



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. 11

November 1972

IN THIS ISSUE

Page

News and Views from the ITF

ITF protests at threatened dismissal of striking Durban dockers 143

Transport

International governmental conference backs curbs on dumping of wastes at sea 144

New IMCO Convention to make traffic separation schemes mandatory 145

Knowledge of fire-fighting techniques to be compulsory for British merchant navy officers 146

Iceland to resume fishing talks with Britain 146

Trade Unions

ICFTU protests against detention of Philippine trade union leaders 146

Strike of African busmen in Johannesburg leads to higher wages 147

US rail unions propose new retirement plan 147

Social and Industrial News

New agreement for crews of Belgian sea-going tugs 148

Settlement is reached in Greenland radio officers' dispute 149

French railway unions stage warning strike 152

OeTV signs new agreement for German dockers 152

British busmen receive allowances for shift working 152

New agreements for Norwegian trawlermen 153

South African trawler and line fishermen win improved agreement 153

Swedish ships' officers' unions reach agreement with Neptun salvage company 154

Strike of west coast deck officers in the US 154

US court halts rail strike against REA Express 155

TWU dispute with KLM is referred to mediation 155

News in Brief 156

Late Item

Government wage board recommends pay increase for African dock workers in South Africa 157

Personalia 157

Supplement

Meeting of the ITF Executive Board, London 30-31 October 1972

NEWS AND VIEWS FROM THE ITF

SOUTH AFRICA

=====

ITF protests at threatened dismissal of striking Durban dockers

Last month, 1,200 African dockers in the South African port of Durban staged a 36-hour strike to draw attention to their low rates of pay and poor working and living conditions. The dockers presented a list of grievances including:

- a demand for an increase in the guaranteed minimum wage from R8.50⁰ to R18.50 per week
- a demand for shorter working hours; the introduction on 16 October of a five-day week for dockers means that they now have to work a 12½ hour day with a single break of one hour for lunch
- paid leave of only R6 per year
- no sick pay, even when the period of sickness is covered by a certificate from a company doctor
- no pay slips, hence no check possible on sum deducted from pay for tax and lodgings
- unhygienic living conditions, some dockers being forced to sleep on the floor because there are not enough bunks
- poor quality of food served in the African compounds
- the requirement that dockers should purchase their own safety helmets and special working shoes (total cost of R6.35)
- enforced separation of workers from their families in the tribal homelands.

The dockers returned to work on 24 October when an employer's representative told a meeting of the strikers that their demands would not be met. He also warned the dockers that their action was illegal and that if they persisted they would be dismissed forthwith and returned to their homelands. (Africans require special passes, issued by the police, to work in the towns; once ordered out, they are not allowed to return.)

On learning of the employer's intervention, the ITF sent the following cable to the South African Prime Minister Vorster: "The International Transport Workers' Federation, which represents dockers throughout the free world, protests strongly at the threatened dismissal of the striking Durban dockers. Such strikes

^x-----
The poverty datum line for an African family of 5 persons in Durban is R17.97 per week for survival in the short-term. This covers only such items as transport, food, clothing and shelter.

are the inevitable consequence of the denial of trade union rights. The dockers' grievances demand a fair response from the employers instead of the present harsh measures which solve nothing and will ensure even greater unrest in the future."

TRANSPORT

INTERNATIONAL

=====

International governmental conference backs curbs on dumping of wastes at sea

Delegates from 91 nations took part in an intergovernmental conference on the dumping of wastes at sea in London at the beginning of November. At its close, a majority of the nations attending the conference, which was an extension of the UN Conference on the Environment held in Stockholm earlier this year, agreed on the text of a draft Convention on the Prevention of Marine Pollution by Dumping. Under the terms of the Convention, the dumping of certain wastes will be prohibited, the dumping of others will require a special permit issued in advance, while a general permit will be necessary to dump any other substances.

The prohibited wastes include substances with a high risk to marine organisms such as persistent pesticide and plastic wastes, highly concentrated radioactive materials, heavy metals such as cadmium and mercury and their compounds, the organic halogen compounds, materials produced for biological and chemical warfare, and oil wastes. The second category is for materials requiring special care in disposal, including those containing significant amounts of the compounds of agents such as arsenic, lead, copper and zinc, as well as cyanides, fluorides, organosilicons and pesticides. Containers, scrap metal and other bulky objects of potential hazard to fishing or navigation, together with radioactive materials excluded from the prohibited list, will also need a special permit.

