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 WE TAKE THIS OPPORTUNITY
 OF WISHING THE SEASON'S
 GREETINGS TO ALL OUR
 READERS
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No. 12 December 1972

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NEWS AND VIEWS FROM THE ITF

IRELAND

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ITF expresses sympathy with Irish transport workers after Dublin bomb explosions

Two bomb blasts in the centre of Dublin on 1 December caused the deaths of two busmen members of the ITF-affiliated Irish Transport and General Workers' Union (ITGWU) and resulted in extensive damage to the union's fifteen-storey headquarters building Liberty Hall. ITGWU General Secretary Michael Mullen, with members of the staff, and part-time officials who were present when the explosions occurred, worked unceasingly for many hours to clear the debris and assist those shocked and injured by the blast. Following news of the bomb outrage, ITF General Secretary Charles Blyth sent this message of sympathy to the union:

"On behalf of our Executive Board and our affiliated unions throughout the world, I would convey to the officers and members of the Irish Transport and General Workers' Union our profound sympathy and sense of outrage at the appalling and mindless bombing of Liberty Hall. In asking you to pass on these sentiments to all who suffered, and particularly to those bereaved, by this atrocity, we are aware that words can bring little comfort. Let us hope nonetheless that in being with you in spirit on this occasion we may yet in some intangible way contribute to that goal of peace, justice and prosperity for Ireland, to the achievement of which your union has lent such great efforts".

RHODESIA

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Rhodesia plans compulsory passes for Africans

The Rhodesian regime is planning new legislation which will impose severe restrictions on the personal liberty of the country's five million Africans. Under an amendment bill tabled in the Rhodesian parliament last month, Africans will be required to carry valid registration or identity cards with them at all times^x and it will become an offence for Africans to leave the country without first obtaining a permit from a registration officer. The new bill, which is being widely interpreted as a further step by the Smith regime in the direction of apartheid, also gives the regime the power to refuse exit permits to Africans. The legislation has been strongly condemned on moral grounds by the African National

^xIf the new bill becomes law, and there is every reason to believe that it will, Africans found without a valid registration or identity document will be liable to a fine of R\$100 or one year's imprisonment or both.

Council, which also sees it as yet another move in the campaign to persuade black Rhodesians to go back on their rejection of the "settlement" terms.

TRADE UNIONS

AUSTRIA

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Austrian Railwaymen's Union celebrates its 80th anniversary

The ITF-affiliated Austrian Railwaymen's Union is 80 years old this year. The event was celebrated at the union's annual conference held in Vienna at the beginning of December. Included among the congratulatory messages from friendly organizations was one from the ITF, which was delivered by ITF General Secretary Charles Blyth. The General Secretary also presented the union with a plaque in honour of the occasion.

GREAT BRITAIN

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ASTMS is to de-register under the Industrial Relations Act

The ITF-affiliated Association of Scientific, Technical and Managerial Staffs (ASTMS) is to de-register under the Industrial Relations Act. The decision was taken last month at a special rules revision conference, which voted overwhelmingly in favour of coming off the register of trade unions, thus reversing the union's annual conference decision earlier in the year. The decision means that ASTMS is no longer under threat of suspension from the British Trades Union Congress (TUC), which is operating a policy of non-cooperation with the Act.

Closed shop for British merchant seamen

The ITF-affiliated British National Union of Seamen last month became the first union to get a closed shop under the Industrial Relations Act for the 45,000 merchant seamen organized by the union. The NUS application for a post-entry closed shop, which was granted after a short hearing by the National Industrial Relations Court, has the full support of the employer's body, the British Shipping Federation.

NIGERIA

=====

ICFTU appeals for release of Nigerian union leaders

The International Confederation of Free Trade Unions has cabled General Gowon of Nigeria appealing for the immediate release of Nigerian trade union leaders arrested recently in Lagos. The cable reads: "According to press reports, the General Secretary of the United Labour Congress of Nigeria and two other

officials have been arrested and ULC top leaders placed under surveillance for carrying out normal trade union activities which are protected by ILO principles and standards. I urgently appeal to you to have them released immediately".

The reports said that the arrests were connected with a statement issued by the ULCN on 30 September expressing its opposition to a wage freeze while prices and other incomes were allowed to rise.

SOUTH AFRICA
=====

South African workers vote for full trade union rights for Africans

White, coloured and Asian workers belonging to the Trade Union Council of South Africa have voted overwhelmingly in favour of extending full trade union rights to Africans. With this mandate, TUCSA, with its 200,000 membership South Africa's largest trade union organization, is expected to join like-minded employers' associations in pressing the government to allow African trade union representation. (African at present are barred from membership of registered trade unions and are not allowed to form their own unions.) However, there is as yet no indication that the South African government is prepared to consider a change in its policy.

