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Supplement

ITF Fishermen's Conference.

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

Fishermen's Section Conference, Hull, 17-19 October

The ITF Fishermen's Section Conference was held in Hull from 17-19 October. The resolutions passed by the Conference are reproduced in a Supplement to this Newsletter.

Meeting of ILO Joint Maritime Commission

The 20th Session of the Joint Maritime Commission of the ILO was held in Geneva from 25 September to 6 October. This Session was preceded by a meeting of ITF-affiliated seafarers' unions on 22 and 23 September and was attended by C.H. Blyth, Assistant General Secretary and R. Santley, Section Secretary, on behalf of the ITF. The business of the Seafarers' meeting was mainly to determine the line of action of the Seafarers' Group during the Session of the Joint Maritime Commission.

The Seafarers' Group submitted various resolutions on matters of concern to seafarers, amongst which were resolutions on 1) Labour problems arising from Technological Changes, 2) Asian Seafarers, 3) Vocational Training.

Resolutions which were adopted included:

1. Abatement of Noise on Board Ship
2. Refugee Seafarers
3. Responsibility of the ILO in the Maritime Field
4. Next Maritime Session of the International Labour Conference
5. Co-operation of the Shipping Industry in the Celebration of the ILO's 50th anniversary
6. Vocational Training of Seafarers.

(A comprehensive report on the meeting will shortly be sent on to seafarers' affiliates).

AMERICA

ITF Inter-American Civil Aviation Conference

The first ITF Inter-American Civil Aviation Conference took place in Mexico City from 16 to 20 October, with some 70 representatives from 32 organizations in 21 countries of the Western Hemisphere. The discussions covered the spectrum of industrial problems faced by the unions in an industry of explosive growth: technological

change, health and safety, training, collective bargaining, trades union organization and international solidarity etc. Three committees were allocated groups of topics for special study and their reports (adopted unanimously in plenary session) will be published in the ITF's "Documentation" in due course, together with a Declaration of Principles and resolutions concerning disputes, and the holding of an ILO Civil Aviation Conference. The conference will also be the subject of an item in the next issue of the ITF Journal.

All who took part agreed that the conference had been an outstanding success, as much for the spirit of co-operation that marked its proceedings as for the conclusions that it reached. The foundations have been laid for the closest collaboration between unions on an Inter-American basis, a development of profound significance.

ITF Latin American and Caribbean Advisory Committee

The first meeting of the ITF Latin American and Caribbean Advisory Committee took place in Mexico City on 21 and 22 October. Representatives from Bermuda, Brazil, Costa Rica, Guatemala, Mexico and Peru were joined by Donald Beattie (Executive Board member for North America), Hans Imhof (General Secretary), Harold Lewis (Assistant General Secretary), Manuel Medrano (Director of the ITF's Lima Office), Medardo Gomero (Assistant Director), John White (Special Representative in Uruguay) and Lester Zosel and Jack Otero (Director and Assistant Director of the International Department of the American Brotherhood of Railway and Airline Clerks). The Committee conducted a thorough review of the ITF's activities in the Latin American and Caribbean region over the last year and submitted a number of recommendations to the ITF Executive Board on future work.

TRANSPORT AND THE TRADE UNIONS

BELGIUM

Antwerp dockers obtain health security measures

Recently sacks of crushed bones unloaded at Dunkirk, France, are reported to have been the source of illness among several dockers, resulting in one death. At Antwerp, Belgium, since the entry on 7 October of a cargo ship suspected of carrying such cargo, the dockworkers, supported by their union, refused to unload the sacks, demanding protective clothing, disinfection, and hermetically-sealed containers. As a result of their action, satisfactory measures were taken by the authorities, and unloading was started on 11 October.

FRANCE

Stricter rules for French drivers

A proposal containing 37 new driving regulations has been submitted to the French Council of State. If approved by the Government, the new rules will be introduced from next January, and 114 other rules will be completely revised. The new rules include the proposal that newly qualified drivers should be restricted to a speed of 55 mph for their first year, and other regulations concerning technical roadworthiness tests for all cars, a stringent tightening up of licences for driving heavy lorries and public transport vehicles, and regular medical tests for handicapped and elderly drivers.

