



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. 12

December 1970

## IN THIS ISSUE

Page

### News and Views from the ITF

<i>Diplomatic conference approves the Convention for the Suppression of Unlawful Seizure of Aircraft</i>	129
<i>ITF First Inter-American Conference</i>	129
<i>ITF "Brussels Committee" calls for the harmonisation of social conditions in the European transport industry</i>	130
<i>ITF expresses its deep sympathy with the people of Pakistan following the cyclone disaster</i>	130

### Trade Unions

<i>Argentine workers stage general strike</i>	131
<i>US union leaders to explore the possibilities of voluntary arbitration in labour disputes</i>	131

### Social and Industrial News

<i>UTU serves wage demands for Canadian railwaymen</i>	132
<i>More pay for German railwaymen</i>	132
<i>Trawler fishermen may be paid a loyalty bonus</i>	133
<i>Company and municipal busmen in Britain accept pay increases</i>	133
<i>British airline workers commence work-to-rule</i>	134
<i>Maltese public transport employees are reinstated</i>	134
<i>Improved benefits for Nigerian railwaymen</i>	134
<i>Norwegian seafarers in the foreign trade win improved rates</i>	135
<i>Air traffic staff with Swissair sign new collective agreement</i>	135
<i>Airline clerks reject strike settlement</i>	136
<i>US government orders railroad unions to call off nationwide strike</i>	136
<i>Shopcraft unions seek contract improvements</i>	136
<i>Seafarers on the East and Gulf coasts of America receive substantial pay improvements</i>	137

### Erratum

### Personalia

### Supplement

*Meeting of ITF Executive Board, London, 27-28 November 1970*  
*ICFTU calls for intensification of world-wide trade union protest against repression in Spain*

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL  
-----

Diplomatic conference approves the Convention for the Suppression of Unlawful Seizure of Aircraft

At a diplomatic conference held in the Hague from 1 to 16 December, a Convention for the Suppression of Unlawful Seizure of Aircraft was drawn up in its final form and opened for signature in the Hague on 16 December. The Convention was approved by the Conference by an overwhelming majority and after 31 December the Convention will be open to all States (not simply those represented at the Conference or who are members of ICAO) in Moscow, London and Washington. The Convention will come into force thirty days following the deposit of instruments of ratification by ten signatory States which were represented at the Hague Conference. The Convention, which is intended to be truly universal, treats hijacking as an internationally-recognised offence regardless of the motive for which it is committed and makes it the obligation of contracting States to prosecute offenders within their territory regardless of whether the actual hijacking took place within that territory.

ITF First Inter-American Conference

The ITF's First Inter-American Conference took place in Mexico City from 9 to 14 November. The one hundred delegates from 42 unions were drawn from 17 countries in the Western Hemisphere. By bringing together its affiliates from North and South America and the Caribbean, the ITF met a long-standing demand from its Latin American unions that their relationship with their colleagues in the North should be strengthened, particularly since increasingly the North American unions had been able to give practical solidarity to Latin American affiliates that were involved in serious disputes.

Prominent among the Conference's decisions was the adoption of two Declarations. The first reaffirmed the unions' determination to promote international solidarity in defence of freedom of association, the right to strike and the right to bargain freely. The Declaration also demanded that Governments in the less developed countries should ensure that international capital investment was so regulated as to protect national companies. The second Declaration was directed against dictatorial régimes which were roundly condemned, as were those Governments of other countries which assisted them in any way. The remaining twelve Resolutions dealt both with general aspects of the ITF's work -- for example, the need for affiliates to cooperate closely at national as well as international level and for special efforts to be made by the affiliates themselves to increase the ITF's resources -- and with matters of concern to specific sections of the ITF's membership -- for example, job security on the railways and the observance of international standards in the maritime industry.