TRANSPORT

UNITED STATES
=====

US government orders armed guards at all airports

The US government has issued an emergency order requiring all the 531 airports in the United States with airline services to provide armed police officers or other armed guards to help in intercepting potential hijackers. At present, federal or local armed guards are stationed, often at a central airport location, at 123 of these airports, which account for 90% of all passenger movements. However, there are not enough of these guards for men to be assigned to cover every boarding. Under the new plan, at least one guard would have to be at a boarding gate 30 minutes before a passenger load was boarded there. It has been emphasized that the rôle of the guards is not to take over the routine duties of existing airline and airport staff but to offer assistance when safety regulations are breached. The revenue for the scheme is likely to be raised from a modest ticket tax.

According to official government sources, the plan is part of a broad anti-hijacking initiative, which in the following months will require the following procedures:

- every airline passenger to be screened by boarding-gate detectors for the presence of guns or other weapons.
- all carry-on items to be physically inspected for the presence of weapons.
- new cockpit security and other protective devices to be provided on board aircraft.

The main elements of these stricter anti-hijacking measures have been under discussion for some time, although the decision to implement them has been accelerated following two recent US hijackings which were marked by violence.

SOCIAL AND INDUSTRIAL NEWS

DENMARK

=====

Danish seafarers' unions take action against shipping company

Last month, the Danish Engineer Officers' Association and the Danish Firemen's Union (both ITF affiliates), together with the Danish Metal Workers' Union, instructed their members not to seek or accept employment with the shipping company Wonsild og Søn of Copenhagen. The three unions decided on this action because they have been unable, despite frequent attempts, to obtain an agreement for their members with the company, which owns a number of coasters.

FRANCE

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French railway unions submit salary claim to government

French railway unions staged a series of strikes from 14 to 18 November on different regions of the French railway network in support of their demand for an 8 per cent salary increase^x. The unions abandoned their plan for a further series of similar strikes this month after deciding to submit their salary claim to the Prime Minister, Pierre Messmer.

^xFor earlier details of the dispute see ITF Newsletter No.11,p.152

GERMANY

=====

New basic agreement for Lufthansa ground staff

Following intensive negotiations, including a resort to mediation, the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has succeeded in obtaining a new basic agreement for 20,000 ground staff with the German airline Lufthansa and Lufthansa Service Ltd. The most important provisions of the agreement, which is backdated to 1 January 1972, are given below:

- the annual leave allocation for all ground staff is to be increased by stages, with a minimum of two extra days;
- of the total leave granted to ground staff for training purposes, one week will be paid by the employer;
- ground staff may not be dismissed after completing 15 years' service or demoted after completing 20 years' service;
- more special leave for ground staff who perform night duties;
- ground staff who for health reasons become unable to perform shift or night duties shall continue to receive the pertinent allowance for up to 12 months;
- the supplement to sickness benefit for employees with 15 years' service will be paid for a period of up to 39 weeks.

GREAT BRITAIN

=====

National one-day strike of British footplatemen

The ITF-affiliated Associated Society of Locomotive Engineers and Firemen (ASLEF) called a nationwide strike of its 29,000 members on 23 November in an attempt to persuade British Rail to speed up negotiations on an improved pay structure for all drivers, promised in the June pay settlement. The footplatemen feel strongly that their position has been eroded in the past few years and that they have not been adequately compensated financially for the flexibility which they have shown in adapting to new high-speed trains.

The immediate cause of the dispute was the shunting, by British Rail footplate inspectors, of the experimental 150 mph advanced passenger train from the BR research centre in Derby to railway workshops nearby, which the union claimed was in breach of regulations. The advanced passenger train, together

with the 125 mph high speed train, has been blacked by the union for the past four months in support of its claim for extra pay for drivers based on the increased responsibilities involved in handling such trains^x. ASLEF holds the position that all footplate staff must receive substantial pay increases before it will allow them to drive trains at more than 100 mph.

Meanwhile, the executives of the three British rail unions -- the Associated Society of Locomotive Engineers and Firemen, the National Union of Railwaymen and the Transport Salaried Staffs' Association (all ITF affiliates) -- are to meet to draw up joint wage proposals for the country's 190,000 railwaymen, which they are expected to put to the British Railways Board in the first round of the 1973 pay talks.^x See also ITF Newsletter No.10, p.137.