The third category covers most substances dumped in the form of solids, sludge, liquids and gases. General permits for these substances will only be granted after a long list of criteria has been satisfied. The list includes such factors as quantity, composition, form, physical and chemical properties, toxicity, persistence, accumulative effects, susceptibility to change and the possibility of tainting fish. Apart from the properties of the waste itself, the proposed dumping ground will be considered to see whether fisheries or amenity areas could be affected. The method of disposal will also be taken into account, as will general considerations such as the possible effects of the waste on other uses of the sea and the availability of other means of disposal.

The Convention does not include difficulties arising from the discharge of waste oil at sea from tanker washings, disposal of wastes from exploration and exploitation of seabed mineral resources and related activities. These are among the many factors contributing to marine pollution about which the Convention asks for other urgent action.

The Convention will be open to ratification by all countries from 29 December 1972 and requires 15 signatures to be brought into effect. A Secretariat will be established to administer the Convention within three months of it coming into force. Until that time, the British government will act in its stead. Each state signing the Convention will be required to set up a special organization to deal with the issue of permits, to keep records of dumping and to monitor the condition of the sea. The participating nations have also agreed to assess liability and to settle disputes involving dumping.

New IMCO Convention to make traffic separation schemes mandatory

Traffic separation schemes are to be made mandatory under a new draft IMCO Convention on collision avoidance drawn up last month in London. The Convention will require the masters of all vessels sailing in congested waters and in areas of converging routes to observe a compulsory 'one-way' code or render themselves liable to prosecution in their own country. Vessels which have to cross 'one-way' lanes will be advised to do so at right angles to the traffic flow. The Convention also provides for large deep-laden vessels, whose draught acts as a restraint to navigation, to be given priority when manoeuvring in confined spaces. These large vessels will carry special markings (three red lights in a vertical line) and will be able to use both light and sound signals to advise other shipping of their sailing intentions.

Perhaps the most important detailed change concerns the fundamental principle - embodied in rules 19 and 21 of the 1960 collision regulations at present in force - that when two vessels are crossing on collision courses the one with the other on her starboard side takes avoiding action while the second vessel holds course and speed. Collisions have been caused in the past because the vessel which should give way leaves it too late, only to swing into the other vessel as the latter attempts a desperate last-minute manoeuvre to pass under her stern. The new rule will not allow the 'stand-on' vessel to make her last-minute turn to port unless 'the circumstances of the case' make it impossible to do anything else. She must turn away to starboard.

Radar is given a new status under the regulations which for the first time formally recognize its usefulness in preventing accidents. Rules covering the visibility ranges for navigation lights on board fast large vessels have been revised and more efficient sound signalling apparatus, effective over greater distances than at present, will also be required.

The Convention will come into force on 1 January 1976, provided that it has received the necessary number of ratifications. The implementation date has been fixed to allow time for the harmonization of existing national laws governing collision avoidance.

GREAT BRITAIN

=====

Knowledge of fire-fighting techniques to be compulsory for merchant navy officers

With effect from 1 September 1973, all British merchant navy deck and engineer officers will be required to furnish a certificate of attendance at a four-day fire-fighting course approved by the Department of Trade and Industry (DTI) in order to qualify for the issue of the first certificate of competency as Second Mate (foreign-going), Mate (home trade) or Second Class Engineer. The decision to make mandatory attendance at such courses was taken by the DTI following consultation with the representative organizations of the shipping industry. It is also in line with the recommendations laid down by the Inter-Governmental Maritime Consultative Organization.

ICELAND

=====

Iceland to resume fishing talks with Britain

Iceland and Britain are to resume talks at ministerial level over the fisheries dispute between the two countries. According to a British official statement, it is hoped that the talks will lead to "an agreement for interim arrangements for fishing in the waters round Iceland".

TRADE UNIONS

PHILIPPINES

=====

ICFTU protests against detention of Philippine trade union leaders

ICFTU General Secretary Otto Kersten has cabled President Ferdinand E. Marcos of the Philippines appealing for "the immediate release of Philippine trade unionists arrested under martial law and the restitution of full trade union rights". When martial law

was introduced in the Philippines on 23 September 1972 strikes and demonstrations were outlawed and hundreds of persons, among them several trade union leaders, were arrested.

