

ITF NEWSLETTER

INFORMATIONS

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INFORMATIONSBLAD

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NEWS ABOUT THE ITF

ARGENTINA *****

ITF calls for solidarity with Argentine dockers

The Argentine Union of Port Workers, one of the ITF's staunchest affiliates in the Latin American region has been the subject of the most severe attacks in recent days at the hands of the military regime. The union's members went on strike on 19 October in protest against government decrees ignoring trade union rights and establishing a new system of working in the ports which would mean round-the-clock working in four shifts of six hours instead of the two six-hour shifts provided in the collective agreement. The government's latest step has been to subject the union to military intervention, and threaten dockers with dismissal unless they return to work.

The ITF General Secretary, Hans Imhof, has cabled strongly-worded protests against these actions by the government. All ITF affiliates have been called upon to take similar steps, and in particular affiliates with members in civil aviation, docks and seafaring have been asked to take international solidarity action to help the Argentine dockers. The ITF is thus giving full international support to its affiliate in this desperate situation, and will continue to press the government to restore full trade union rights.

RAILWAYMEN

CANADA

Representation dispute settled

The Canadian headquarters office of the Brotherhood of Railway Clerks reports an interesting decision by the Canada Labour Relations Board in the case of an application for certification as bargaining agent for a group of employees of the Canadian Pacific Railway at the Angus workshops, Montreal. The applicant "union" originated as a Catholic organization, became the Canadian and Catholic Federation of Labour, later the Confederation of National Trade Unions, made some progress in the Province of Quebec and then thought it could tackle the international railway brotherhoods by cutting out the Angus shop staffs. All the Brotherhoods' agreements with the CPR are nation-wide, and collective bargaining has, for the past 25 years, been on a joint national basis. The Labour Relations Board has rejected the application by the poaching union; Frank Hall, of the Canadian BRC (and member of the ITF Executive Board) comments: "The Board's decision in effect upholds the national agreements and the collective bargaining process."

EAST AFRICA

New salaries for EAR & H staff

New salary structures have become effective from 1 July 1966 for employees in Groups A and B (senior officials, and skilled technicians and executives respectively). New rates range from £810 to £1,560 p.a. for Group A employees, and from £150 to £1,500 in Group B - there being an average of four incremental steps in each grade within the Groups. In the division covering secretarial and telephone staff, new rates go from £222 for a junior telephonist to £948 for a Grade I Personal Secretary. Pay for footplate staff on consolidated salaries now runs from £507 to £687 p.a. and for staff in the Commercial and Operating Departments on consolidated salaries (ticket inspectors and certain grades of guard) from £225 to £528.

UNITED STATES

Negotiations for non-ops break down

Eleven unions organizing half a million non-operating employees have applied for federal mediation and are planning to hold strike ballots in order to exert pressure for a resumption of talks on their claims for improved wages and conditions. The claims were originally submitted in May

this year, but the 200 railway companies involved have failed to make any offer on which reasonable negotiations can be conducted.

PORT WORKERS

CANADA

Government forces acceptance of commission's findings

The Canadian parliament has passed a law which will impose the findings of an inquiry commission set up last June to deal with unresolved issues following a 39-day strike by the ITF-affiliated International Longshoremen's Association in the ports of Montreal, Quebec and Three Rivers. The law provides that the commission's findings will be binding on both the ILA and the Shipping Federation of Canada and incorporated in the two-year contract signed in June. The key issues the commission is investigating include technological changes in waterfront operations with special reference to improve productivity, the size and structure of work gangs, job security, and related issues.

The ILA insists that it never agreed to compulsory arbitration of issues arising from the dispute and has warned that it will take every step - including court action - to contest the legality of the government's action.

GERMANY

New wage agreement for dockers

The ITF-affiliated German Union of Transport & Public Service Workers reports that with effect from 1 November 1966 until 31 January 1968 new basic rates have been agreed as follows:

1st shift - 6 a.m. to 2 p.m. - DM 30;
2nd shift - 2 p.m. to 10 p.m. - DM 34.50;
3rd shift - 10 p.m. to 6 a.m. - DM 35.50.

On Sundays and Public Holidays: 1st and 2nd shifts - DM 36.25; 3rd and 4th shifts - DM 41.75 (four shifts of six hours each are worked on these days). Consecutive and double shifts qualify for a supplement of DM 5. (There are approx. 11 DM to £1 and 3.90 to US \$1).

