



In case of reproduction, please mention source (ITF) • En cas de reproduction, veuillez mentionner la source (ITF) • Nachdruck bei Quellenangabe gestattet (ITF) • Var god ange källan vid eftertryck (ITF)

No. 9

September 1967

## IN THIS ISSUE

Page

### News and Views from the ITF

Road Transport Workers' Section Conference	79
ITF Inter-American Civil Aviation Conference	79
Tanker Owners' Safety Conference held in Britain	80
Hong Kong becomes Associate Member of IMCO	80
French Government to introduce Tax on Road Haulage	80
Transport Minister's Plan to ban Road Haulage of Heavy Goods	80
Introduction of Certificates for Electrical Officers	81
US introduces stricter Safety Regulations for Aircraft	81

### Social and Industrial News

Sabena Staff worried by Dismissals	81
Tentative Settlement of Canadian Seamen's Strike	82
Danish Seamen give Notice of Strike	82
Casual Labour System ended in British Docks	82
Pay and Productivity Pact for 50,000 Airline Employees	82
Railway Guards refuse to do "Second-Man Duties"	83
GWU Warning to Maltese Government on Salaries	83
Agreement reached in the Dutch Coastal Shipping Dispute	83
Cost-of-living Allowance for Norwegian Seamen	84
Revision of Agreement in Trawler Industry	84
Presidential Board agree on Terms for Settlement of US Rail Dispute	84
Pan Am Strike halted at Mediator's Request	84
Big Gains for Southern Airways Cabin Staff	85
Unions contest Airline Move for All-Female Flight Attendants	85

### Personalia

"Thank you, friends!" from Pieter de Vries	85
J. H. Oldenbroek celebrates his Seventieth Birthday	85

### Supplement

Road Transport Workers' Section Conference

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

\*\*\*\*\*

Road Transport Workers' Section Conference, Stuttgart, 13-15 September

A brief report on the Conference and the composite resolution passed by the Conference are given in the supplement to this Newsletter. The full Report on the Conference will shortly be sent to Road Transport Workers' affiliates.

AMERICA

\*\*\*\*\*

ITF Inter-American Civil Aviation Conference, Mexico City, in October

The first ever ITF Inter-American Civil Aviation Conference will be held from 16-20 October 1967 in Mexico City. Invitations to send delegates have been forwarded to airline unions in the U.S., Canada, Mexico, Argentina, Brazil, Chile, Peru, Bolivia, Uruguay, Ecuador, Colombia, Venezuela, Nicaragua, Honduras, Guatemala, Panama, the Dominican Republic, Trinidad, Jamaica and Barbados. Topics included on the agenda are: international cooperation and reciprocal assistance between airline unions, flight and duty time limitations, skill improvements, licensing, safety, technological unemployment, union organizing, mergers, route expansion and all related matters.

The holding of the conference has aroused great interest in a region where civil aviation has expanded dramatically over recent years and is destined to play an even more significant role in the development of a continent whose immense resources of men and materials are still barely touched. At the same time the pace of the industry's expansion has been such that the workers in the industry have in some countries yet to achieve the organizational strength that is essential if they are to benefit from the industrial progress created by their efforts. Furthermore the structure of ownership and operation is extremely complex and even less amenable to piece-meal treatment, from the trade union point of view, than elsewhere.

The conference is therefore designed to bring into focus the regional industrial problems of the present and the future, and to foster a spirit of co-operation and solidarity without which the unions will be severely handicapped in dealing with them. A measure of its importance can be gauged from the fact that the President of the Mexican Republic has agreed to address the opening session.

TRANSPORT AND THE TRADE UNIONS

INTERNATIONAL  
\*\*\*\*\*

Tanker Owners' Safety Conference held in Britain

A three-day conference on tanker safety has been held in Brighton, Britain, attended by over 200 tanker company delegates from 19 countries. The Chairman of the conference, in a press statement, said that there had been unanimous agreement on the need for a speedier exchange of information among oil companies, tanker owners and port operators on the causes of tanker casualties. The conference had also advocated the need for research into large tanker designs, with particular emphasis on the safety factor arising from the much higher rate of loading and discharging, and the resultant increased danger of fire and explosion. This in turn demanded intensified training of ships' crews in safety and firefighting.

HONG KONG  
\*\*\*\*\*

Hong Kong becomes Associate Member of IMCO

Hong-Kong became an Associate Member of the Intergovernmental Maritime Consultative Organization on 7 June 1967, bringing the membership of IMCO up to sixty-six states.