SOUTH AFRICA
=====

Strike of African busmen leads to higher wages

1,300 African busmen employed by the Public Utility Transport Corporation (PUTCO) in Johannesburg took strike action in June of this year in protest against the Corporation's failure to fulfil its earlier promises of increased wages and shorter hours for its employees. The South African authorities arrested 318 of the drivers involved in the strike. (Strikes of African workers and of workers in so-called 'essential' industries, which include the transport industry, are illegal in South Africa.) They were still awaiting trial when the government decided to drop the charges against them and PUTCO announced details of pay increases averaging 33 per cent from 6 September for all its 2,800 workers, including the strikers, in the Transvaal and Natal. The increases, which put the men among the highest paid African workers in South Africa, include an improved rate of R35 per week for newly-engaged drivers (previously R27.26), rising to a maximum of R45 per week after 10 instead of the previous 26 years' service. Drivers with seven years' service receive a 40% increase from R30.89 to R44.00. There are also improvements in the annual leave allocation, workers with 5 years' service being entitled to 3 weeks' leave, an increase of one week.

R1.95 = £1

UNITED STATES
=====

US rail unions propose new retirement plan

21 unions belonging to the Congress of Railway Unions and the Railway Labor Executives' Association have joined together in a major effort to secure an improved retirement plan for the upwards of 600,000 workers employed on US railroads. The unions are planning to launch a major campaign in Congress to win approval for their two-tier plan, which is largely based on recommendations presented to Congress earlier this year by a five-man US Commission on Railroad Retirement. At the lower level, railroad workers, in common with other US workers, would pay a payroll tax of 5.85 per cent with effect from 1 January 1973 to provide for retirement benefits paid out of social security and administered by the Railroad Retirement Board. (This suggestion, if approved, would substantially reduce the cost burden on the worker, who, under the current railroad retirement law, will be required to pay a 10.25 per cent tax from January next.) At the second level, a supplementary pensions plan negotiated by the unions with the railroad employers and protected by federal legislation would provide for the basic pension to be boosted by

a private pension financed solely by the employer either directly or through a ton-mile or excise tax.

SOCIAL AND INDUSTRIAL NEWS

BELGIUM

=====

New agreement for crews of Belgian sea-going tugs

After long and difficult negotiations, the ITF-affiliated Belgian Transport Workers' Union has reached agreement on the provisions of a new contract for crews of sea-going tugs. The agreement, which comes into effect on 1 November 1972, gives the following revised basic rates of monthly pay:

| | |
|------------------------|-------------|
| Captain | 18,161 Bfr. |
| Mate | 15,115 |
| Motorman | 17,092 |
| AB (1) | 13,864 |
| AB (2) | 13,229 |
| Ordinary Seaman age 16 | 6,739 |
| 17 | 8,055 |
| 18 | 9,384 |

These figures, on which all future index adjustments will be based, go up by 182 Bfr. on 1 April 1973.

13 salary payments

The first moves have been made in the direction of 13 full salary payments each year, this to be achieved by 1975 for crew members with over four years' service (see table below). The 13th salary payment, which will be made for the first time this year, will be based on the December salary less allowances for evening, night and Sunday working and other allowances and excluding overtime. Men who have been employed for less than one year will receive 1/12 of the extra month's salary for each month worked.

The extra month's payment expressed in percentage terms:

| Length of service | 1972 | 1973 | 1974 | 1975 |
|------------------------|------|------|------|------|
| from 3 months to 1 yr | 30% | 36% | 48% | 60% |
| after 1-2 yrs' service | 35% | 42% | 56% | 70% |
| " 2-3 yrs' " | 40% | 48% | 64% | 80% |
| " 3-4 yrs' " | 45% | 54% | 72% | 90% |
| over 4 yrs' service | 50% | 60% | 80% | 100% |

Security of employment

Employees with at least 25 years' service who become medically unfit to perform their job shall be offered suitable alternative employment. Employees who become unable to carry out their job as a result of an accident occurring in the service of the company shall be offered alternative employment, regardless of whether they have completed 25 years' service.