UNITED STATES

ILA opposes call for new anti-strike legislation

The American Association of Port Authorities has called upon Congress to adopt stricter legislation to prevent strikes by seamen, dockers and other shorebased workers. As a minimum, the Association says, a new labour law should provide for:

- More effective cooling off periods in threatened as well as actual strike and work stoppage situations affecting the national interest;
- Delegation to the President of the United States the authority to require arbitration or to take other steps where mediation efforts have failed;
- A uniform procedure for adjusting grievances and disputes during the life of a contract without strikes, lockouts or work stoppages.

The ITF-affiliated International Longshoremen's Association warned that any such moves would be opposed.

SEAFARERS

FINLAND

Strike on overtime dispute ends

A strike of Finnish seamen ended on 21 October after nearly 50 ships had been affected in a week-long dispute about the amount of overtime to be worked. The ITF-affiliated Finnish Seamen's Union was demanding that maximum weekly overtime should be set at 18 hours and that a special agreement should be reached to cover rates for overtime over this limit. A compromise agreement was reached after the government mediator had intervened, but details of the settlement are not yet known.

During the dispute the Union was fined 6,000 Marks (about £666 or \$1,685) for calling a strike while a collective agreement was in force.

GREECE

Coastal seamen get pay rise

All seamen aboard Greek coastal vessels have been awarded a pay rise of 200 drachmas a month. This is in addition to a 16% rise awarded recently which was regarded as unsatisfactory by

the men concerned. They went on strike in protest, but returned to work after Royal Navy personnel were mobilized to keep the ships in operation. The new award also provides a new subsistence allowance of 30 drachmas (previously between 20 and 22 dr.); a further 10% pay increase for Sundays at sea; uniform allowance extended to all crew members. A claim for 15 days' holiday a year was rejected, but crew members will get additional time off by virtue of a decision which obliges all coastal ships to spend at least one day a month in the home port. (There are approx. 84 Dr. to £1 and 30 Dr. to US \$1).

FISHERMEN

INTERNATIONAL

Fishermen's questions at IMCO Maritime Safety Committee

After considering the question of safety requirements for fishing vessels, the Maritime Safety Committee of the Intergovernmental Maritime Consultative Organization (IMCO) has agreed that the IMCO Secretariat will cooperate with the International Labour Organization and the Food and Agriculture Organization in drafting a practical safety code for fishing vessels and fishermen. The draft code prepared by R. Dekeyzer, Belgium, (Vice-chairman of the ITF Fishermen's Section), is to be circulated to all members of the Maritime Safety Committee. It has been agreed that eventually this draft will be expanded to cover all aspects of safety falling within the competence of the three international organizations.

CIVIL AVIATION WORKERS

GERMANY

New rates for Lufthansa ground staff

New pay rates for ground staff employed by Lufthansa have been agreed with the ITF-affiliated German Union of Transport & Public Service Workers. For clerical employees pay now ranges from DM 555 to DM 1,696 according to age, seniority and qualifications, with effect from 1 June 1966. From 1 February 1967 this rises to a range of DM 573 to DM 1,749. For manual workers the range is currently from DM 574 to DM 1,170, rising to from DM 592 to DM 1,205 from February 1967.

SWEDEN

Cabin attendants' new contract

The Swedish Commercial Employees' Union has concluded a new contract, based on mediation proposals, with Scandinavian Airlines System for its cabin attendant membership. New pay rates for 1966 are as follows: (£1 is approx. 19.30 D.Kr., 20 N.Kr., and 14.50 S.Kr. US \$1 is approx. 6.90 D.Kr., 7.13 N.Kr., and 5.17 S.Kr.)

Category	Serving in					
	Denmark D.Kr.		Norway N.Kr.		Sweden S.Kr.	
	From 1.1.66	From 1.11.66	From 1.1.66	From 1.11.66	From 1.11.66	From 1.11.66
Stewards and Stewardesses						
After 6 months	1,670	1,775	1,695	1,805	1,335	1,420
rising in annual steps to						
After 8 years:	2,390	2,495	2,425	2,535	1,910	1,995
Purser						
After 6 months	2,230	2,395	2,260	2,430	1,960	2,000
rising in annual steps to						
After 11 years	3,270	3,440	3,315	3,485	2,730	2,870

A new jet supplement is payable: D. Kr. 5.70 in Denmark, N.Kr. 5.80 in Norway and S.Kr. 4.55 in Sweden, per jet flying hour in excess of 35 per month.