GERMANY

Transport workers demand shorter flying hours on charter planes

The German Transport Workers' Union (OeTV) have written to the Minister of Transport demanding that government regulations on flight and duty time and rest periods be brought in line with current collective agreements, as was customary in the past. The disastrous accident record of charter flights earlier this year was an added indication that all was not well with German charter aircraft. Not only were the standards of maintenance inferior to those on scheduled airlines, but there were considerable differences in duty hours for flying staff. With scheduled airline companies the OeTV has negotiated far better limits than those set by the government. For example, the maximum continuous duty time allowed in the collective agreement was 14 hours, while the legal limit was up to 30 hours in certain circumstances. The OeTV also demanded a closer official check on flying times, and argued that the present number of two inspectors was quite inadequate.

JAPAN

World's largest tanker being built in Tokyo

Work has begun in a giant dockyard near Tokyo on the world's largest oil tanker. The 276,000 ton vessel is the first of three ordered by the American Operated National Bulk Carriers.

TRADE UNIONS

MALTA

Maltese union votes for 40-hour week

The ITF-affiliated Port and Industries Section of the Maltese General Workers' Union (GWU) has approved a motion, at the Section's annual conference, moving that workers should not work more than 40 hours a week, in line with ILO policy. Delegates agreed that the shift system should receive special attention, and night workers should be paid at a higher rate.

The total membership of the GWU has increased by 1,389 members to 19,219 in the period 1966-7.

SOCIAL AND INDUSTRIAL NEWS

CANADA

SIU gain improvements for Great Lakes seamen

After a 5-week strike on the Great Lakes, the Seafarers' International Union of North America (SIU) achieved a settlement which incorporated the principle of the 40-hour week, plus an increase in paid leave and an improved premium for Sunday work. Other gains include \$80 a month increase on the current basic rate of \$360 - improved fringe benefits and ship manning provisions.

GREAT BRITAIN

British railwaymen call off ban on second-man duties

Negotiations between the ITF-affiliated National Union of Railwaymen (NUR) and the British Railways Board have been resumed, in an attempt to reach a new bonus agreement for guards. The NUR called off its ban on guards carrying out second-man duties on trains without firemen, following threats by the Government to introduce emergency powers, and by the Board to suspend the guaranteed weekly wage.

1,700 British dockers agree to retire with severance pay

The total labour force in British ports is being reduced immediately because 1,700 dockworkers who are over 65 have agreed to accept the employers' severance pay offer. These men will be paid amounts varying from £600 for those who are now 65, down to £230 for those who are between 67 and 68. Only 200 of the 1,900 eligible for the scheme have not yet accepted the offer. The amounts paid out are in addition to normal pension scheme benefits.

Scottish Commercial Motormen threaten walkout

Road haulage employers in Scotland are to be tackled individually by the ITF-affiliated Scottish Commercial Motormen's Union for a £1-a-week pay increase. The Union has threatened strike action if the hauliers refuse to pay the increase. The Union adopted this plan of action after the Road Haulage Council turned down the road transport unions' 9-month-old four-point claim for improved pay, subsistence, hours and holidays.

HONDURAS

Union attacks Honduras airline company for disregard of agreement

The ITF-affiliated Union of Civil Aviation Workers of Honduras (SITTAH) has issued a protest to the employers (SAHSA) and to the General Office of Labour. SITTAH is protesting at SAHSA's policy of disregarding of the terms of the collective agreement, and points out that the General Labour Office, whose task it is to see that the law is observed and to guarantee the rights of the workers, has taken no action, despite repeated complaints from the union. The union has therefore submitted its complaints to the conciliation machinery, and calls for the solidarity of all labour unions to ensure the respect of the country's labour laws.