London busmen receive pay award

The London Transport Executive has agreed to substantial improvements in pay for London's 23,000 busmen^x. The busmen -- members of the ITF-affiliated Transport and General Workers' Union -- receive a permanent shift allowance of £1.50 per week; £1 per week on basic rates; and a £50 annual service award after one year's service, which will be paid for the first time in December 1973.

^xFor further information on the pay awards to British busmen see ITF Newsletter No. 11, p. 152.

NORWAY

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New agreement for Norwegian seafarers in the foreign trade

Following a difficult round of negotiations, the ITF's three Norwegian seafarers' affiliates -- the Norwegian Seamen's Union, the Norwegian Ships' Engineers' Union and the Norwegian Mates' Association -- have obtained a two-year mediation award for their members in the foreign trade. The new agreement gives seafarers a general increase of 6 per cent plus 100 Nkr per month in the first year, with provision for a further monthly increase of 135 kr in the second year; proportionately higher increases for low-paid workers; a 10% increase in the victualling allowance; an increase of 84 Nkr per month in the two-watch allowance; and an additional day's leave at Easter and Whitsun. Overtime rates and all other allowances based on the monthly rate will be raised by the same percentage as the monthly rate.

SINGAPORE

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Important new agreement for Singapore seamen in the Far East trade

Gunnar Karlsson, president of the ITF-affiliated Swedish Seamen's Union recently visited the Far East where he assisted one of the ITF's newer affiliates, the Singapore Organization of Seamen, in negotiating a far-reaching agreement for their members in the Far East trade. The new agreement gives Singapore deck and engineroom ratings and catering staff on the Swedish vessels Brosea and Broriver of the Broström concern rates of pay and conditions of service comparable with those of Swedish seafarers. The most important provisions of the agreement, which covers the period 1 September 1972 to 31 December 1976, are given below.

Monthly rates of pay

(1 September 1972 to 31 December 1973)^x

Ratings	Starting salary	2 years	5 years	10 years	
Boatswain	617	636	655	675	S\$
Carpenter	617	636	655	675	
A.B.	549	565	582	599	
O.S.	412	424	-	-	
Electrician	755	778	801	825	
Ship's mechanic	617	636	655	675	
Fireman	549	565	582	599	
Officers' cook	617	636	655	675	
Crew cook	480	494	509	524	
Steward	480	494	509	524	

^xThese rates represent an improvement of approx. 65% on previous rates.

Deckboy, engineroom and messboy apprentices receive a starting salary of S\$ 288.

The agreement provides for the above rates of pay to be increased by 16% in 1974, 14% in 1975 and 12.24% in 1976, giving the following enhanced rates for the final year of the agreement.

(1 January 1976 to 31 December 1976)

Ratings	Starting salary	2 years	5 years	10 years
Boatswain	899	926	954	983
Carpenter	899	926	954	983
A.B.	816	840	865	891
O.S	631	650	-	-
Electrician	926	954	983	1012
Ship's mechanic	899	926	954	983
Fireman	816	840	865	891
Officers' cook	899	926	954	983
Crew cook	707	728	750	773
Steward	707	728	750	773

Deckboy, engineroom and messboy apprentices receive a starting salary of S\$ 405.

Working hours

- a) Daymen work a 45-hour week comprising:
8 hrs. Monday/Friday between 6 a.m. and 6 p.m.
5 hrs. Saturday between 6 a.m. and 1 p.m.

Daymen appointed to watchkeeping duties have the same hours of work as watch personnel (see below).

- b) Watch personnel work a 56-hour week of 8 hours duty each day, provision to be made for the longest possible time off between periods of duty.

Ratings on watchkeeping duties will continue to perform maintenance duties. However, the officer on watch shall be responsible for ensuring that swift communication can be established with those on watch. Ratings whose work is divided into watches shall not be required to perform maintenance duties between the hours of 6 p.m. and 6 a.m. where this would interfere with their night's rest.

- c) Catering staff work a 56-hour week of 8 hrs. duty each day, work at sea to be located between the hours of 6 a.m. and 7 p.m. and in port between 6 a.m. and 6 p.m.

Overtime

Overtime rates correspond to 1/135 of the employee's monthly wage for weekday overtime working and to 1/75 of the monthly rate for overtime on Sundays and Public Holidays.

Other provisions relate to annual leave, compensatory leave, repatriation, allowance for general purpose service, severance payments and group life insurance for crew members.