The ITF's Mexican affiliates acted as host to the Conference and the President of the Mexican Railwaymen's Union, José Romero Flores, presided, assisted by four Vice Presidents: Cesáreo Melgarejo (Argentina), Eugene Blakeney (Bermuda), John Peterpaul (USA) and Humberto Hernandez (Venezuela). The Conference was prepared and generally directed by Medardo Gomero, Director of the ITF Regional Office for Latin America and the Caribbean. Harold Lewis, ITF Assistant General Secretary, acted as Secretary to the Conference.

ITF "Brussels Committee" calls for the harmonisation of social conditions in the European transport industry

At a meeting of the Committee of ITF Unions in the European Community (the so-called ITF "Brussels Committee") held in Luxembourg from 19 to 20 November and chaired by Philipp Seibert of the German Railwaymen's Union, the ITF member-unions again stressed the need for the harmonisation of social conditions within the European transport industry. In particular, they expressed concern that certain employers' organizations had prevented some European governments from fully implementing EC regulations regarding driving hours and rest periods. They insisted that community decisions on social matters be observed while condemning any relaxation of standards on the part of EC member states, either temporary or permanent.

The Committee called upon the European Commission to set up as soon as practicable an advisory joint committee for the railways on similar lines to those already in existence for road transport and inland navigation.

The Committee further called upon the Commission to draw up a precise timetable for the implementation of social measures affecting all branches of transport. The "Brussels Committee" will shortly present a detailed statement of its position on this issue to the agencies of the EC.

PAKISTAN

ITF expresses its deep sympathy with the people of Pakistan following the cyclone disaster

Following news of the terrible cyclone disaster which struck East Pakistan last month claiming many thousands of lives, the ITF cabled its seafarers' affiliate in Chittagong expressing its profound shock. The cable reads:

"On behalf of its six million members throughout the world, the ITF expresses its deep sympathy and grief to the workers and people of Pakistan in the terrible national calamity which has ravaged your country. Please convey to your government our strong sense of fellow-feeling with your nation at this time of tragedy and suffering."

TRADE UNIONS

ARGENTINA

Argentine workers stage general strike

Members of the Argentine Federation of Labour (CGT) staged a 36-hour general strike on 12 and 13 November. The stoppage paralysed bus services and the government was compelled to cancel all services operated by the Argentine State Railways after the railway management personnel's association announced that its members would not man services normally operated by the striking workers. The strike followed two similar stoppages in October.

The CGT is seeking a minimum wage of 350 new pesos\* (the government has undertaken to raise wages to 300 new pesos); pension improvements; an end to "repressive" security measures; and the release of trade unionists in prison.

\* 8.40 new pesos - £1

UNITED STATES

US union leaders to explore the possibilities of voluntary arbitration in labour disputes

A high-level union-management committee is to cooperate with the American Arbitration Association (AAA) in a study of the possibilities of using voluntary arbitration as a means of avoiding strikes. The five labour members on the commission, all vice-presidents of the AFL-CIO, include presidents Charles Luna of the ITF-affiliated United Transportation Union and Floyd E. Smith of the ITF-affiliated International Association of Machinists. David Morse, former director-general of the International Labour Organization, is a member of the three-man team representing the AAA in the study.

The committee will advise the AAA on two important areas of arbitration: the improvement of procedures for the settlement of disputes under existing contracts; and the voluntary use of arbitration by labour and management when direct collective bargaining fails and there is a desire to minimize or resolve a dispute in order to avoid a long and costly strike.

SOCIAL AND INDUSTRIAL NEWS

CANADA  
-----

UTU serves wage demands for Canadian railwaymen

The ITF-affiliated United Transportation Union (UTU) has served demands for substantial wage increases on behalf of railwaymen on Canadian railroads. The union is calling for increases of 16 per cent plus fifty cents an hour on the basic rates, overtime rates and special allowances of hourly-paid workers in road service. It is also demanding an increase of \$1.50 per hour for yard service members. The increases would come into effect on 1 January 1971.