HONGKONG

Gradual reduction of work hours in Hongkong

Hours of work for women and young persons are to be greatly reduced in new labour legislation. There will be a reduction from the present maximum of 60 to 48 hours per week, over a period of four years starting on 1 December. In order to ease the process of readjustment, statutory limitations on overtime are to be raised. Discussions have been initiated on the question of giving men employees the right to one day's holiday a week.

INDIA

Air India violates 3-year agreement with aircraft engineers

Violations by Air India of a 3-year agreement with the ITF-affiliated All India Aircraft Engineers' Association (AIAEA) have culminated in the threat of a strike from 6 November 1967 if no negotiated settlement with the company is reached before that date. Air India has repeatedly violated two clauses of the agreement, signed in October 1965, which stipulate that all Air India aircraft must be inspected and certified by an Aircraft Maintenance Engineer employed by the corporation, except in cases where contracts have been given to another operator who is a pool partner; and that if an India based Aircraft Maintenance Engineer is posted abroad, his posting will not be converted to a local one without prior consultation with AIAEA. Strong protests from the Association have so far been without effect.

JAPAN

Union urges Government to ease restrictions on visiting seamen

The ITF-affiliated All Japan Seamen's Union is pressing the Government to take immediate steps to extend the period foreign seamen are allowed on shore in Japan. In reply, the Government has said that it will consider revising the law on foreign seamen early next year, extending the present three days to seven, and easing restrictions on visiting certain areas.

MALAYSIA

Dispute between Malaysia Engineers and Qantas Airways

A dispute between Qantas Airways and the ITF-affiliated Malayan Airlines Employees Union is likely to arise during negotiations for a new collective agreement. During the first phase of negotiations, which opened on 27 September, the Management proposed to reduce the status of future local Engineers. If Management has its way, the point of entry upon obtaining licenses on aircraft operated by the Company will be reduced to about \$300 - less than that enjoyed by local Engineers in Singapore. Under the 1967 Industrial Relation Act, there are provisions for compulsory arbitration, preventing trade unions from resorting to industrial action of any kind. However, the Union hopes for a favourable decision from the Tribunal.

SPAIN

Spanish workers protest against new minimum daily wage

A recent decision by the Spanish Government concerning wages is causing great dissatisfaction among Spanish workers. They consider the decision to raise the minimum daily wage from 84 to 96 pesetas (approx. 11 shillings/\$1.60) as being totally unrealistic, and :

protest meetings have been held in many parts of Spain, at which workers have demanded a minimum daily wage of 300 pesetas (approx. 36 shillings/\$5), and the recognition of the right to strike. They have also criticised the present government-controlled trade union structure, the so-called 'sindicatos verticales', and insisted that as long as this system remained in force, their justified demands for better conditions would remain unanswered.

UNITED STATES

US rail union scores major victories at court of appeals

A major court victory in the US has been won by the Brotherhood of Locomotive Firemen and Enginemen (BLFE) in the Brotherhood's long struggle over the use of firemen (helpers) on freight diesels. The US Court of Appeals has ruled that any new runs established by US railways after expiration in March 1966, of the award of Arbitration Board 282, are subject to the Brotherhood's pre-existing national diesel agreement which requires use of a fireman on each engine crew. Board 282 was established under a compulsory arbitration law passed by the US Congress, and allowed the railroads to eliminate many firemen on an attrition basis. The decision by the court of appeal has been hailed as a victory by the BLFE, and is expected to open up a significant number of jobs for firemen.

In what many observers consider an important break through for rail labour, a US appeals court has ruled that rail unions are not required to bargain nationally on the size of train and yard crews, and many press negotiations on a railroad-by-railroad basis. The appeals court explained, "the Railway Labor Act does not universally and categorically compel a party to a dispute to accept national handling over its protest. Such bargaining is certainly lawful, however." Pointing out the importance of the decision for the unions, the BLFE explained "... We must be free to handle disputes on an individual railroad basis, in order to avoid national crises. The Administration and Congress have indicated their unwillingness to tolerate a national railroad tie-up. Without the possibility of a strike, collective bargaining doesn't work ... So the alternative would seem to be individual railroad handling in which the possibility of a strike can be maintained and real collective bargaining take place."

