to the dispute is as follows: In March 1965, the NUS negotiated a new agreement on wages structure which provided for a lump sum increase in consolidated rates in compensation for up to eight hours' work each in Saturdays and Sundays while a ship is at sea. But the agreement also provided for a 40-hour week in port and a 40-hour week in principle while at sea. The latter point was emphasized by the union's 1965 Annual Meeting when it adopted a resolution calling for the restriction of weekend work to watch-keeping and essential duties. It adopted a further resolution declaring that seafarers should share in the benefits of technological advance and calling for a shorter working week at sea, improved leave and increased wages.

In addition, the implementation of the 1965 agreement by some shipowners has caused a great deal of resentment among the union's membership. They felt that in many cases shipowners were adopting the attitude that since the agreement provided for a theoretical 56-hour week at sea, they could call on seamen

to carry out manufactured and clearly non-essential work at weekends. In view of this, the union decided to submit a new claim calling for the introduction of the 40-hour week both in port and at sea, with no reduction in existing consolidated rates. For an A.B. this would mean a monthly rate of £60 for 40 hours' work per week, worked in five days of eight hours' maximum per day.

Following lengthy negotiations, the shipowners made their final offer on 6 April. Their terms were as follows:

- (a) a 40-hour week in three annual stages;
- (b) direct overtime pay for all hours at weekends and on public holidays, again in three stages;
- (c) a 12s 6d. monthly increase in the fifth year Efficient Service Pay;
- (d) annual leave to be increased from 16 to 36 days.

But they also wanted to withdraw the Sunday-at-sea Leave Agreement, which would mean an average loss of 37 days' paid compensatory leave per year and to introduce a standstill on further wage increases for three years, unless there is a steep rise in the cost of living.

It is this offer which has been rejected by the union and a national strike -- the first since 1911 -- is now to take place on 16 May unless it is improved upon.

The ITF Secretariat has already informed its seafarers' and dockers' affiliates of the situation and requested them to give the NUS every possible support if strike action has to be taken.

GREECE

Changes planned in Greek seamen's registration rules

The Greek government is reported to be planning substantial changes in the present regulations governing the registration of seamen. A draft bill on the subject is currently being considered by the Board of the Greek Merchant Marine.

Among proposals for amendments are the following:

- (a) apprentice and fully-fledged seamen to be issued with the same type of seaman's book, which will establish the identity of its bearer;
- (b) the minimum age requirement is to be brought into line with the provisions of the ILO Convention on this subject;
- (c) seamen who have completed one year of sea service will qualify for registration by 31 December 1968, regardless of age;

- (d) others wishing to join the merchant service will be eligible for registration at any time within the year following promulgation of the new law, providing they are not more than 35 years old.

NORWAY

Provisional agreement reached for home trade ships

The Norwegian Seamen's Union (an ITF affiliate) has reached provisional agreement on a new two-year contract covering seamen employed on home trade vessels (see Newsletter No. 7; News in Brief).

Full details of the agreement are not yet available, but our affiliate has stated that its terms are a considerable improvement on other agreements reached in this year's negotiations. It provides for a wage increase this year, plus improvements in allowances, as well as a further increase which will take effect from 1 April 1966.

UNITED STATES

Important principle established for trailership officers

The ITF-affiliated International Organization of Masters, Mates Pilots (MMP) informs us that an arbitration award this month has upheld the union's contention that the special nature of trailership operations requires the introduction of compensatory provisions for deck officers serving aboard them.

The arbitrator, Professor Walter Gellhorn, was adjudicating in a seven and a half month contract dispute between the MMP and Sea-Land Service Inc., which operates specialized trailerships on a quick turnaround basis.

Professor Gellhorn ruled that "a deck officer continuously employed on one of the company's trailerships shall accrue four additional days' wages for each thirty days of his employment. These days are to be considered as added vacation periods reflecting the special nature of trailership operations."

"The speed of cargo handling", he went on, "makes for exceptionally short stays in port. The quick turnaround of the company's vessels justifies a different arrangement than is commonplace on vessels whose officers have more extensive opportunities for family visits and recreation ashore. The easiest way to recognize the difference is by extending the vacation rights of Sea-Land's trailership deck officers."

A new four-year agreement incorporating the arbitrator's findings has now been signed by our affiliate.

New tanker agreement signed by marine engineers

A new agreement signed recently by the ITF-affiliated Marine Engineers' Beneficial Association (MEBA) with Pacific Coast Transport Company is described as a major breakthrough with a US West Coast oil company, which brings engineers' conditions up to the general level of those negotiated with large tanker concerns such as Keystone and Marine Transport.