Other major demands include:

- the revision of pension plan rules to keep pensions abreast of rises in the cost-of-living;
- the revision of employee health and welfare provisions to provide a comprehensive system of medicare for all railroad employees, the company to assume 100% of all premium costs;
- the establishment of a rule providing for accumulative sick leave of 1½ days each month;
- the provision of 5 weeks' annual leave after 20 years of service, rising to 6 weeks after 25 years;
- the provision of two extra days' annual leave each year;
- the amendment of the existing rest rule to provide for a rest period after ten hours on duty;
- the introduction of a twenty-five cent differential for shift work performed between 18.00 hours and 06.00 hours and on Sundays; and
- the revision of overtime rules to give all hourly-paid workers an overtime rate of twice the basic hourly rate for all time on duty in excess of eight hours.

GERMANY  
-----

More pay for German railwaymen

The ITF-affiliated German Railwaymen's Union (GdED) has negotiated pay increases ranging from 8 to 11 per cent for 180,000 manual and white-collar workers employed by the German Federal Railways. The increases come into operation on 1 January 1971. The working week

for German railwaymen will be reduced by one hour to 42 hours with effect from the same date. The maximum number of hours which may be worked per week will also be reduced by one hour to 51 hours. In addition, 13 DM\* per month will be credited to each worker as a deferred increase which will be paid out under certain conditions after five years. Previously these deferred increases had applied only to those earning less than DM 1,000 a month.

\* DM 8.83 - £1

## GREAT BRITAIN

### Trawler fishermen may be paid a loyalty bonus

The ITF-affiliated Transport and General Workers' Union hopes that the introduction of a loyalty bonus for trawler fishermen will provide stability of employment in what has hitherto been an essentially casual industry. Employers at the fishing port of Lowestoft are currently drafting proposals for a continued service and loyalty bonus which could be implemented as early as February of next year. This would make Lowestoft the first British fishing port ever to introduce such a scheme. The union expects that its lead would be followed by other major fishing ports.

The bonus would encourage long service in that it would be calculated according to length of service with one company.

Under a recent settlement, fishermen at the port of Lowestoft were awarded a poundage bonus in addition to their basic weekly rate. With the loyalty bonus, the value of the deal could amount to a total increase of some twenty per cent.

### Company and municipal busmen in Britain accept pay increases

Britain's 64,000 municipal busmen have accepted a pay offer which gives them pay increases of between 10 and 10.7 per cent. The offer was recommended for acceptance by union negotiators of the ITF-affiliated Transport and General Workers' Union at the end of October (see ITF Newsletter No. 11, p. 125).

98,000 provincial company busmen have also accepted a 10 per cent pay rise which comes into operation on 5 March 1971, when the current agreement expires. Bus drivers will then receive a basic weekly rate of £17 10s and bus conductors a basic of £17. The agreement gives the company busmen near parity with municipal busmen and it has been agreed to set up a joint sub-committee to look into any differences still existing between the two groups. One-man bus operation and local bargaining are other items which will be discussed.

Meanwhile, London's 26,000 busmen have submitted a claim for substantial pay increases. The busmen are also seeking a 37½-hour working week, improvements in weekend working and bonuses for one-man operation.

British airline workers commence work-to-rule

A work-to-rule involving airline workers employed by the two state airlines BEA and BOAC will operate from the third week of December. Last month, the airline workers, who include both ground personnel and flight staff, turned down an offer of a 4½ per cent pay increase. The management insisted that the offer was worth considerably more than its face value as a productivity increase due to come into operation at the beginning of 1971 would double the value of the award. The unions refuse to accept this interpretation and have broken off talks until a realistic offer is made.

MALTA  
-----

Maltese public transport employees are reinstated

Six Maltese public transport employees, who were dismissed by the Sliema Bus Company after they joined a strike of public transport workers ordered by the ITF-affiliated Malta General Workers' Union (GWU) in August\* have been reinstated following an inquiry by the Public Transport Labour Board.

The six workers will be reinstated in the jobs which they held prior to the strike and will be paid wages for the twelve weeks that they have been unemployed.

Alphonse Caruana, secretary of the GWU Port and Transport Section, represented the workers during the board's hearings.

\* see ITF Newsletter Nos. 8 and 9.

