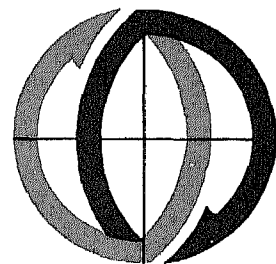


ITF

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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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A report on the ITF Civil Aviation Section Conference held in September appears as a supplement to this issue.

ITF seafarers take a close look at cut-price competition in Europe's short sea trades

19 delegates from ITF-affiliated seafarers' organizations gathered in London on 2 September to discuss measures designed to combat the threat posed by cut-throat competition in the short sea trades of Europe with its harmful effects on seafarers' conditions of work everywhere.

The meeting, which was held under the chairmanship of D.S. Tennant, General Secretary of the Merchant Navy and Airline Officers' Association, Great Britain, and Chairman of the ITF Seafarers' Section, undertook a review of past activities and recent developments in this field. It expressed grave concern at the fact that ILO conventions on wages, hours of work and manning had never been enforced and that therefore it would be pointless to hold a regional maritime conference under the auspices of the ILO to try to overcome the problems discussed at the meeting. These could only be solved by co-ordinated action on the part of affiliates working through the ITF in order to achieve social justice for the seafarers concerned. National sovereignty must not be allowed to become the overriding factor.

Ideally, a three-watch system should be maintained on all vessels, which should be related to work load, as tonnage and national definitions of trade were no longer accepted as the sole criteria as to whether a two-watch or a three-watch system should be maintained, although there might be cases where special provisions could be agreed between owners and seafarers in respect of certain vessels, such as a suitable crew relief system.

The meeting arrived at a basic formula for co-ordinated action and decided to hold a further meeting as soon as possible to make specific proposals as to such action.

TRADE UNIONS

INTERNATIONAL

=====

Amnesty International launches world-wide campaign for the release of trade unionists in prison

In 1968, Amnesty International organized its first Prisoner of Conscience Week in an attempt to focus the attention of world opinion on those imprisoned as a direct result of their political or religious beliefs. This year, Prisoner of Conscience Week (14-22 November) is in support of trade unionists in prison for their trade union activities.

GREAT BRITAIN

=====

Radio officers reaffirm closed shop policy

The ITF-affiliated British Radio and Electronic Officers' Union (REOU), which earlier this year announced that it was declaring a closed shop, has rejected a request from the British Shipping Federation not to take industrial action to enforce union membership in the British merchant fleet^{x)}. The union's executive feels that the agreement reached with the shipowners in January of this year (when the owners undertook to recommend all officers to join the appropriate union in exchange for an undertaking by the union not to take industrial action) has shown itself to be worthless. In the view of the union executive, the majority of shipowners have made no attempt to encourage officers to join unions.

The REOU has therefore reiterated its closed shop policy and has emphasized that industrial action will be taken if necessary in 1971 to enforce it.

x) See ITF Newsletter No. 7, p. 69.

NORWAY

=====

Norwegian unions stage token stoppage

Member unions of the Norwegian TUC staged a token fifteen minute stoppage on 7 October in a country-wide protest against the government's economic policy. The Norwegian TUC maintains that increases in taxes proposed in the 1971 budget will hit the lower-paid, widen the wages gap and lead to continued price inflation.

Some half a million workers answered the strike call and public transport came to a standstill in many parts of Norway.

Norwegian Seamen's Union holds its anniversary Congress

The ITF-affiliated Norwegian Seamen's Union held its sixtieth anniversary congress in Oslo from 28 September to 2 October. In his opening address, union president Olaf Karling outlined the improvements which he hoped would take place in the four-year period before the next union congress. The Norwegian merchant fleet, Karling argued, already had its recruitment problems and these would increase if seafarers' conditions and rates of pay did not substantially improve. This meant higher pensions for men who had spent the greater part of their working life at sea. It involved better wages for seafarers, improved bonuses and shorter hours of work. It also involved increased cooperation on board ship in matters of safety. Karling hoped that the Maritime Session of the International Labour Organization (ILO), to be held in Geneva in the second half of October, would pass a measure calling for the setting up of safety committees or the appointment of a crew member with special responsibility for accident prevention on all vessels.