Swedish pay rates are increased by 6% from 1 January 1967, by a further 6% from 1 January 1968 and by 2% from 1 January 1969.

With effect from 1 January 1967 wage and allowances for staff stationed in Norway and Denmark will be calculated as percentages of the Swedish rates and will be harmonized according to the following timetable:

	1967	1968	1969	1970	1971	1972 and thereafter
Stewards/esses in Denmark	95%	96%	97%	98%	99%	100%
Pursers in Denmark	92%	94%	96%	98%	99%	100%
Stewards/esses in Norway	94%	96%	97%	98%	99%	100%
Pursers in Norway	90%	92%	94%	96%	98%	100%

A new clause has been inserted which provides for a personal flight time allowance for flying in excess of 35 hours per month. In Sw. Kr. (the necessary adjustments have to be made according to the above formula for those stationed in Denmark and Norway), these allowances are as follows: For pursers - 4.80 Kr. per hour from 36 to 45 hours per month, and 12.50 Kr. per hour in excess of 45; for stewards/esses - 4.80 Kr. and 7.50 Kr. respectively.

UNITED STATES

Increased insurance for Vietnam flights

The Air Transport Division of the ITF-affiliated Transport Workers' Union has negotiated additional insurance coverage of \$50,000 for its members employed as flight attendants aboard TWA flights serving Vietnam. The agreement is retroactive to 1 July 1966 when the service was introduced, and also provides for a combined payment of \$13.90 as per diem allowance and an additional \$12 premium pay for each landing in Vietnam.

GENERAL

GERMANY

Improved retirement pensions for public employees

The ITF-affiliated German Union of Transport and Public Service Workers reports that after four years of negotiations agreement has been reached to provide 1.3 million employees of national, regional and municipal governments with improved pension arrangements, with effect from the beginning of next year. After 35 years' service a pension equivalent to 75% of the employee's last salary will be payable. The Union describes this as a timely answer to the problem of the aged in a modern industrial society.

SWITZERLAND

Cost of living compensation for federal employees

The Federal Union of staff employed in public enterprises (including railway workers) has applied for a cost-of-living supplement of 5½% to compensate its members for increases in the cost of living since the last adjustment agreed when the index had reached 213.8 points. The Union estimates that this year the index will average 225 points for the year 1966 and is seeking a corresponding additional supplement, to be paid in monthly instalments from 1 January 1967.

Working week reduction

A conflict in recommendations of the Swiss legislative chambers on the timetable for introducing the 44-hour week for federal employees has been resolved following pressure by the trade union side. It has now been decided that a 44-hour week will be introduced for federal operating employees with effect from the end of May 1968. Whilst not entirely satisfactory to the staff concerned, who had been pressing for a 44-hour week in 1967, this decision represents an improvement on the recommendation of the Council of States (see Newsletter No. 19, page 186).

NEWS IN BRIEF

Great Britain: The Prime Minister has announced that he has concluded there is no case for an inquiry into the forces behind the seamen's strike earlier this year.

Norway: Fishermen employed by the North Norway Owners' Association and belonging to the ITF-affiliated Norwegian Seamen's Union were due to go on strike on 24 October in protest against the employers' refusal to negotiate on claims for new contract provisions.

Uruguay: Among groups of strikers in Uruguay have been dock workers who, however, returned to work on 21 October after the Minister of the Interior personally intervened in their dispute over sick benefit.

PERSONALIA

J. de Later, who retired from the Netherlands Transport Workers' Union a year ago, celebrates his sixty-fifth birthday on 30 October.

Mike Pulis has been elected President of the General Workers' Union of Malta, in succession to Danny Cremona who did not seek re-election.

FORTHCOMING MEETINGS

Management Committee	- London, 14 November 1966
Executive Board	- London, 14-16 November 1966
Conference of ITF Flight Engineers' Affiliates	- London, 28-29 November 1966

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We regret the delay in issuing this edition of the ITF Newsletter. This has been caused by the need to give priority to Executive Board documents.