NIGERIA  
-----

Improved benefits for Nigerian railwaymen

Negotiations between the Association of Locomotive Drivers, Firemen, Yardstaff and Allied Workers of Nigeria (an ITF affiliate) and the management of the Nigerian Railway Corporation have been successfully concluded. Under an agreement reached by the two parties, the management has agreed to:

- introduce a pension scheme for all permanent firemen;
- review the mileage allowance paid to certain grades of drivers;
- improve the promotion prospects of yard staff;
- provide a housing scheme for foot-plate and yard staff; and
- pay an overtime allowance for rest house workers.

NORWAY  
-----

Norwegian seafarers in the foreign trade win improved rates

The ITF-affiliated Norwegian Seamen's Union has negotiated substantial improvements in pay for seafarers in the foreign trade. Subject to the approval of the draft agreement by the union membership, earnings will rise between twenty and forty per cent. For example, the basic wage of an AB currently earning 1,546 Kr\* will rise to 1,933 Kr from the beginning of December. Increases in the victualling and stand-by allowances are also included in the deal, as well as a clause providing for automatic adjustments tied to the cost-of-living index as at 15 October 1971.

\* 17.18 Norwegian kroner - £1

SWITZERLAND  
-----

Air traffic staff with Swissair sign new collective agreement

Following protracted negotiations, the ITF-affiliated Swiss Public Service Workers' Union (VPOD) has signed a new collective agreement with Swissair covering air traffic staff. The agreement, which comes into effect on 1 January 1971, includes the following improvements:

- a 4.47 per cent increase in the cost-of-living bonus;
- an increase in monthly family allowances of 10 fr for each child (new rate 40 fr);\*
- an additional 15 fr per month in the bonus for irregular hours of work, bringing the new rate to 60 fr per month;
- an improved bonus for work performed on Sundays and public holidays, giving a new rate of 2.30 fr per hour (an increase of 80 centimes); and
- an increase in the bonus for night work between 20.00 and 06.00 hours to 1.90 fr per hour (previous rate 1.30 fr).

The staff will also receive a maximum of 6 days' supplementary leave in compensation for irregular hours of work.

Swissair has agreed to a resumption of salary talks in April 1971, when the VPOD hopes to achieve further improvements.

\* 10.35 Swiss fr - £1



UNITED STATES

Airline clerks reject strike settlement

Members of the ITF-affiliated US Brotherhood of Railway and Airline Clerks (BRAC) have turned down a pay offer from Northwest Airlines and have voted in favour of continuing their five-month old strike against the carrier until an acceptable back-to-work agreement is negotiated. Any final settlement must be accepted by other unions whose members have been observing BRAC picket lines since the union struck on 8 July. These unions include the International Association of Machinists and the Transport Workers' Union of America (both ITF affiliates).

For details of the strike see ITF Newsletter Nos. 7, 8, 10 and 11.

US government orders railroad unions to call off nationwide strike

Four US railroad unions -- the United Transportation Union, the Brotherhood of Railway and Airline Clerks, the Maintenance of Way Employees and the dining car section of the Hotel and Restaurant Employees -- were forced to call off a two-day old rail strike earlier this month when a federal court judge announced heavy penalties if the unions refused to order their members back to work. The return-to-work order followed emergency legislation sanctioning a 13.5% pay increase for railroad workers and reconvening union/management talks on the terms of a new labour contract, the root cause of the dispute (see ITF Newsletter No. 11, p. 126). The government has also imposed a cooling-off period on the unions which expires on 1 March.

Shopcraft unions seek contract improvements

Railroad unions representing nearly 100,000 US shopcraft workers have served notice on individual railroads demanding an early start to contract negotiations. The six unions -- the ITF-affiliated International Association of Machinists, the Boiler-makers and Blacksmiths, the Railway Carmen, the International Brotherhood of Electrical Workers, the Sheet Metal Workers and the Firemen and Oilers -- hope that by bargaining individually with the railroads they will be able to reach separate agreements. Failing this, work stoppages could be called against individual lines. Previous nationwide negotiations at the close of 1969 led to a court injunction forbidding strike action (see ITF Newsletter No. 12, 1969, p. 107).