Contract changes for 18,000 members of SIU

Members of the ITF-affiliated SIU of North America have ratified contract changes which provide increases of \$40 a month, higher overtime rates and a pension increase of \$75 a month for nearly 18,000 members on 350 ships in deep sea service. They will be in effect from 1 October 1967 to 1 June 1969, with the qualification that wage talks with the 130 ship operators involved may be reopened, provided adequate notice is given.

URUGUAY

Higher pay for stevedores after modernization of Port of
Montevideo

New work rules in the Port of Montevideo went into effect in September following a new contract between shipowners and the ITF-affiliated Stevedores' Union (SAEDU). Neither side achieved all it wanted from negotiations, but the door has been opened for the modernization and mechanization of the port - an urgent necessity since the port was dying due to poor administration and labour relations.

The former pay scale of 550 pesos*) per day has been increased to 800 for a trial period while productivity is determined. If results are satisfactory, this will be raised to 950 per day after one month, and 1,100 after six months. Double pay for handling wet, dirty or unhealthy cargo has been eliminated, a six hour working day has been established, and stevedores have agreed to handle up to 5% of the cargo of a given ship in containers or pallets.

*) 1 peso = approx. \$-.015.

CORRECTION

In the Supplement to Newsletter No. 9 (Report on the ITF Road Transport Workers' Section Conference in Stuttgart, 13-15 September) we refer to the drivers' School at Quelle, visited by a number of the delegates. This is in fact a Transport Institute, where lorry drivers receive training to become transport managers and driving instructors.

FORTHCOMING MEETINGS

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
NEWSLETTER MAY OBTAIN IT ON REQUEST
FROM THE SECRETARIAT OF THE ITF.

SUPPLEMENT TO NEWSLETTER No. 10.

ITF Fishermen's Conference

The Fishermen's Section of the ITF met in Hull, United Kingdom, on 17-18 October. The Conference was attended by 20 delegates from 13 unions in 11 countries: Belgium, Denmark, Faroe Islands, Finland, West Germany, Japan, the Netherlands, Norway, South Africa, the United Kingdom, and the United States. The Italian fishermen's union, Liberpesca-UIL sent an apology. The 11 members of the National Fishing Committee of the British Transport and General Workers' Union, and two Labour Members of Parliament especially concerned with the fishing industry, attended as observers. The Maritime Branch of the ILO and the Labour Branch of the EEC were also represented. The Conference was welcomed by the Lord Mayor of Hull.

The agenda of the Conference comprised the following questions: (1) safety of fishing vessels and fishermen; (2) fishermen and the ILO; (3) fishermen and the European Common Market; (4) the problem of fishing limits; (5) working conditions of fish lumpers; (6) social conditions in the fishing industry. The Conference adopted resolutions on each of these questions. In connection with the first question the Conference formed a committee composed of members from Belgium, West Germany, Japan, the Netherlands, Norway, the United Kingdom and the United States, which will be kept informed of the course of the discussions between the ILO, IMCO and FAO concerning a proposed international code of safe practice for the fishing industry, and convened as required to keep the question of the safety of fishing vessels and fishermen under regular review.

RESOLUTIONS ADOPTED BY THE CONFERENCE
(all adopted unanimously)

1. Safety and Training

This Conference:

NOTES that fishing continues to be an appallingly dangerous occupation, with extremely high fatal and non-fatal accident rates;

That there is a paramount need for action both national and international to promote safety on board fishing vessels;

That the ILO/IMCO/FAO are currently engaged on preparing an international code of safe practice for the fishing industry, in pursuance of an initiative taken by the second ILO Committee on Fishermen's Conditions in 1962;

That the first part of this code, addressed to skippers and crews, is well advanced and expected to be ready for release in 1968, while a second part, addressed to builders and owners, will follow in due course;

CONSIDERS that this project should receive the fullest possible support of governments not only in cooperating in the preparation of the code, but also ensuring effective application of the principles and practices it contains;

That experts with practical knowledge and experience should be drawn from both sides of the industry to take part in the preparatory discussions which are proceeding between the three international agencies;

DRAWS SPECIAL ATTENTION to the following matters:

Fishermen should be assured of an adequate uninterrupted rest period in each 24 hours. Undue fatigue causes inefficiency and accident proneness.