During the Congress, Olaf Karling was reelected president of the union. He is to retire in March 1972 when he will be succeeded by Henrik Aasarød.

SPAIN
=====

Madrid underground workers ask for greater share of profits

Underground railway workers on the Madrid Metro have asked that half of the 386 million pesetas* which the Madrid Metropolitan Railway Company estimates that it will take in receipts following the introduction of a flat-fare system should be shared equally between the company and its employees.

The Metro workers suggest that the employees' share should be distributed as follows:

- a) all employees should receive an increase in pay of 3,000 pesetas per month;
- b) men and women should receive equal pay for equal work;
- c) incentive and bonus payments should be put on a regular basis;
- d) holiday leave should be increased;
- e) the age of retirement should be reduced;
- f) assistance should be given to sick employees who have exhausted their sick leave;
- x) Sp. pesetas 167.75 = £1.

g) dismissal of bodies and representatives appointed by the government-controlled 'sindicato' (official trade union).

The Metro management has offered the workers 72,500,000 pesetas of the 193 million pesetas which they are claiming.

The workers are members of the railwaymen's section of the clandestine General Workers' Union (UGT), an ITF affiliate temporarily based in France.

SOCIAL AND INDUSTRIAL NEWS

DENMARK

=====

Danish seafarers to be paid war risk bonus for Cambodia

The Danish seafarers' organizations have reached agreement with the Danish Shipowners' Association on the introduction of a war risk bonus for ships sailing to Cambodia. Under the terms of the agreement, normal rates (including seniority and cost-of-living bonuses) are increased by 175 per cent for the period during which the vessel is in Cambodian ports or is sailing on Cambodian rivers or canals. The bonus will be included in the basis of calculation of annual leave.

The bonus takes effect from the day on which the vessel enters an area within 60 nautical miles of Cambodian ports or at the point of entry of Cambodian rivers or canals and operates until the day on which the vessel leaves this area.

The bonus will be paid for a minimum of 10 days, the minimum daily rate being 70 kr.^x. No day shall count more than once, even if the vessel during this period enters another port or river covered by either this agreement or the war risk bonus for Vietnam. The appropriate bonus will be paid for ships sailing to both Cambodia and Vietnam with effect from the day on which the vessel enters the area covered by either agreement.

In the event of death or permanent incapacity arising from acts of war, compensation of 50,000 kr. will be paid, with an extra 20,000 kr for each child under the age of 18.

The new rate applies with effect from 6 July.

x) Danish kr. 17.99 = £1.

FINLAND

=====

War risk bonus for Finnish seafarers sailing to Cambodia and Vietnam

Four Finnish unions organizing seafarers, ships' officers, engineering and radio officers (all ITF affiliates) are to receive a war risk bonus for Cambodia and North and South Vietnam.

All seafarers will be paid a war risk bonus of 100 per cent of normal rates (including seniority, deep-sea and oil transport bonuses) and this will be included in the basis of calculation of annual leave. The bonus will apply from the day on which the vessel enters an area within fifty nautical miles' radius of the ports of these countries (or enters their rivers) and ceases when the vessel leaves the above-mentioned area.

The bonus will be paid for at least 5 days, with a minimum of 20 marks^x for each additional day. No day shall count more than once, even if the vessel during this period enters another port or river covered by this agreement.

In the event of death or permanent incapacity arising from acts of war within the above-mentioned area, the seafarers is entitled to a lump-sum payment of 30,000 marks, with an additional 9,000 marks for each child under the age of 18. These payments supplement any payment which may be made from state health insurance or pension schemes or any private insurance that may have been taken out by the seafarer.

The war risk bonus takes effect from 8 June 1970 and replaces the previous agreement of 19.7.1965 for North and South Vietnam.

^xFinnish markka 10.05 = £1.