The unions are seeking annual pay increases of 20 per cent over a two year period; a cost-of-living clause; seniority pay; and higher shift differentials.

Seafarers on the East and Gulf coasts of America receive substantial pay improvements

Wage and fringe benefits totalling more than \$100 per month have been negotiated between the ITF-affiliated Seafarers' International Union of North America and its contracted companies.

Under the terms of the agreement, rated men will receive increases in basic wages of between \$30.22\* and \$46.20, bringing their basic minimum wage to \$500.55. Seafarers in this category include ABs, firemen, watertenders and oilers. Seafarers on higher rates have had their rates increased accordingly. These range from the new rate for chief cooks of \$584.17 (an increase of \$34.95), through the new bosun's rate of \$657.09 (up \$41.08) to an increase of \$45.63 for the chief electrician, who now earns \$772.83 per month.

A new pensions provision has been introduced into the agreement. This allows seafarers to retire on full pension at the age of 55 after twenty years' service. Management has agreed to contribute an extra \$2.08 per day for each man at sea to the SIU pension fund to pay for the new pensions which come into effect on 1 January 1971. The new clause does not affect current pensions benefits.

An interesting feature of the agreement is the introduction of a clause giving members of the permanent ship's committee an hour's overtime pay each Sunday for attending shipboard meetings.

\* US \$2.40 - £1

ERRATUM

We have to draw your attention to a typing error in the text of the Resolution on Airline Security adopted at the ITF Civil Aviation Section Conference in Miami, 28 September to 1 October 1970, included in the Supplement to ITF Newsletter No. 10, 1970. The mistake is contained in the sixth paragraph at the end of line two where the word "professional" should read "professed".

PERSONALIA

ITF Vice-President Frank Cousins has resigned from his post as Chairman of the British Community Relations Commission. Brother Cousins has been Chairman of the Commission since its inception in 1968.

Hedley Stone, national treasurer of the National Maritime Union of America for sixteen years, died on 7 October after a long illness. He was 73 years old.

John F. "Red" Moran, international vice-president of the US International Longshoremen's Association for the past 11 years, has died at the age of 59.

News has just reached us that John Fox, a former vice-president of the Seafarers' International Union of North America, died on 1 August following a long illness.

Vincent Esposito has been appointed assistant general secretary of the Malta General Workers' Union.

Knud Bornum, founder and first general secretary of the Danish Radio Officers' Union, celebrated his 75th birthday on 12 December.

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

---oooOooo---

Supplement to Newsletter No. 12 of December 1970

MEETING OF ITF EXECUTIVE BOARD, LONDON, 27-28 November 1970

The ITF Executive Board met in London on 27 and 28 November 1970. The meeting was chaired by ITF President Hans Dúby.

Co-option of new member of ITF Executive Board

It was unanimously decided to co-opt Louis Buonaccorsi, General Secretary of the French Railwaymen's Union (F.O.) as a member of the Board to fill the vacancy caused by the resignation of Brother Degris.

Attacks on civil aircraft

ITF General Secretary Charles Blyth apprised the Board of the ITF's action with regard to attacks on civil aircraft since the last meeting of the Board. He was able to report that influential civil aviation organizations, particularly ICAO and IATA, were now beginning to give the ITF's views very serious consideration. The ITF would also be represented at an ICAO Diplomatic Conference to be held in the Hague at the beginning of December, at which a new draft convention on hijacking would be considered.

Individual members informed the Board of the action taken by their respective governments with reference to security measures at airports and penalties for hijackers.

The meeting agreed that the General Secretary should test the reaction of international civil aviation bodies representing both airlines and airline employees to the calling of a meeting of all ITF civil aviation affiliates to discuss ways and means of combatting internationally attacks on civil aircraft and that he should take appropriate action.

Report on activities

ITF General Secretary Charles Blyth reported on the highly successful outcome of the 55th (Maritime) Session of the International Labour Conference held in Geneva from 14 to 30 October and informed the Board of the ILO Director General's appreciation of the ITF's work in this regard.