The agreement provides for an equalizing wage increase, a non-watch pay rise from \$154 to \$193.63 per month (£1 equals \$2.80; 14 cents are 1s.), together with the introduction of hiring hall arrangements. The standard overtime rate has been increased to \$3.75 per hour, while the night engineer's rate goes up from \$3.78 to \$5.89. The contract contains a clause stating that night engineers will be hired in all US ports, where available and competent.

A standard vacation clause provides for ten days per month worked and there is also a uniform port time clause allowing all engineers but one to be off duty in all ports. The chief engineer gets an eight-hour day in port for the first time, with a cash payment or time off in respect of all hours which he is required to work after 5 p.m. or before 8.0 a.m., and on Saturdays, Sundays and holidays.

There are also two important sections in the agreements dealing with new or re-fitted vessels. The union has the right to veto new construction blueprints which do not provide adequate engineer quarters. Furthermore, the engineers' jurisdiction is safeguarded in the case of automated, semi-automated and retrofit vessels.

CIVIL AVIATION WORKERS

ARGENTINA

Progress made towards settlement of Aerolineas conflict

As this Newsletter was being finalized, we were informed by the Argentine Transport Workers' Confederation (CATT) that the conflict between Aerolineas Argentinas and its ground staff has been partially resolved (see Newsletter No. 7). The conflict involved wage increase demands submitted by the ITF-affiliated Civil Aviation Workers' Union (Asociación del Personal Aeronautico) and had been worsened by the use of military personnel to operate some of Aerolineas' services and the arrest of a number of strikers. We hope to be able to give fuller details of the present situation in our next number.

CANADA

New agreement for Air Canada stewardesses

A new agreement signed by the ITF-affiliated Canadian Airline Flight Attendants' Association contains a number of major

improvements in the conditions of Air Canada stewardesses.

All stewardesses may now marry and receive benefits accorded to other married Company employees (including free passes for husbands). They will also be allowed leave of absence for pregnancy without loss of seniority provided that they return to service 60 days after termination of pregnancy. All stewardesses presently employed will be allowed to continue their service until they reach pensionable age.

All new employees will be hired on a ten-year contract with service pay on termination of employment. Service pay will commence at \$900 after completion of five years' service and will increase by \$500 per year up to a maximum of \$3,400 after ten years' service.

FINLAND

Strike of Finnair ground staff is settled

The strike by Finnair ground staff which began at midnight on 17 March in support of their union's claims for higher pay was ended on 6 April following agreement on a new wage contract. The agreement provides increases ranging from one-half to 1½ per cent. During the strike solidarity measures were taken by ITF-affiliated aviation unions abroad following an appeal by the ITF Secretariat. Strong support given by the Finnish Transport Workers' Federation (all of whose members are ITF affiliates) was also instrumental in achieving a settlement.

FRANCE

Air France flying staff strike for higher pay

Flying staff employed by Air France have organized two 48-hour strikes during the period covered by this Newsletter in support of their claims for higher pay. The first took place on 31 March and 1 April, and the second on 8 and 9 April.

Ground staff of the company threatened to come out in sympathy during the second strike, if the Government carried out threats to employ foreign pilots or to charter foreign aircraft. The threats were not carried through.

INDIA

New talks follow end of Air India navigators' strike

Air India navigators, members of the ITF-affiliated Flight Navigators' Guild, went on strike as from 18 March in protest against what they considered as an unsatisfactory award by the National Industrial Tribunal at the end of February. The strike resulted in the complete suspension of all Air-India flights and the laying-off of some 1,800 lower-paid employees by Air India. The latter action was strongly criticized by ITF-affiliated transport workers' unions in a statement issued on 5 April, which described it as high-handed and said that there was neither reason nor justification for such lay-offs.

Both the ITF and its Indian affiliates acting as a group intervened in the dispute in order to bring about an amicable settlement. Approaches were made to Members of Parliament and government officials by representatives of ITF-affiliated unions and both the ITF and the Indian transport workers' unions requested the personal intervention of the Indian Prime Minister, Mrs. Indira Gandhi, with the aim of bringing the parties together for a full discussion of the issues involved and agreeing a formula for a settlement.

The strike was called off on 6 April following such intervention by Mrs Gandhi, which resulted in government assurances that an investigation of the issues in dispute would be undertaken and that new talks to achieve a final settlement would be held. This was the first occasion on which the Prime Minister of India has directly intervened in an industrial dispute.