FRANCE

=====

Air France flight staff commence B747 operations

Air France began operating B747 flights earlier this year after the ITF-affiliated French Civil Aviation Workers' Union (SNPNC) reluctantly agreed to Air France's proposals regarding the pay and working conditions of union personnel aboard the aircraft. However, the SNPNC reserves its judgement on a number of points which the management has not yet agreed to incorporate into the agreement or has included only in part.

The SNPNC, although it had originally asked for a crew complement of fifteen, to include one chief purser, three pursers and eleven stewards and stewardesses, has agreed that jumbo jets should fly with a 14-man crew complement, comprising the agreed number of stewards and stewardesses, plus three pursers, one of these designated "purser in charge". The two parties have agreed to meet at the beginning of October to discuss the revision of the crew complement clause.

The management has rejected a union request that the "purser in charge" should be promoted to the rank of chief purser with an appropriate salary scale. It considers that the "purser in charge" should remain within the existing purser classification and should be paid accordingly. Nevertheless, it has agreed to give priority to pursers qualified for the B 747 when selecting the "purser in charge" and to award a special flight indemnity of 2.50 fr^x for each hour flown on the B 747 to all "pursers in charge". This premium would also be used as a basis for calculating the productivity bonus; the night flight indemnity and overtime pay; the holiday and Christmas bonus; and annual vacation pay.

Air France has not reached a decision on the SNPNC demand that a special restroom, partitioned off from the passenger cabin and accommodating a minimum of four reclining seats, be eventually installed for the exclusive use of flight staff aboard the B 747. It has agreed to reserve four passenger seats for cabin crew whenever there is an incomplete passenger load.

The SNPNC has reiterated its demand that flight and duty time limitations should be revised in view of the increased workload involved in 747 operations.

On the question of salary, the SNPNC recommends that the formula adopted by US airlines, which is based on a computation of the actual B 747 flight time or scheduled B 707 flight time, whichever is the greater, should be adopted as a basis for calculation. Any increase that may be granted should be back-dated to the beginning of B 747 operations.

^xFrench Frs.13.32 = £1.

GERMANY
=====

German seamen demand improved rates of pay

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has given notice of its intention to terminate the current collective and basic agreements for German seafarers at the end of this year.

In connection with the collective agreement, the union is demanding:

- a basic rate for ABs comparable with that for workers ashore;
- a linear increase of at least 15% on all basic and supplementary rates;
- separate overtime payments for all ships' officers and crew;
- seniority and licence bonuses for all captains and officers holding advanced nautical and technical certificates.

As regards the basic agreement, the union is seeking improvements in the provisions relating to the allocation of annual leave. It is also demanding a ruling on the remuneration for the obligation to stay on board for the purpose of safety watches, fairer compensation for long hours spent on two-watch vessels and new rates for duties performed on Sundays and public holidays.

Lufthansa flight staff receive significant pay rise

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has negotiated increases of over thirteen per cent for all Lufthansa flight staff. This includes captains, co-pilots, flight engineers, flight navigators, pursers and flight attendants. The increases are back-dated to 1 July 1970. Cockpit staff aboard the Boeing 747 will have their increases back-dated to 1 April 1970.

Flight attendants also receive a lump-sum payment of one month's salary. This gives total increases of up to 23% for flight attendants in their first years of service.

GREAT BRITAIN
=====

Busmen's claim to be pursued at local level

The national bus committee of the ITF-affiliated British Transport and General Workers' Union (TGWU) is to pursue its outstanding pay claim on behalf of the country's 162,000 provincial busmen at local level through individual branches of the union^x.

Alan Thomson, TGWU national bus secretary, has announced that the union is giving three months' notice to employers to terminate the national joint industrial council for municipal passenger transport, which negotiates the rates of Britain's 64,000 municipal busmen.

Thomson added that lightning strikes would be continued against employers if local demands were not met. This applied equally to the ban on overtime working and the refusal to carry standing passengers.