FRANCE  
\*\*\*\*\*

French Government to introduce Tax on Road Haulage

The French government has decided to introduce a special tax on lorries. It is the government's view that the greater the weight of the vehicle, the greater the wear and tear it causes on the roads, and that a tax on axle load should therefore be introduced. The rates are to be published shortly. There will be a 50% reduction for short distance haulage, a 20% reduction for transport on own account, and a 10% reduction for transport on motorways.

GERMANY  
\*\*\*\*\*

Transport Minister's Plan to ban Road Haulage of Heavy Goods

The German Minister of Transport, Georg Leber, has published a transport plan covering all branches of transport. The plan aims to relieve congestion on the roads and to cut down the growing deficit of the German railways by driving the long-distance haulage of heavy goods from the roads back onto the railways. The railways are to be used for what they can best do, but short hauls are to be left to lorries, so that uneconomic track can be closed. Increased taxes would be imposed on lorries over four tons, rising with the size of the vehicles, and from 1970 there would be a ban

on road haulage of certain heavy goods, to last for an indefinite period. On the other hand, the German Railways would have to lose 3,300 miles of track and reduce its staff by 82,000. The plan also calls for measures for limitation of capacity on the inland waterways, the expansion of six major airports, and proposals to make the German shipping industry more competitive. Before it goes into effect, the plan will have to be approved first by the Cabinet and then by Parliament.

GREAT BRITAIN  
\*\*\*\*\*

Introduction of Certificates for Electrical Officers

The ITF-affiliated Merchant Navy and Airline Officers' Association (MNAOA) has for many years been fighting to improve the conditions for electrical officers, and to introduce a suitable standard of technical competency. These efforts were crowned by success in August this year, when the Merchant Navy Training Board announced that from September 1967, certificates would be issued to electrical officers, and courses arranged for serving officers to improve their technical skill.

UNITED STATES  
\*\*\*\*\*

US introduces stricter Safety Regulations for Aircraft

The US Government has announced more stringent safety regulations to come into effect in October for airlines in the United States. The new regulations require that all seats be in an upright position on landing and take-off, and that all passengers in a full aircraft be able to escape through emergency exits on one side of the aircraft in 90 seconds, instead of two minutes as at present. According to the official in charge, 270 passengers on damaged aircraft who died through fire in the last six years could have been saved by better emergency exits.

The Federal Aviation Administration have also proposed new rules governing the speed of low-flying aircraft. These rules would extend speed zones far beyond airports where they now apply, in order to reduce the chances of mid-air collisions. The rules would require any plane flying under 10,000 feet to fly no faster than 288 m.p.h. At present this limit applies only when planes are flying at under 10,000 feet within 30 miles of an airport.

SOCIAL AND INDUSTRIAL NEWS
----------------------------

BELGIUM  
\*\*\*\*\*

Sabena Staff worried by Dismissals

A number of administrative employees working on Sabena, the Belgian state airlines, have been recently dismissed by the company who say they are cutting down on surplus staff. More

dismissals are expected, especially following the return of the Sabena staff now working in the Congo under the technical aid programme. A delegation from several unions representing Sabena staff is taking the matter up with the Ministry of Transport.

#### CANADA

\*\*\*\*\*

#### Tentative Settlement of Canadian Seamen's Strike

The Canadian Minister of Labour has announced a tentative settlement of the 36-day-old strike of Canadian seamen on the Great Lakes, called by the ITF-affiliated Seafarers' International Union (SIU). SIU officials have said that meetings will be held shortly to ratify the settlement, the terms of which are not yet known.

#### DENMARK

\*\*\*\*\*

#### Danish Seamen give Notice of Strike

The ITF-affiliated Danish Seamen's Union has delivered the first warning of a strike against the Coaster Association - member of the Danish Ship Owners' Federation. The strike warning follows a number of unsuccessful attempts by the union to have a collective agreement set up for members employed by owners in the Coaster Association, but every one of their proposals has been categorically rejected. Instead, the Coaster Association has encouraged individual ship owners to sign separate agreements with employees and they are opposed to the new recruiting system advocated by the union. A collective agreement, the union argues, is called for, not only to give every worker the right to security in his employment, but also for reasons of safety; it would prevent ship owners from employing unqualified and inexperienced men.

#### GREAT BRITAIN

\*\*\*\*\*

#### Casual Labour System ended in British Docks

Casual labour in British docks was ended on 15 September, when Britain's 65,000 dockers became permanent employees of licensed companies, in line with the proposals of the Devlin Report on decasualization.