UNITED STATES

Stewardesses not "too old at 32", rules Commissioner

US airline stewardesses, who have been fighting company rules grounding them at the age of 32, have been upheld by a recommendation made by a member of the New York State Human Rights Commission.

Commissioner J. Edward Conway has recommended that airlines should be barred from grounding stewardesses before they reach normal retirement age. His decision was reached following a year's study of the situation resulting from complaints filed by stewardesses with the Commission. Commissioner Conway noted that 24 out of the 38 United States airlines had no maximum age for stewardesses, and that not one airline has such a limit for male stewards. He said that there was no evidence to warrant an arbitrary limit of this kind.

The ITF-affiliated Transport Workers' Union, which includes many cabin personnel among its membership, has welcomed the report as "breaking the barriers of discrimination practised by some airlines". It is notifying three airlines with which it has contracts that it expects the immediate re-instatement, with back pay, of all stewardesses who have been dismissed on age grounds.

IAM to strike against five US airlines?

The ITF-affiliated International Association of Machinists (IAM) has now set a date for its threatened strike against five United States airlines in support of its claims for higher pay (see Newsletter No. 7). The strike will start on 23 April, although there are also strong indications that the National Mediation Board may ask President Johnson to set up a Presidential Emergency Board to inquire into the dispute. This would mean that the strike would automatically be delayed for a period of 60 days.

The five airlines concerned are: Eastern, National, Northwest, Trans World and United. They have so far refused to make any offer in excess of the government's 3.2 per cent guideline on pay increases. The IAM is asking for a wage rise in excess of this figure, but it has pointed out that the companies' offer of a 30 cent an hour increase spread over three years is actually below 3 per cent.

NEWS IN BRIEF

Austrian Federal Railways employees are to have their pensions system improved. A draft Bill on the subject has been prepared and has already been discussed by the Executive of the ITF-affiliated Railwaymen's Union. We hope to have fuller details later.

Dutch airline stewardesses and the pursers and stewards have merged their two associations with effect from 15 April. The new organization is to be known as the Union of KLM Cabin Personnel. Both groups belong to the ITF. The Secretary of the new union is Mr. N.J.N. Rooijens.

Finnish dockers and dock foremen received increases of between 8 and 10 per cent following settlement of their recent disputes (see Newsletter No. 6).

French railwaymen have called a further 48-hour strike for 21 and 22 April in protest against the Government's continued wage freeze policy. Unions belonging to all three national centres are involved.

German public service workers have begun negotiations on their claim for a 9 per cent wage increase. Two ITF-affiliated organizations, the Railwaymen's Union and the Transport & Public Service Workers' Union, are taking part in the negotiations.

Greek dockers in the Port of Piraeus, including administrative and technical staff, have this month been taking part in short strikes and go-slow actions to support their demands for better working conditions.

Jamaican railwaymen called a short work stoppage on 6 April over wage claims and union representation.

Japanese railwaymen are to ban overtime work on the new high-speed Tokaido Line following the rejection by management of union demands that the new trains should be manned by two engineers.

Nigerian dock workers in the Port of Apapa went on strike on 5 April in protest against non-payment of their wages for February and March. The strike has now ended with management undertaking to pay the wage arrears. Port Harcourt dockers have also been on strike against a contract awarded to a private concern, which they consider to have harmful effects on union members.

The US National Maritime Union (an ITF affiliate) has renewed its call for protection against "floating fire traps" following the fire which broke out aboard the Caribbean cruise ship "Viking Princess" earlier this month.

PERSONALIA

Tor Aspengren, President of the ITF-affiliated Norwegian Metal Workers' Union, has now taken up his new post as Vice-President of the Norwegian Trade Union Federation. His successor is Per Andersen, former Vice-President of the Union.

Matthew Guinan has become President of the ITF-affiliated Transport Workers' Union of America (TWU) following the death of Michael Quill. Douglas L. MacMahon has been designated as International Secretary-Treasurer and James F. Horst as International Executive Vice-President. Both these latter offices were formerly held by Guinan.

Erna Klatil, wife of our former Office Manager, Adalbert Klatil, died suddenly following a heart attack on 14 April. Mrs. Klatil was well known to many in the ITF and on behalf of the Secretariat and all our affiliates we would like to extend our very deepest sympathy to Adalbert in his great loss.

FORTHCOMING MEETINGS

Management Committee	- Utrecht, 23-24 May 1966
Executive Board	- Utrecht, 25-27 May 1966
Railwaymen's Section Conference	- Rome, 23-25 June 1966

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