Requests for affiliation

The following applications for affiliation were accepted subject to the completion of any remaining formalities:

Sociedad de Empleados Tarjadores Marítimos del Callao (Peru)  
Sindicato General de Trabajadores de Ecuatoriana de Aviación (Ecuador)  
Sindicato Industrial de Empleados de Líneas Aéreas y Similares de la República de Panamá (SIELAS) (Panama)  
Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP) (Honduras)

Asociación de Técnicos Aeronauticos de Cochabamba (Bolivia)  
Unión de Maquinistas, Ayudantes y Mecánicos de Combustion  
Interna del Golfo de Mexico y Terrestres del Estado de  
Veracruz (Mexico)  
Sindicato de la Industria Pesquera (Puerto El Triunfo, El  
Salvador)  
Fédération Générale des Transports de Tunisie (Tunisia)  
Deck Staff Union (Nigeria)  
Railway African Union (Kenya)  
Sindicato de Trabajadores Unidos de San Jan del Sur (Nicaragua)  
Sindicato de Trabajadores de la Northern Railway Company  
(Costa Rica)  
Administración de Aeropuertos y Servicios Auxiliares a la  
Navegación Aerea (AASANA) (Cochabamba, Bolivia)  
Sindicato de Aeronavegación LAB Santa Cruz Oriente (Bolivia)

It was agreed that the next meeting of the ITF Executive Board  
should be held on 26 and 27 July 1971 in Vienna, immediately  
prior to the 30th ITF Congress.

ICFTU calls for intensification of world-wide trade union protest against repression in Spain

"Trade union organisations throughout the world are leading protest actions to condemn the repressive Franco regime in Spain," Harm G. Buiter, General Secretary of the International Confederation of Free Trade Unions, declared on 16 December. "With the Burgos court martial, which confirmed that tortures were used to extract confessions and confessions used as evidence, the regime has shown the Spanish police-state in its true colours. In view of the imminence of the verdict, we call on all affiliated organisations to intensify their action so that the utmost pressure be exerted by their respective governments upon the Spanish regime to save the lives in jeopardy in Burgos."

The International Confederation of Free Trade Unions, which in November 1969 had denounced before the world the tortures applied in police-stations in the Basque country, has protested against the Burgos trial for failing to respect universal standards of justice. The ICFTU Executive Board on 10 December in Brussels expressed horror at the killing of workers taking part in peaceful demonstrations in Spain, and demanded the immediate abolition of special jurisdiction. "The Franco regime continues to suppress brutally basic human and trade union rights, having institutionalised oppression against Spanish workers and people," states the ICFTU resolution. In the meantime, the regime has given the police, for a six months' period, arbitrary and unlimited powers of arrest.

Trade unions in various parts of the world are organising innumerable protest actions on the national and local level. Among them, the British Trades Union Congress met the Government on 15 December to ask them to intervene and have sent a protest to the Spanish Government. The German trade union federation DGB has protested vigorously and extensive demonstrations took place in German towns. The Italian federations similarly intervened with their Government and Italian dockers' unions are boycotting all Spanish ships from 12 to 19 December. The Belgian federations FGTB and CSC called for a nation-wide five minutes work stoppage on 16 December; the French federation FO intervened with the Government and organised demonstrations; all French federations called for a five-minute stoppage also on 16 December and French dockers decided to boycott Spanish ships; the Luxemburg CGT has cabled a protest and called a mass-meeting on 14 December; the Austrian federation OGB has protested energetically to the Spanish Government - as did the Swedish trade union federation LO, the Norwegian LO and the Danish LO. In Venezuela and Argentina protest demonstrations were reported. The postal workers' international (PTTI) has cabled the Spanish Government.

In Spain, the ICFTU-affiliated clandestine trade union federations UGT and STV, and others, organised general strike action throughout the Basque country at the start of the trial which paralysed the region for days; there have been demonstrations and strikes by workers, students, artists, journalists, musicians, throughout Spain.