DENMARK

=====

Settlement is reached in Greenland radio officers' dispute

The ITF-affiliated Danish Radio Officers' Association called off its strike action scheduled for 31 October and cancelled its embargo on radio positions in Greenland after it reached agreement with the Danish Ministry for Greenland on the terms of a new contract of employment for radio officers, Radio Sonde personnel and telecommunications technicians stationed in Greenland.^{x)} Details of the arbitration award, which was made on 25 October, are set out below. (The agreement covers the period 1 April 1971 to 31 March 1973.)

x) For further details see ITF Newsletter No. 9, p. 124

1) Provisions applying to all three categories of personnel Salary adjustments

In addition to the salary already earned for the period 1.4.1971 to 31.3.1972 in accordance with the provisions of the agreement of 29 July 1970 employees shall receive a single lump-sum payment equivalent to 1.5% of the total salary used for the calculation of the leave entitlement during the period.

The monthly salary for April 1972, which includes a 6% cost-of-living rise, shall serve as the basis for the new salary for the period 1.4.1972 to 31.3.1973. With effect from April 1972, the total monthly salary is increased by 230 Dkr, this increase also to apply to the allowance for Greenland.

Overtime

Overtime payments shall be calculated with effect from 1 April 1971 based on the employee's seniority pay at the time of payment. For the purpose of calculating overtime pay, the following shall be included: basic pay, allowance for Greenland, seniority pay, cost-of-living allowance and language bonus.

Compensation for a lost free day

The rate for work performed on free days shall be paid at overtime rates, for a minimum of 6 hrs 57½ minutes.

44-hour rule

For each 44 hours on duty worked by order or as the result of an approved roster in the period between 17.00 hrs and 06.00 hrs free time of 4 hours shall be granted, this to be taken when extra free days are allocated.

Free holiday travel

Employees and their families are entitled to free holiday travel each year, provided that the employee has worked for a total of four years in Greenland. This service need not be continuous.

The union is aware that many employees arrange their holidays well in advance and it has therefore been agreed that in 1973 and 1974 members shall be allowed the choice of free travel or a cash payment of 3,800 kr for single men (6,000 Dkr for employees with dependants).

Union representatives

Each category shall be free to choose its own union representative, the sole requirement being that he shall represent at least four employees. Protection of union representatives against dismissal has been improved, agreement having been reached between the Ministry and the union that in the event of a union representative being threatened with dismissal the situation shall be a matter for joint discussion.

Time-off for union activities

One representative from each of the three categories shall be allowed a maximum of 14 days' leave each year without loss of pay to attend official meetings of union representatives. The same conditions shall apply to participation of union representatives in contract negotiations between the Radio Officers' Association and the Ministry for Greenland.

30-day rule

As far as possible, members who have been employed for a full calendar year shall be entitled annually to 30 free days on Sundays and Public Holidays. In the case of employees with less than one year's service, this entitlement shall be reduced by 3 days for each month less than 12 months. The number of free days shall be reduced by 1 day for each 11 days lost through sickness in the course of a calendar year.

Employees who are unable to take the free days in the year in which they fall due shall be awarded $\frac{1}{2}$ day's annual leave in the following year for each free day from 1 to 11 inclusive (this to be rounded up to next highest full day) and one full day's leave for all additional days thus forfeited.

2) Ministry for Greenland's demands

a) The union has accepted that the Ministry's employees shall pay part of the cost of their accommodation, although the employee's contribution has been fixed at a much lower rate than originally proposed. The Ministry has undertaken not to increase the level of contribution during the period of the agreement.

b) The Ministry had originally insisted that the fuel allowance should be abolished, but the union has succeeded in obtaining the retention of the fuel allowance for all serving employees. However, no fuel allowance will be paid to persons who enter the Ministry's employment after 1 November 1972.

c) The Ministry has conceded that employees should continue to receive free medical and dental treatment.

d) The union has conceded that the allowance for Greenland shall not be tied to increases in the cost-of-living in the future, but it has been successful in obtaining an increase in the allowance itself.

3a) Provisions applying to radio officers: seniority

Radio officers who were employed as radio officers by the state before obtaining their radio officer's certificate shall be entitled to include this period of service for seniority purposes, provided there is proof that the duties involved were the equivalent of those normally performed by radio officers with either a first or second class civilian certificate.