ISRAEL
=====

Uniform rates of pay for all seafarers on Israeli vessels

Foreign seamen in the Israeli merchant navy will soon be paid the same rates as Israeli seafarers. The ITF-affiliated Israel Seamen's Union and a committee of the Israeli Chamber of Shipping are to cooperate in drafting a rules and pay scale, which

^xSee ITF Newsletter No. 9, p.102.

will establish uniform rates of pay for merchant seamen, .
irrespective of nationality.

A union spokesman said that the rates now paid by the ship-
owners tended to favour the use of foreign seafarers as cheap
labour in preference to Israeli seamen.

MALTA

=====

Bus owners withdraw from transport commission

The General Transport Union (GTU), which represents Malta's
busowners, has decided not to take part in the Commission set up
by the Malta government to study the transport situation follow-
ing the recent strike of public transport employees (see ITF
Newsletter No. 9, p.104). The GTU decision follows the
government's refusal to meet the union's conditions which included
a demand that the terms of reference of the Commission should be
extended to include an assessment of the present fares structure
with a view to an upward revision of fares. The GTU also
suggested that the Public Transport Wages Council should be
disbanded.

Commenting on the withdrawal of the busowners from the
Commission, Alphonse Caruana of the Port and Industry Section of
the ITF-affiliated Malta General Workers' Union said that his
union would do its utmost to ensure that the Commission began
its work as soon as possible and in the form originally
recommended by the government.

NORWAY

=====

Norwegian bus drivers required to work far too much overtime

In an interview with the Norwegian newspaper Arbeiderbladet,
Walter Kolstad, vice-chairman of the ITF-affiliated Norwegian
Transport Workers' Union, complained that bus drivers in Norway
were required to work hours greatly in excess of those which it
considered desirable. The interview came after employees of a
Bergen bus company had refused to work overtime over and above
the statutory limits of 20 hours in any two-week period up to a
maximum of 250 hours per year. Some employees of the company
claimed to have worked as much as 350 hours' overtime in a six-
month period. Although this was an isolated case, Brother
Kolstad said that the situation was known to be much the same in
many other parts of the country.

In recent months the union had received numerous reports of
bus companies demanding impossible hours of their employees. As
the law stood, it was extremely difficult to regulate the number
of hours worked by bus drivers. There was, for example, no
limit to the number of hours which could be worked in a given day.

The nature of the job itself -- the irregular shift working and the long periods spent away from home -- made the implementation of the law even more of a problem.

The Transport Workers' Union had for some time been pressing for the introduction of a law regulating the number of hours to be worked per day and establishing a minimum rest period between two working days. Given the present situation, it was amazing that the authorities had done nothing to change the law or even to ensure its implementation. The only possible solution was for the union to employ its own mediator to see that the provisions of the present overtime law were kept by both sides of industry. If necessary, bus companies would have to employ additional staff to help them meet their obligations towards passengers.

SWEDEN
=====

Railwaymen's leader criticizes personnel policy of the Swedish Railways

Evert Svensson, chairman of the railwaymen's section of the newly-formed Swedish State Employees' Union (SF), has come out strongly against the personnel policy of the Swedish Railways (SJ). New recruitment to the industry was totally inadequate, Svensson told a recent meeting of management and union representatives.

He warned that the Swedish Railways would have to take the responsibility for the consequences of their policies. This was a warning which the Swedish Railwaymen's Union (now the railwaymen's section of the SF) had repeated many times in the past. As a result of serious understaffing, railwaymen were working an undue amount of overtime and this would not be tolerated much longer. The SJ would have to employ more staff soon.

UNITED STATES
=====

US airline unions call upon labor secretary to intervene in Northwest Airline dispute

At the end of last month, AFL-CIO President George Meany and the presidents of five unions organizing airline workers called upon US Labor Secretary James D. Hodgson to intervene in the 11-week old dispute between the ITF-affiliated Brotherhood of Railway and Airline Clerks (BRAC) and Northwest Airlines.* In a joint message, they urged that Hodgson bring his 'good offices' to bear to ensure good faith collective bargaining by Northwest and the restoration of flight services.