#### Pay and Productivity Pact for 50,000 Airline Employees

A 3-year pay and productivity pact for 50,000 civil airline employees provides for pay rises of 4% this year, 4.25% next year and 4.5% in 1969. The increases, negotiated through the National Joint Council for Civil Air Transport, will apply to all types of civil airline worker, ground staff, flight crews and cabin staff. The unions represented on the Council, including the ITF-affiliated Transport and General Workers' Union, have agreed to the introduction of work measurement and job evaluation, the elimination of demarcation barriers between various crafts, and the introduction of shift working where necessary. These measures to improve productivity will be worked out in detail locally by joint productivity committees.

Railway Guards refuse to do Second-Man Duties

Following an unresolved pay dispute dating back to last April, the Executive of the ITF-affiliated National Union of Railwaymen (NUR) called on 15,000 goods train guards to refuse to carry out "second-man" duties on trains with a driver but no fireman from 11 September. The duties are those previously carried out by firemen, and in the first instance directly affect 1,500 of the men. The NUR is asking for an additional 4s 9d a day compensation, and points out that drivers have already been awarded this amount, but the British Railways Board refuses to pay the increase, unless all guards agree to take on some extra duties. These include coupling and uncoupling trains and ticket collecting. The ban on "second-man" duties went ahead despite a last-minute intervention by Mr. Gunter, the Minister of Labour, and the Ministry has set up a Court of Enquiry into the dispute.

MALTA  
\*\*\*\*\*

GWU Warning to Maltese Government on Salaries

The ITF-affiliated General Workers' Union (GWU) in Malta has warned the Government that it would no longer feel bound by a pledge to refrain from industrial action, should the Government decide to implement any new salaries or tamper with the minimum wages of non-industrial workers without previous consultation. Discussions on the union's claim that the Government was in duty bound to refer any questions relating to industrial (not only non-industrial) workers before an independent commission were interrupted by the defence run-down crises (unemployment caused by Britain's decision to run down her naval base in Malta), but were resumed in August, and full agreement was reached. The union now demands that this verbal agreement be put down in writing and delivered before the end of September.

NETHERLANDS  
\*\*\*\*\*

Agreement reached in the Dutch Coastal Shipping Dispute

Agreement has now been reached between the ITF-affiliated Dutch Seafarers' Federation (VWZ) and the employers in the Dutch coastal shipping industry, and the strike due to begin on 1 October has been called off. The employers have agreed to a rise in the minimum wage for adults by 5.56% as from 1 July. Compensation for travelling expenses will be increased, the daily subsistence allowance goes up from Dfl 2.50 to 2.70\*, and the monthly subsistence allowance from Dfl. 75:- to 81. Sick benefit premiums, which legally are deductible from wages, are to be paid by the employers, and a number of other conditions were also agreed upon, in accordance with those conceded earlier to other branches of the shipping industry. The union has made some minor concessions on the manning scales.

\* Approx. 10 Dfl = £1.

NORWAY  
\*\*\*\*\*

Cost-of-Living Allowance for Norwegian Seamen

Members of the ITF-affiliated Norwegian Mates' Union working on foreign-going ships have received a 3.1% increase on basic rates and overtime pay. This is the result of a rise in the cost-of-living index, which in July exceeded the limit laid down in the collective agreement. The July figures were published on 15 August, and the increase is retroactive to 16 August 1967.

Revision of Agreement in Trawler Industry

Agreement has been reached in the negotiations between the ITF-affiliated Norwegian Mates' Union and the Norwegian Association of Trawler Owners, on a revision of the agreement for masters and mates in the trawler industry. One of the most important changes will be in the classification of the different types of trawlers, in an effort to achieve the highest possible degree of equal earnings, for men working on different sized vessels. There will also be an increase in basic rates and a pension supplement.

UNITED STATES  
\*\*\*\*\*

Presidential Board agree on Terms for Settlement of  
US Rail Dispute

The five-man presidential mediation board, set up under the controversial legislation which ended the US rail strike of 16 July, has made unanimous recommendations covering workers in the six unions involved. They propose an 11% wage boost for the 137,000 railroad shopcraft workers over two years, plus skill increases for nearly three quarters of the men, designed to bring the pay of skilled rail employees more nearly in line with comparable skilled men in other industries. The recommendations will be put into effect on 15 October unless the parties reach agreement before that date. Negotiators for the unions have said that they are willing to write the board's recommendations into an agreement and immediately called upon the carriers to "return to the bargaining table" for that purpose. A union spokesman said that "the determination of the board does not fully satisfy the shopmen's needs", but the report "is what could be reasonably expected under the restrictions imposed by the special legislation."