3b) Provisions applying to Radio Sonde personnel: low pay bonus

With effect from 1 April 1972, the Greenland allowance for Radio Sonde personnel is increased by 70 Dkr per month, in addition to the 230 Dkr awarded above. The extra payment is being made to compensate Radio Sonde personnel for their low rate of pay.

3c) Provisions applying to telecommunications technicians: Civil Servant status

The agreement states explicitly that all telecommunications technicians have civil servant status.

FRANCE

=====

French railway unions stage warning strike

French railway unions observed a 26-hour warning strike on 20/21 October following the rejection by the unions of an improved pay offer made by the French State Railways (SNCF). The unions, which include the FO railwaymen's union, have given notice that they will take further action if the SNCF refuses to meet their demands for an 8.5% increase in basic pay. (The employers' last offer was of 7.5%.) The action will take the form of a series of strikes, in the period 14 - 18 November, on different regions of the French railway network.

GERMANY

=====

OeTV signs new agreement for German dockers

A new agreement has been signed by the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) on behalf of the country's 25,000 dockers. The agreement, which came into force at the beginning of this month, provides for a 10 per cent increase in the basic hourly rate of dockers from DM 6.63 to DM 7.30 and that of foremen from DM 7.49 to DM 8.25. The hourly bonus for night work performed on weekdays is raised to DM 6.40 (for the second shift) and to DM 1.60^x(for the third shift); that for work performed on Sundays and Public Holidays being raised to DM 13.64 (for the first and second shift) and to DM 21.67 (for the third and fourth shift). A bonus of DM 7 will also be paid for supplementary and double shift working. The agreement expires on 31 December 1973.

^xThis rate is the same as that already paid for the third shift in the port of Hamburg.

GREAT BRITAIN

=====

British busmen receive allowances for shift working

Following an arbitration decision announced last month, 80,000 British municipal busmen are to receive an interim shift allowance of 10 per cent of basic rates payable from November. It has also been suggested that a joint inquiry should look into the extent of shift working among busmen with a view to determining a permanent rate and the possibility of varying this rate according to area. The award represents a significant victory for the ITF-affiliated Transport and General Workers' Union, which had referred its claim for the introduction of a shift allowance for municipal busmen to arbitration following repeated rejections of union demands by the Municipal Passenger Transport Employers' Federation.

Later in the month, the London Transport Executive announced that it would pay the new shift allowance to the capital's 23,000 busmen, although no decision has yet been taken as to the date on which the increases are to come into operation. London busmen already receive an element of extra pay for shift working and thus are not eligible for the full amount of the arbitration award. No reply was made by the employers to the TGWU claim for a 4½% interim pay increase to bring the busmen's rates up to those of London underground workers awarded pay increases in a settlement earlier this year.

Pay increases of up to £2.15 per week for 80,000 provincial company busmen were negotiated at the beginning of this month. Bus crews will be paid a 10% shift allowance from 1 November, thus bringing them into line with municipal busmen in the provinces.

NORWAY
=====

New agreements for Norwegian trawlermen

Following protracted negotiations, the ITF-affiliated Norwegian Seamen's Union has reached a settlement with the Norwegian trawler owners' association on new agreements for some 500 trawlermen on 60 Norwegian trawlers. The negotiations, which have twice been compulsorily referred to mediation, have been hampered by the many different pay arrangements based on the percentage and fixed wage systems operating in the Norwegian trawling industry. With effect from 1 November, there will be only one form of each of the percentage and fixed wage systems. Under the percentage system, which will apply to all crew members on side trawlers, there will be an 8% increase in overtime and sick pay and the minimum share in the catch will also be raised by 8 per cent. Those on the fixed wage system benefit from a victualling allowance paid by the employer, four weeks' annual leave and a holiday bonus of 12% of basic pay. This latter system will apply to most stern trawlers, although here there will be an element of choice.