The union presidents (who included BRAC International President C.L. Dennis) charged Northwest with flouting its responsibilities as a public carrier and making a mockery of the bargaining process in its effort to maintain substandard rates and conditions far below those of comparable classifications on other airlines.

*See ITF Newsletter Nos. 7 and 8.

The Conference of the ITF Civil Aviation Section, which took place in Miami (Florida) last month, pledged its support for the BRAC as the strike entered its fourth month.

PERSONALIA

William J. Smith retired from his post as National President of the Canadian Brotherhood of Railway, Transport and General Workers at the Brotherhood's National Convention in Quebec in September. He is succeeded by Don Secord, formerly the union's National Secretary-Treasurer.

R. Laan (sr.), a former president of the Dutch Transport Workers' Union, celebrated his 80th birthday on 10 October.

W.A. Kieboom general secretary of the Dutch Transport Workers' Union, has been made an alderman of the city of Utrecht.

Heinrich Wiemers is leaving his post on the executive of the German Transport and Public Service Workers' Union to become chairman of the See-Berufsgenossenschaft (SBG) und Seekasse (German Seafarers' Welfare Corporation).

FORTHCOMING MEETINGS
=====

Road Transport Workers' Section Conference	London, 4-6 November 1970
ITF Inter-American Regional Conference	Mexico City, 9-14 November 1970
Inland Navigation Section Meeting	Basle, 25-27 November 1970
Executive Board Meeting	London, 27-28 November 1970

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

ITF AVIATION WORKERS' CONFERENCE APPROVES INDUSTRIAL ACTION
ON FUTURE HIJACKING AND AIR SABOTAGE INCIDENTS

The dominant theme at the Conference of the ITF Civil Aviation Section which took place in Miami (Florida) from 28 September to 1 October was without any doubt the question of how the world's aviation workers could ensure that they and their passengers are protected to the maximum extent against the threat to airline safety created by air piracy and sabotage.

In his opening speech, the ITF's General Secretary, Charles Blyth, emphasized that this was unfortunately "the most urgent and serious issue affecting the industry at this time". "Unless it can be solved, or at least drastically reduced", he went on, "the prospects for maintaining the free, safe and orderly operation of international air transport services could be very bleak indeed and the present and future safety of our members and the passengers whom they serve will be continually endangered throughout the world".

Blyth made it clear that the Conference was serving notice on airlines and governments, as well as on the hijackers and their accomplices "that the aviation workers organized in the ITF are not prepared to tolerate that their colleagues should be blown up, shot at, killed, maimed or kidnapped while carrying out their normal duties". "We are no longer prepared", he said, "to put up with the pretensions of political groups anywhere in the world, who all too often claim to be fighting for the rights of workers against what they term 'the reactionaries and imperialists', but whose main contribution to their alleged struggle appears to consist in threatening the safety and lives of the workers employed in civil aviation and of airline passengers and innocent bystanders at airports or airline offices".

Bro. George Meany, President of the AFL-CIO, in a fraternal address to the Conference, pledged the support of his powerful organization for ITF measures aimed at solving the problem. "The AFL-CIO", he said, "is prepared to cooperate with the ITF through its American affiliates".

At the conclusion of the discussion on this item, Conference unanimously adopted a resolution on airline security (text attached) which calls upon all governments, airlines and airport administrations to implement without delay the statements and recommendations adopted at the 17th ICAO Assembly (Extraordinary) held in June last, including the immediate creation of airport security committees on which representatives of airline and airport employees should be included as of right. The resolution also calls upon governments to deny assistance, support or sanctuary to persons engaging in criminal acts against civil aviation safety and demands an effective system of international

sanctions against governments not doing so.

In an important final paragraph, the Conference pledged the active participation of all ITF-affiliated unions "in immediate and drastic action, including but not limited to, quarantine of any State which demonstrably gives assistance, support or sanctuary to air hijackers or saboteurs or which in any way condones or connives at their criminal activities".