Pan Am Strike halted at Mediator's Request

The Brotherhood of Railway Clerks (part of the ITF-affiliated Railway Labor Executives' Association) have called off a strike of 7,000 ticket sellers, office clerks and cargo handlers on Pan American Airways, which had been scheduled for 19 September. The union have agreed to remove picket lines and maintain the status quo at the request of the National Mediation Board (NMB) Chairman, while further mediation is attempted. Contracts on Pan American expired in March, and union members have been unable to get wage or contract improvements for more than two years.

### Big Gains for Southern Airways Cabin Staff

The ITF-affiliated Transport Workers' Union - Air-Line Stewards' and Stewardesses Association (TWU-ALSSA), Local 550, have negotiated a new two-year agreement for cabin staff on Southern Airways. It includes a pay increase of \$15 a month on all rates for the first year, and \$10 during the second year. Sick leave has been increased to a maximum of 260 hours per month, and from 1 August 1967, the company will pay the full cost of hospitalization insurances. A particularly significant gain is the elimination from the company rules of the clauses to dismiss stewardesses if they marry, and on reaching the age of 35. Dinner allowance has been increased to \$3, taxi fare has risen from \$1.50 to \$2.75, and single rooms will be provided at all regular layover stations. Other gains include better pay during training, and time off to attend to union business.

### Unions contest Airline Move for All-Female Flight Attendants

US unions representing stewardesses and stewards are contesting an application from the airline industry to the Equal Employment Opportunity Commission (EEOC). The industry want a ruling that would allow the carriers to hire only women as flight attendants, while the unions are waging a battle before the EEOC and in Congress to prevent the carriers from discriminating because of sex, age and marital status. A spokesman from the ITF-affiliated Transport Workers' Union testified that if the EEOC were to grant the industry's application "it would undo all the progress that the TWU has made thus far in eliminating discrimination by airlines." The airline management spokesman conceded that the airlines were seeking the EEOC declaration because this would also bar the EEOC from proceeding with cases alleging discrimination based on age and marital status.

PERSONALIA

### "Thank you, friends!" from Pieter de Vries

We have been asked by Brother de Vries to express his heart-felt appreciation for all the good and kind wishes he received on the occasion of his seventieth birthday in July: ".... tell all my well-wishers how much I rejoiced in the growing stream of telegrammes and letters of congratulations and of expressions of friendship and fraternity, and how good it does an old-timer to learn that so many of his old friends still remember him".

### J. H. Oldenbroek celebrates his Seventieth Birthday

Brother J.H. Oldenbroek, former General Secretary of the ITF and the ICFTU, celebrates his seventieth birthday on 10 November 1967. Brother Oldenbroek joined the staff of the Dutch Trade Union Federation at the age of 18, and became secretary to Edo Fimmen, when the latter took up the post as General Secretary of the former International Federation of Trade Union (IFTU). Brother Oldenbroek first came to the ITF in 1921, and in 1943 shortly



after Edo Fimmen's death, became Acting General Secretary. He was elected General Secretary at the 1946 conference, and held the office until 1950.

CORRECTION  
\*\*\*\*\*

On page 76 of Newsletter No. 8, we erroneously stated that the Board of Trade had introduced measures to reduce flying hours for British flight crews from 115 to 110. The recommended reduction is in fact from 115 to 100 hours.

FORTHCOMING MEETINGS  
\*\*\*\*\*

Fishermen's Conference	- Hull, 17-18 October 1967
Management Committee	- Innsbruck, 1 November 1967
Executive Board	- Innsbruck, 2-5 November 1967
Civil Aviation Section Conference	- Amersfoort, 1-3 November 1967
29th ITF Congress	- Wiesbaden, 28 July-3 August 1968.

AFFILIATED UNIONS REQUIRING FURTHER  
INFORMATION ON ANY ITEM IN THIS  
NEWS LETTER MAY OBTAIN IT ON REQUEST  
FROM THE SECRETARIAT OF THE ITF.

---ooOoo---

International Transport Workers' Federation Road Transport  
Workers' Section Conference, Stuttgart, 13-15 September 1967

The ITF Road Transport Section Conference was held in Stuttgart from 13-15 September, and was attended by over 60 delegates from European countries, as well as from Canada, Brazil, Nigeria, South Africa and Indonesia. The German Transport Workers' Union (OeTV) were hosts for the Conference, and had laid on everything needed for its satisfactory organization. OeTV President, Heinz Kluncker, welcomed the Conference on behalf of his Committee and the professional drivers of the German Federal Republic. Brother Henk Koppens of the Netherlands was chairman at the Conference. H. Imhof, U. Hauser, G. Brothers, E. Leigh, A. Selander and W. Wünsche attended from the ITF Secretariat.