SOUTH AFRICA
=====

New agreement for trawler and line fishermen

The ITF-affiliated Trawler and Line Fishermen's Union has successfully negotiated pay increases averaging 15.28% for 1,000 fishermen employed by Irvin and Johnson in Cape Town. The two-year agreement, which entered into effect on 1 July 1972, incorporates a number of major improvements. Commission (a bonus paid according to the size of the catch) has been increased by 34.5% for all sailings after 24 July 1972 and for the first time all members of the crew will be entitled to a share of this bonus. Deckhands will now qualify for continuous service after two years instead of the previous period of four years.

The table given below sets out the new guaranteed weekly minimum rates (exclusive of commission):

Wet fish trawlers

| | |
|-----------------------|---------|
| Long service deckhand | R 21.00 |
| Deckhand | R 19.60 |
| Cook | R 24.50 |
| Cabin Boy | R 10.50 |
| Greaser | R 19.60 |

Freezer trawlers

| | |
|-----------|---------|
| Deckhand | R 21.00 |
| Cook | R 29.40 |
| Cabin Boy | R 10.50 |
| Greaser | R 23.10 |

SWEDEN

=====

Swedish ships' officers' unions reach agreement with Neptun salvage company

The dispute between the ITF's Swedish navigating and engineer officer affiliates and the salvage company Bergnings- och Dykeri AB Neptun, which the Swedish government last month referred to a Conciliation Board, has now been settled to the unions' satisfaction^x. Full details of the new agreement for members of the two unions on board the salvage vessels Ajax, Mercur, Neptun and Poseidon will be given in the December issue of the ITF Newsletter.

^xFor details of the causes of the dispute see ITF Newsletter No. 10, p. 138

UNITED STATES

=====

Strike of west coast deck officers in the US

On 25 October, 2,000 west coast deck officers belonging to the ITF-affiliated US International Organization of Masters, Mates and Pilots (IOMMP) walked off their jobs, tying up all American-flag Vessels then in west coast ports. (Vessels carrying perishable goods and vital military cargo have been exempted from the strike.) The IOMMP called the strike after negotiations broke down with the Pacific Maritime Association on the terms of a new contract to replace the previous contract, which expired on 15 June. Four days later, the strike spread to Hawaii, which has been particularly hard hit as the island is largely served by west-coast vessels and federal law prohibits foreign vessels from carrying goods between domestic ports. The strike has the

full support of longshoremen's unions, who have refused to cross official picket lines. (East and Gulf Coast members of the IOMMP, whose contracts also expired in June, are unaffected by the strike as their contract negotiations are still continuing.)

Federal mediation talks set up in an attempt to settle the dispute broke down on 7 November when the shipowners refused to recognise the IOMMP as bargaining agent for port captains hired by management for shore positions.

In September, the IOMMP was involved in a separate nine-day strike against Sea-Land in a dispute over the manning of the company's new class of eight container vessels. The matter was settled to the union's satisfaction when Sea-Land decided to meet IOMMP demands for two deck officers on each of three shifts (the company had previously held that there was need for only one deck officer per shift) after the US Court of Appeal ruled that the union's strike was legal.

Court halts strike against REA Express

15,000 members of the ITF-affiliated Brotherhood of Railway and Airline Clerks called off a nationwide strike against REA Express last month after a US federal judge issued a restraining order sending the men back to work. The REA clerks, drivers and freight handlers, who have been working without a contract for sixteen months, struck on 20 October after federal mediators failed to promote a settlement of their long-standing dispute.

BRAC President C.L. Dennis has asked that when the court convenes to hear the employer's case for an interim injunction it should allow the strike to be resumed if REA has not then met the union's demands for a new contract covering wages, work-rules and welfare benefits backdated to the expiration of the previous contract.

TWU dispute with KLM is referred to mediation

The US government has invoked the provisions of the Railway Labor Act and referred to mediation a dispute between the Transport Workers' Union of North America (an ITF affiliate) and the Dutch airline KLM. Union grievances against the airline company include its attempt to reduce the number of jobs by cancelling the union's commissary agreement (under which the TWU provides catering staff for the airline) and to deprive union members of the benefits occurring to them from maintenance, teletype and cargo agreements. The TWU strike notice issued for 31 October has been withdrawn pending the outcome of the mediation talks.