The text of this resolution has already been despatched to all ITF civil aviation affiliates, who have been asked to bring it to the immediate notice of their governments and national airlines.

The Miami Conference also discussed a number of other important issues, including occupational hazards encountered by aviation workers; relations between the ITF Civil Aviation Section and the ILO and ICAO; activities on behalf of civil aviation workers in Latin America; and the limitation of flight and duty hours on social grounds.

Resolutions were adopted on most of these subjects, as well as statements of support for the ITF-affiliated US Brotherhood of Railway & Airline Clerks in their three-month old strike against Northwest Airlines, and for unions in Argentina, Ecuador, Panama and Colombia who are in conflict with Pan American, Braniff International and Avianca Airlines. Resolutions were also passed calling for improvements in flight navigation aids at airports throughout the world, as well as on the effects of jet engine noise on civil aviation employees' hearing and the comfort of residents in the vicinity of airports.

The Conference, which was attended by some 120 delegates from 21 countries from Europe, Asia, North and Latin America, was held under chairmanship of Bro. J.K. Post (Netherlands; Section Chairman), with President William Gill Jr. taking the Chair for items concerned specifically with flying personnel.

The ITF and its affiliates owe a very special debt of gratitude to the host organizations -- the US ITF aviation affiliates, who put in so much time, effort, and financial assistance to ensure that the Conference was a resounding success. Our particular thanks are due to the three US unions which provided the organizing committee and so many other facilities for the Conference: The International Association of Machinists; the Brotherhood of Railway and Airline Clerks; and the Transport Workers' Union of America. We are deeply indebted to them and to all the helpers whom they made available both before and during the Conference.

RESOLUTIONS ADOPTED BY THE
ITF Civil Aviation Section Conference

Miami, 28 September to 1 October 1970

1. AIRLINE SECURITY

This Conference of the ITF Civil Aviation Section, meeting in Miami from 28 September to 1 October 1970,

HAVING NOTED with satisfaction the success of efforts made by an ITF delegation to the 17th ICAO Assembly (Extraordinary) on airline security (Montreal, 16 to 30 June 1970) in securing the adoption of statements and recommendations which, if properly implemented, will provide genuine safeguards against attempts at hijacking or sabotaging civil aircraft and aviation installations as well as ensuring that the perpetrators of such criminal acts which cannot be prevented shall be apprehended and subjected to appropriately severe penalties laid down by law;

HAVING NOTED also that further meetings and conferences on these subjects are to be held at both national and international level;

REQUESTS THE ITF Secretariat to continue to keep a close watch on developments in this field; to ensure that the ITF Civil Aviation Section is properly represented at any international discussions of substance concerning airline security problems; and to intervene energetically and effectively in any situation where protection of the life and limb or the personal freedom of aviation employees and of airline safety generally warrants this;

CALLS UPON ALL governments, airlines and airport administrations to act without delay in implementing to the fullest extent the statements and recommendations adopted at the 17th ICAO Assembly (Extraordinary) and, in particular, to facilitate the immediate creation of airport security committees for this purpose, on which representatives of airline and airport employees should be seated as of right, as well as to ensure that national legislation provides for the trial, punishment and, where appropriate, extradition of those committing criminal acts against international civil aviation.

CALLS ALSO upon all governments to ensure that the overriding consideration in any intervention by national or local security authorities aimed at preventing or discontinuing any hijacking or sabotage attempts should be the safety of all airline employees and passengers involved;

CALLS UPON ALL governments to deny assistance, support or sanctuary to any person or persons engaging in such acts, regardless of his or her professional motives, and presses for an effective system of international sanctions by governments and the air transport community against any State which demonstrably gives assistance, support or sanctuary to air hijackers or saboteurs, or in any way connives at their criminal activities;

THIS CONFERENCE FINALLY PLEDGES the active participation of all ITF-affiliated civil aviation unions in immediate and drastic industrial action, including but not limited to, quarantine of any State which demonstrably gives assistance, support or sanctuary to air hijackers or saboteurs or which in any way condones or connives at their criminal activities.