SWITZERLAND
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Swiss public service workers receive real salary increase

Swiss public service workers will receive a significant increase in their real salary through the introduction this year of the system of 13 salary payments per annum. The 13th month's salary comprises:

- 1/12 of the annual salary, including all cost-of-living increases for 1972;
- 100 fr for employees with the right at 1 December 1972 to a married person's residence allowance;
- the Dec. residence allowance for employees with the right at 1 December 1972 to a single person's residence allowance.

Public service workers who have received salary increases in the course of 1972 will have these taken into account in the calculation of the 13th month's salary payment. Persons who entered the service in the course of the year, together with pensioners and the dependants of deceased pensioners, are entitled to payment on a pro rata basis. However, public service workers who resigned or were dismissed before the end of 1972 will not receive the extra payment.

All public service workers employed on 1 October 1972 and all pensioners and dependants of deceased pensioners in receipt of benefits on this date also receive a 7.5% cost-of-living increase for 1972, payable in the case of serving employees in November and in that of pensioners in December. The cost-of-living allowance for 1973 has been fixed at 7% and will be based on the new rates of pay, inclusive of the 13th month's salary payment.

Swissair ground staff win new agreement

The civil aviation section of the ITF-affiliated Swiss Public Service Workers' Union (VPOD), together with the Swiss Commercial Employees' Union, has negotiated a new basic agreement for ground personnel with Swissair. Under the terms of the agreement, employees receive: an additional payment of 100 fr per month from 1 September to 31 December 1972 in compensation for the loss in real wages; a 6% cost-of-living increase; and an increase of 20 to 80 frs in the monthly allowance of ground staff who work on or near the runway. In addition, with effect from 1973, all ground staff receive 3 weeks' annual leave after one year's service, rising through four weeks on reaching the age of 40 (or after 20 years' service) to 5 weeks at 50, irrespective of the number of years of service. A revised salary scale will also be introduced in 1973.

UNITED STATES

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US flight engineers reach agreement with National Airlines on two-year contract

The ITF-affiliated US Flight Engineers' International Association (FEIA) has reached agreement on the provisions of a new contract for their members with National Airlines. The most important gains in the two-year contract, which covers the period 1/7/1972 to 30/6/1974, are listed below.

Pay

All flight engineers, with the exception of those on the DC 10, receive a 5½% pay increase for the period 1 July to 30 September 1972. With effect from 1 October 1972 to 30 June 1973, the rate for flight engineers, based on a flight time of 80 hrs per month, ½ day and ½ night rate, is as follows:

Years of service	B 727	DC 8	DC 8 61	DC 10	B 747
2	1,507.94	1,601.58	1,659.03	1,981.63	2,184.49
4	1,894.81	2,014.37	2,087.72	2,508.43	2,768.50
6	1,991.51	2,115.31	2,191.27	2,631.28	2,901.08
8	2,091.54	2,219.82	2,298.53	2,753.89	3,033.39
10	2,160.90	2,290.64	2,370.23	2,862.72	3,149.13
12	2,219.80	2,350.20	2,430.20	2,926.20	3,214.20

The rates of pay for the remaining period of the agreement have yet to be fixed.

Annual leave

The following annual leave provisions apply from 1 July 1973:

.1 - 5 years' service	16 days
.6 - 14 " "	23 days
15 - 20 " "	30 days
20 - 25 " "	37 days
over 25 years' service	44 days

Retirement benefits

Flight engineers who retire at the normal age of 65 receive, with effect from 1 July 1972, a guaranteed minimum monthly rate of \$900, plus \$20 per month for each year of service in excess of 20 years. Flight engineers who retire voluntarily before reaching 65 receive, with effect from the same date, \$400 at age 50, rising by \$25 per year to \$625 at age 59 and thence to \$650 on retirement between the ages of 60 and 64. This entitlement

is subject to an addition of \$20 per month for each year of service over 20 years to a maximum of \$100.

Disability retirement

Flight engineers who are obliged to retire early for health reasons receive, with effect from 1 July 1972, at age 50 or with 20 years' service, a minimum monthly pension of \$900 plus \$20 per month for each year between 20 and 25 years' service, with an extra \$15 per month for each year thereafter. For flight engineers under the age of 50 or with less than 20 years' service, the above figure is reduced by 1 per cent (from age 49 - 45) and by 2 per cent (from age 44 - 40). There is no change in the provisions for flight engineers under 40.

Insurance coverage

Company paid life insurance is as given below:

1st year of service	\$ 15,000
2nd year of service	\$ 35,000
3rd year of service	\$ 42,000
after 4 years' service	\$ 50,000

Additional coverage may purchased by individual flight engineers in \$25,000 increments up to a maximum of \$50,000. All retired flight engineers (including those eligible for disability retirement benefits) also receive \$10,000 company paid insurance with effect from 1 July 1972.