NEWS IN BRIEF

The port of Bridgetown was strikebound from 30 September to 11 October as dockers struck in support of a demand from their union, the ITF-affiliated Barbados Workers' Union, for recognition as the bargaining agent for the employees of a construction company. The dockers returned to work on 12 October after a general strike called by the BWU for the previous day, which had halted most communications on the island, led the Employers' Confederation to settle the two-month-old dispute over union recognition. In a gesture of solidarity, dockers in a number of other Caribbean countries, including the ITF-affiliated Seamen and Waterfront Workers' Trade Union in Trinidad, refused to handle cargo diverted from Barbados during the dispute.

Trade unions representing employees of the Belgian airline SABENA, which has a massive financial deficit, have asked the airline not to go ahead with its plans for making redundant four per cent of its staff in Belgium before considering the unions' counter-proposals. The unions advocate: no recruitment of new staff; existing staff should be encouraged to leave the company voluntarily; a revision of current airline policy on employment of temporary staff, of which there are a considerable number; staff who have reached the normal retirement age should not be kept on by the company.

The French national minimum wage (SMIC) was raised by 5.8% from 430 fr. to 4.55 fr. per hour with effect from 1 November 1972. Since the national minimum wage was redefined in 1970 it has been revised each July on the basis of rises in the cost-of-living index. The SMIC was revised in July of this year, but, faced with a high rate of inflation and the prospect of a spring election, the government has decided to raise the SMIC by an amount in excess of the rise in the cost-of-living in order to improve the living standards of France's low-paid workers.

Air stewards and stewardesses employed by Alitalia staged a 70-hour strike on 21 October in protest against the company's refusal to discuss a new labour contract to replace the one which expired recently. The cabin staff complain that the airline has introduced new working conditions since the expiry of the contract, reversing conditions included in it.

Italian seamen staged a 24-hour strike on 30 October to back up their demands for the implementation of pension increases approved by the government earlier this year.

The All-Japan Dock Workers' Union has submitted demands for shorter working hours, improved job security, more social security benefits, an increase in paid vacations and better safety precautions to management and local government bodies.

In recent weeks, a number of pay awards have been made to African workers in South Africa, reflecting a growing awareness on the part of commerce and industry that African wage rates are dangerously low. The South African retail and distributive trade has announced that it is to pay increases of up to 46% to its thousands of low-paid African employees, adding R20.58 to the wage packets of those Africans earning the minimum monthly rate of R44.42. This announcement comes shortly after a decision by the Johannesburg City Council to pay black medical doctors the same rate as white doctors. One of the country's largest mining concerns, the Johannesburg Consolidated Investment Company, is also to increase the wages of its 50,000 African workers.

Railwaymen in Uruguay called off a month-old strike on 6 October when the government announced details of a new plan for the railway industry. A union spokesman said that the measures contained in the plan met most of their demands, which are reported to include a call for greater investment by the government in the country's railway system. A general strike which had been called for 10 October in sympathy with the railwaymen was cancelled.

LATE ITEM

SOUTH AFRICA

=====

Government wage board recommends pay increase for African dock workers

The South African Government Wage Board has recommended increases of approximately 40% in the minimum pay of African dockers in South African ports. The award follows a strike of Durban dockworkers (see item elsewhere in this Newsletter) and the refusal to work overtime by dockers in the port of Capetown.

PERSONALIA

It is with great sadness that we announce the death, on 16 October, of our former colleague Bob Santley, who for many years was closely associated with the work of the ITF Seafarers', Fishermen's, Dockers' and Inland Waterway Sections. Bob was one of the few surviving links with the early days of the ITF following its re-creation in Amsterdam after the First World War, which had

destroyed the original organization. He joined the ITF Secretariat in 1924 and worked as a translator and interpreter for several languages until he was appointed Personal Assistant to the then Acting General Secretary, J.H. Oldenbroek, in 1939. It was in this latter capacity that he first began to specialize in the work of the Maritime Sections, becoming a full-time Section Assistant to the four groups in 1946, and a Section Secretary to them from 1958 until his retirement in 1970. His contribution to the ITF as a whole, and particularly to the four industrial sections with which he worked for so long was an immense one - and one for which he will be long remembered. Our heartfelt sympathy goes to his wife, Evelyn, in her loss, which is also our loss.

Percy Coldrick, general secretary of the British Transport Salaried Staffs' Association and a member of the TUC General Council, has announced that he will retire next June on his sixtieth birthday. Brother Coldrick is Chairman of the ITF Allied Industries and Services Section and is also an active member of the Railwaymen's Section.