The theme of the Conference was "Road Safety Problems from the Trade Union Point of View", and discussion on this subject was opened with a wide-ranging speech by Gerhard Kugoth, member of the OeTV Executive Committee and the ITF Executive Board. Other questions for discussion were the training and status of professional drivers, the construction of vehicles, revision of the UN World Convention on Road Traffic, urban passenger transport, and the protection of taxi drivers against attack. Further discussions were held on the ITF Agreement on Legal Assistance to Drivers Abroad, which came into existence in 1957 and now covers almost all European unions.

The conclusions of the Conference were put together in a composite resolution which was unanimously adopted by the Conference.

On 16 September, Conference delegates paid a visit to the OeTV Training Home in Mosbach, and also to the city of Heidelberg. In the following days most of the delegates were also able to visit the drivers' school at Quelle, near Bielefeld, where the OeTV plays a part in organizing courses for professional drivers.

R E S O L U T I O N

The Conference of the Road Transport Workers' Section of the International Transport Workers' Federation (ITF), meeting in Stuttgart from 13th to 15th September 1967

REAFFIRMS the willingness of the free trade unions organizing professional drivers to support all endeavours by the relevant authorities and other bodies aimed at the prevention and the reduction of traffic accidents;

DECLARES that the professional driver in passenger and goods transport as well as the mechanical condition and the roadworthiness of his vehicle are among the most important factors to be taken into account when considering measures aimed at the promotion of road safety;

DEPLORES

- that despite this importance of the professional driver, the governments of most countries have so far taken very few measures to formulate a comprehensive set of provisions concerning the

conditions to be met for the future practising of this profession, in particular conditions regarding the age, the physical fitness and the mental suitability of the driver, as well as various other aspects;

- that the training of professional drivers has hardly progressed beyond the initial stage, and

- that the further training of existing drivers has not been promoted with sufficient energy;

EXPRESSES ITS CONCERN that, as far as the promotion of road safety and of the safety of the driver is concerned, not sufficient attention is being given by governments to the regulation of working conditions of professional drivers;

DECLARES FURTHER that traffic conditions in areas of traffic concentration are a matter of extreme concern, because these conditions greatly impair the proper functioning of urban public transport;

IS ASTONISHED that the responsibility of the work of the professional driver has in no way been considered in the preparation of a draft for a new World Convention on Road Traffic;

REFERS THEREFORE to the proposals submitted by the ITF in March 1967 to the Transport Division of the United Nations Economic Commission for Europe (ECE), containing the views of the ITF on the above-mentioned World Convention as well as a number of additions and amendments to the draft prepared;

WELCOMES the decision taken by the Governing Body of the International Labour Organization (ILO) in March 1967 to attend the United Nations Conference for the Revision of the World Convention on Road Traffic, so that the representatives of the ILO may participate in the discussion of the social aspects of this Convention among which the question of training of drivers certainly numbers;

REQUESTS THE ITF SECRETARIAT to renew its approaches to international governmental organizations in pursuance of its memorandum to the ECE of June 1962 in order to ensure that proper account is taken of the safety of the driver in connection with the construction of road vehicles, and above all in order to promote the protection of taxi drivers from attacks;

CALLS UPON AFFILIATED UNIONS

a) to try to get governments to entrust technical experts with the formulation of safety standards which take proper account of the requirements of road safety and of the safety of drivers, especially of drivers of buses, lorries and other heavy vehicles;

b) to insist that suitable means of control, such as control books and/or tachographs, are used for the supervision of working hours and rest periods in the interests of road safety, working conditions and the safety of the driver.



c) to do its utmost to get governments to create the necessary conditions for raising the status of drivers to a recognized skilled level. The requirements to be made in connection with the admission of new entrants into the profession are to be formulated and implemented in close co-operation with the trade unions;

d) to take into account, as far as this is possible, the model syllabus adopted by the Conference so that professional training and further training of existing drivers may be harmonized internationally to the greatest possible extent;

e) to request their respective governments to include trade union representatives in their national delegations to the UN World Conference for the Revision of the World Convention on Road Traffic (Vienna 1968);

INVITES THE INLAND TRANSPORT COMMITTEE OF THE UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE (ECE) to continue its work concerning the training of drivers for various categories of vehicles with the greatest possible urgency and to make all efforts to ensure that any supplementary regional Conventions to the World Convention on Road Traffic contain uniform conditions for the issue of licences for various categories of vehicles;

INVITES THE INTERNATIONAL LABOUR ORGANIZATION to participate in this work of the ECE.

-----ooOoo-----