New pacts for IAM mechanics with Eastern and Braniff

The ITF-affiliated US International Association of Machinists has won new 20-month contracts for 10,000 members with Eastern Air Lines and a further 1,600 mechanics with Braniff Airways. Under the agreements, both of which have been ratified by a membership vote, the hourly rate for top-rated mechanics goes up from \$5.71 to \$6.20, backdated to 1 January 1972, rising to \$6.60 per hour from 1 January 1973. Provision is also made in the agreements for a new dental plan and for substantial improvements in hospital and medical insurance. Other gains include more annual leave and certain work-rule changes. The Eastern agreement expires on 31 August 1973 and the Braniff agreement on 1 September 1973. However, pension and medical coverage are guaranteed until 31 December 1973. Both agreements are subject to the approval of the US Pay Board.

Strike of west coast deck officers is over

The strike of west coast deck officers is over^x. The ITF-affiliated International Organization of Masters, Mates and Pilots has reached agreement with the Pacific Maritime Association on the terms of a new contract and details of the settlement have been forwarded to the union membership for ratification.

^xFor details of the strike see ITF Newsletter No. 11, p.154.

NEWS IN BRIEF

At a recent meeting of the Belgian National Joint Council for Civil Aviation, the management of the national carrier SABENA announced that it intends to go ahead with its plans for making redundant, on 1 April 1973, four per cent of its staff in Belgium. However, the airline has given an undertaking that it will consider all possible alternatives, such as voluntary redundancy and transfer, before proceeding with these measures. The airline also emphasized that the question of a reduction in the number of flight staff employed by the company will depend on whether Sabena eventually decides to buy the DC 10. (For further details of the current situation see ITF Newsletter No. 11, p. 156)

Pilots with the French internal airline Air Inter staged a lightning strike on 20 November in order to draw the attention of the airline management to their grievances. The pilots are resisting a proposed change in airline policy, bringing it into line with that of the French national carrier Air France, which would involve pilots flying the same aircraft type for a period of at least two years. The reason for the change is an attempt on the part of the company to cut its operating costs. Air Inter has a fleet consisting of a large number of different aircraft types and this has previously meant frequent changes by pilots from one aircraft type to another, pilot retraining and subsequent salary increases commensurate with the increased responsibility. Negotiations have been continuing for a year on the amount of compensation which would be paid to the pilots were they to accept the new policy.

Guernsey dockers at the island's two ports went on strike in November following the breakdown of negotiations with the employers on pay and conditions. The strike was called off after seventeen days and services with the mainland resumed when a board of inquiry recommended that the dockers should return to work so that talks on their grievances could continue. (The dockers are seeking the same agreement as for Jersey, where dockers earn £40 per week. Guernsey dockers currently earn £26 with an extra amount for each ton of cargo handled.)

The Airline Stewards and Hostesses of New Zealand Industrial Union of Workers has recently signed an agreement for cabin staff on the DC 10. The agreement provides for a 15% salary increase for the chief purser, with provision for three further annual increments of \$119; a complement of 10 cabin crew members on the DC 10; and the right of renegotiation of the contract after three months of operating on the new aircraft. Increases for junior cabin crew personnel will be decided after the DC 10 enters into regular service.

PERSONALIA

Rudy Faupl, international representative of the US International Association of Machinists and Aerospace Workers since the post was created in 1951, retires at the end of 1972. Brother Faupl recently resigned from his post as senior Workers' Member on the Governing Body of the International Labour Organization. He was first elected to the Governing Body in 1958.

Werner Meier, president of the Swiss Railwaymen's Union, has been elected president of the Swiss Public Service Workers' Federation in succession to Hans Düby.

Stig Pettersson has been nominated as next chairman of the railwaymen's section of the Swedish State Employees' Union. He will succeed the present chairman, Evert Svensson, who retires on 1 August 1973. Bro. Svensson was formerly vice-president of the Swedish Railwaymen's Union, which became part of the State Employees' Union in 1970. He is also a member of the ITF Executive Board, a position he has held since 1968.

Chris de Vries celebrated forty years with the Dutch union Algemene Bond 'Mercurius' on 1 December 1972. Bro. de Vries has been president of the union since 1960.

FORTHCOMING MEETINGS

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- | | | |
|---|---|--------------------------|
| 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

Mrs. Evelyn Santley would like
to thank all who have sent her
messages of condolence following
the death of her husband.