Gunwald Hauge, former president of the Norwegian Seamen's Union, celebrated his 70th birthday on 8 November. Brother Hauge is a former member of the ITF Executive Board.

Einar Johansen, head of the New York office of the Norwegian Seamen's Union has died at the age of 64. Bro. Johansen, who has held his present position since 1938, was due to retire at the beginning of 1973.

Jack Jones, general secretary of the British Transport and General Workers' Union, has been elected chairman of the TUC's International Committee. He succeeds Sir Frederick Hayday of the General and Municipal Workers' Union, who retired earlier this year.

Mr. P.M. van Keulen has been appointed to the temporary presidency of the dockers' section of the Dutch Transport Workers' Union in succession to Wim Hulsker. A permanent appointment to this position will be made at a meeting of the dockers' section in April 1973.

Ejler Sønner has been appointed president of the Danish Transport and General Workers' Union in succession to Anker Jørgensen, the new Danish Prime Minister. Erik Bording has been elected to Ejler Sønner's previous position as vice-president of the union.

FORTHCOMING MEETINGS

=====

| | | |
|---|---|--------------------------|
| ITF Management Committee | - | London, 1 March 1973 |
| Meeting of European members of ITF Executive Board | - | London, 2-3 March 1973 |
| ITF Management Committee | - | Innsbruck, 6 June 1973 |
| ITF Executive Board | - | Innsbruck, 7-8 June 1973 |

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. 11, 1972

MEETING OF THE ITF EXECUTIVE BOARD, LONDON 30 - 31 OCTOBER 1972

The ITF Executive Board met in London on 30 and 31 October 1972. Present were: F. Prechtl (President), H. Kluncker (Vice President), H. Aasarød, A. Ayoub, J.R. Baiden, D.S. Beattie, L. Buonaccorsi, W. Cassiers, J. Elliott, J.L. Jones, K. Kihata, W. Meier, W.C.Y. McGregor, C. Melgarejo, R. S. Oca, D.N. Secord, E. Svensson, Y. Woschina, C.H. Blyth (General Secretary); together with Harold Lewis (Assistant General Secretary) and M.S. Hoda, C. Iddon, B. Laughton and A.G. Selander (Section Secretaries).

G.J.H. Alink, L. Gallardo R., S.F. Greene and Ph. Seibert were unable to attend.

The meeting was chaired by ITF President Fritz Prechtl.

Hijacking

It was unanimously agreed:

- a) to take note of the resolution on Unlawful Attacks against Civil Aircraft adopted by the Civil Aviation Section Conference held in Dublin on 28 and 29 September 1972;
- b) to authorize the Management Committee, together with the Chairman of the Civil Aviation Section, to enter into discussions with IFALPA concerning ways in which the ITF and IFALPA could cooperate in order to bring pressure on governments and international organizations to take effective security measures at airports, and, in doing so, to have regard to the terms of the Dublin resolution.

Conference of European Affiliated Organizations

It was agreed to accept the Recommendation adopted by the Conference of European Affiliated Organizations held in Salzburg on 9 and 10 October in order to discuss the future needs of the ITF's European affiliates in the enlarged European Economic Community and to authorize the General Secretary to convene the meetings it envisaged.

Applications for Affiliation

It was agreed to accept the following applications, provided any remaining formalities were satisfactorily completed:

- Sierra Leone Dock Workers' Union
- Indian National Transport Workers' Federation
- Canadian Area International Longshoremen's and Warehousemen's Union

Greek proposal concerning ITF Custodian Agreements

It was unanimously agreed to reject the proposal put forward jointly by the Greek Seamen's Federation and the Greek ship-owners concerning ITF Custodian Agreements on Greek-owned flag-of-convenience vessels. It was however agreed to authorize the General Secretary to negotiate directly with the Greek owners on the understanding that no binding commitments would be made without the Board's authority.

At the invitation of the President, it was agreed that the next meeting of the ITF Executive Board should be held 7 to 8 June 1973 in Innsbruck.

It was further agreed that the proposed meeting of European Executive Board members should take place in London on 2 and 3 March 1973.

---ooo0ooo---