The manning of fishing vessels should be adequate to ensure safety of operation at all times and should conform to the minimum standards set by the ILO Convention No. 125 concerning Competency Certificates for Fishermen.

NOTES further that vocational training is the most important single factor in accident prevention and has a very close bearing on safety on board fishing vessels;

CALLS upon governments to give all possible effect to ILO Recommendation No. 126 concerning vocational training for fishermen.

DECIDES to set up a special committee consisting of members from Belgium, West Germany, Japan, the Netherlands, Norway, the United Kingdom, and the United States, which shall be kept informed of the further course of the joint discussions between the ILO/IMCO/FAO and will hold meetings as required to keep the question of safety on board fishing vessels under regular review.

Fishermen and the ILO

2. This Conference:

RECORDS its great appreciation of the attention devoted to fishermen's questions by the ILO in recent years, resulting in the adoption so far of five Conventions and a Recommendation on major aspects of fishermen's social conditions;

NOTES with satisfaction that in many countries fishermen's conditions satisfy the standards set by these ILO instruments;

REGRETS that this notwithstanding the record of ratification of the instruments is on the whole disappointing, especially in the case of the three Conventions of 1959 concerning Minimum Age of Admission to Employment, Medical Examinations, and Articles of Agreement;

MAKES therefore a strong appeal to the governments concerned to take urgent action to ratify the 1959 instruments and to give active consideration also to implementation of the 1966 instruments concerning Crew Accommodation, Competency Certificates and the Recommendation concerning Vocational Training;

CALLS upon fishermen's unions to exert all possible pressure upon their governments in order to further this end;

REQUESTS the ILO to continue to devote systematic attention to fishermen's questions, specifically those listed for future ILO action in the relevant resolution of the 1966 International Labour Conference; and

RECOMMENDS that priority be given to the following questions:

- 1) Working hours and manning
- 2) Stabilization of earnings and employment
- 3) Medical care on board

REQUESTS the Governing Body of the ILO to consider the possibility of convening an early meeting of Experts on Conditions of Work in the Fishing Industry, if possible, not later than 1968.

Fishermen and the European Common Market

3. This Conference:

in the light of current developments in the fishing industry of the European Economic Community;

NOTES with special interest the discussions which have been proceeding in the European Economic Commission towards formulating a common policy for fisheries;

WELCOMES the proposal, already accepted by the employers and unions, for setting up a bipartite advisory body for the Community's fishing industry, with the object of ensuring an upward harmonization of the social conditions and status of fishermen;

WELCOMES ALSO the creation of an ITF-EEC Fisheries Committee which will coordinate the activities of the fishermen's unions of the Community countries in accordance with ITF objectives; and

REQUESTS that the ITF Fishermen's Section be kept regularly informed of further developments in this field.

The problem of fishing limits

4. This Conference:

RECALLING the attention given to the question of fishing limits by the ITF over the years;

NOTES that an international settlement of this issue is becoming increasingly urgent not only for the fishing industry itself and for maintaining the food supplies of the rapidly increasing world population, but also in order to minimize areas of friction between nations and thus help to promote the cause of world peace;

RE-AFFIRMING that the United Nations is the best agency through which lasting solutions can be found to differences between nations;

RENEWS the appeal of the ITF to the United Nations and to governments for the holding of a third Law of the Sea Conference in order to achieve a satisfactory solution of the fishing limits issue and thus remove this threat to world peace and harmony; and

CALLS upon affiliated fishermen's unions to keep up the pressure on governments with a view to bringing about such a conference in the near future; and

EXPRESSES special sympathy and concern for those countries whose food supplies and economic life are heavily dependent on the resources of the sea, and for fishermen who are exposed to undue hardship as a result of incidents arising from disputes over fishing limits.

Working Conditions of fish lumpers

5. This Conference:

HAVING HEARD reports from different countries on the conditions of employment of fish lumpers;

NOTING that in some countries the working conditions of these workers are less favourable than those of workers in comparable shore occupations;

AGREES on the following international minimum demands for fish lumpers:

- 1) All fish lumpers should be employed on a permanent basis, with a guaranteed wage and maximum working day and week;
- 2) Employment should be based on a five-day week;
- 3) Provision should be made for a minimum payment in case of incapacity for work through illness or accident;

STRESSES that the above demands shall be regarded as minima and shall be without prejudice to superior conditions existing in any country; and

PLEDGES all possible support of the ITF and its affiliated unions to efforts to realize these international minimum demands for fish lumpers.

Social conditions in the fishing industry

6. This Conference:

FOLLOWING a discussion on the International Fishermen's Programme of the ITF;

NOTES that the fisherman's occupation continues to be among the most overworked and underpaid in the world;

Excessive hours: Hours of work are long. During journeys to and from fishing grounds a two-watch or, in favourable cases, a three-watch system is worked, but during the long spells of fishing operations, hours are virtually unlimited.

No or insufficient compensatory leave: In many cases, there is no compensation for Saturdays, Sundays and Holidays spent at sea, such as is now enjoyed by merchant seamen.

Lack of security: Between fishing seasons, fishermen are dependent on unemployment benefit. During sickness and old age they get the bare statutory benefit. The precarious system of a low fixed wage plus a share of the catch disguises the low rate of pay.

Dangerous and unhealthy work: Mortality and morbidity rates among fishermen are extremely high compared with other occupations.

Inadequate training: New entrants to the industry do not receive the sound training needed to equip them for the heavy demands of modern fishing.

NOTING the increasingly vital role played by the fishing industry in maintaining the food supplies of the growing population of the world;

The Conference:

STRESSES the urgent need to improve the social as well as the economic and technical standards of the fishing industry by:

Intensified efforts to strengthen trade unionism among fishermen;

Vigorous development of collective bargaining on behalf of fishermen;

Creation, where it does not yet exist, of appropriate official machinery through which the representatives of fishermen can make their influence felt in the affairs of the industry.

STRESSES also the value of mutual exchange of information and experience between fishermen's unions, and

RECOMMENDS the following areas for special consideration in efforts to secure improvements in fishermen's conditions:

The fixed element of fishermen's earnings should be increased in relation to catch money, so as to ensure an adequate guaranteed total income.

Working hours should not exceed eight a day during journeys to and from fishing grounds or during stays in port.

At fishing grounds, there should be an uninterrupted rest of at least eight hours in 24 and adequate breaks for meals.

Adequate leave with pay should be provided, comprising an annual holiday and, at the end of a trip, compensatory leave to offset Saturdays, Sundays and Public Holidays spent at sea.

Effective provision should be made for registration and decasualization of fishermen.

Fishermen should not be called upon to perform any work of shore labour.

Efforts should be made to establish an internationally-coordinated service to ensure that a ship with fully qualified medical staff and hospital facilities is available at fishing grounds where there is a considerable concentration of fishing vessels.

An appropriate number of life-rafts should be carried on board fishing vessels operating in high latitudes during winter months.

In case of loss of effects, either these should be replaced or a minimum of two months' average earnings should be paid.

Clothing and bedding should be provided at the expense of the owners.

Union representation on board.

Improved training schemes and upgrading of certificates of fishing vessel crews in accordance with the relevant ILO Convention No. 135 and Recommendation No. 126.

Crew quarters and facilities should be improved and should conform, as a minimum, with ILO Convention No. 126 concerning Crew Accommodation.

