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IN THIS ISSUE

Page

News and Views from the ITF

ITF expresses deep disappointment with results of ICAO Legal Committee meeting	15
ITF and IFALPA establish joint committee on hijacking prevention	16
African workers in Durban stage mass strikes for more pay	17
ITF seafarers' unions halt proposed flag transfer	18

Transport

United States signs hijack pact with Cuba	19
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Trade Unions

British Columbian dockers' unions form Pacific Maritime Council	20
Nigerian trade union leaders are released	20
Swedish Seamen's Union seeks government investigation into flag transfers	21

Social and Industrial News

Strike of Wardair cabin attendants continues	21
Donish seafarers' unions sign agreement with coastal shipping company	22
French flight crews call off strike against Air France	23
Significant gains for Germany's private railway workers	23
Indian officers in the home trade win substantial improvements in pay and benefits	24
Air transport workers sign first collective agreement with Singapore Airlines	24
US railroad workers strike Penn Central	25

Personalia

25

Supplements

IMCO 'finalizes' Part B of the International Safety Code and takes one step further in the direction of an International Safety Convention for Fishing Vessels	
ITF issues Statement on Libyan-Arab Airlines Disaster	

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL  
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ITF expresses deep disappointment with results of ICAO Legal Committee meeting

Attempts at international level to secure effective action by governments against air hijacking and sabotage have again been in the news during the last two months. From 9 to 30 January, a special meeting of the Legal Committee of the International Civil Aviation Organization (ICAO) was held in Montreal with the aim of drafting an international instrument which would provide for international sanctions against countries assisting or providing sanctuary to hijackers and air saboteurs. The ITF was represented in an observer capacity at this meeting by Errol Johnstad, President of the ITF-affiliated Flight Engineers' International Association, as was also our sister-organization, the International Federation of Air Line Pilots' Associations (IFALPA).

It must be said at once that the results of the ICAO meeting fell far below the expectations of the ITF and IFALPA. There was, in fact, no overall agreement reached. The Committee decided at the conclusion of its deliberations to recommend to the ICAO Council that four separate proposals (none of which satisfies the world's airline workers) should be further considered within the ICAO framework. Two of these, involving amendments to the Chicago Convention and submitted by France and the UK/Switzerland respectively, will be considered at an Extraordinary Session of the ICAO Assembly, while two further drafts, put forward by the Nordic group and the USSR respectively, are to be dealt with at a diplomatic conference to be convened at the same time and place as the Assembly session.

In a closing statement made to the Committee, the ITF representative underlined the fact that the Federation could no longer support any of the four proposals, although it was grateful for the opportunity to proceed with this question to the Assembly and Diplomatic Conference.

Johnstad went on to say he felt that "the ITF, representing as it does the vast majority of the world's airline employees, should once again make very clear its own position on the problems which we have been discussing here in Montreal. We have a duty to our members to do so, and we intend to discharge that responsibility to the best of our ability".

"We have", he said, "always recognized that the question of joint action by the international community is fraught with many difficulties ..... Nevertheless, we have also always believed that the danger to the free and orderly operation of the civil aviation industry has become so grave that these difficulties had to be overcome if we were not to fall into international anarchy and chaos in the air transport field".

"A failure to do so would, in our view, also imply a failure of the whole system of international relations in civil aviation and make a nonsense of all the time and effort which has gone into the creation of the existing international instruments concerned with air piracy".

"Like everyone else, we hope most fervently that implementation of such joint action will never be required, although the prudence born of past experience prevents us from being overly optimistic in this regard. At the same time, however, we must for our part emphasize once again that, whether they are invoked or not, where any State, regardless of size or political persuasion, gives unpunished sanctuary or actual aid to air pirates, we in the ITF will call upon our affiliates to take whatever measures of industrial action are available to them in order to convince offending States that such a position cannot be tolerated by those who earn their livelihood in civil aviation".

"The ITF", Johnstad stressed, "has taken this position reluctantly after long and serious consideration, because of its deep concern both for the physical safety of its members and for the safety of the passengers, aircraft and property entrusted to them".

He concluded with the following words:

"We still believe that international joint action measures are properly the function of the States, but in the absence of effective action by States we are convinced that we have no other choice than to act for our own protection".

#### ITF and IFALPA establish joint committee on hijacking prevention

Following upon the conclusion of the ICAO Legal Committee meeting reported above, a special meeting was held in London on 10 February between the Principal Officers of IFALPA and the Management Committee of the ITF (in attendance Fritz Prechtl (President); Heinz Kluncker (Vice-President); Jack Jones (UK); Louis Buonaccorsi (France), together with the General Secretary and Assistant General Secretary). The meeting was held to discuss future measures by the two international Federations concerning the problem of air hijacking and sabotage, with particular reference to the unsatisfactory result of the ICAO Legal Committee discussions. Also present at the meeting was Errol Johnstad, who represented the ITF in Montreal, and the Secretary of the Civil Aviation Section, Mohamed Hoda.

At the meeting, agreement was reached on the creation of a joint ITF/IFALPA committee on the prevention of hijacking and sabotage in civil aviation. It was decided that, in the event of any incident of hijacking/sabotage and/or threat to the security of civil aviation that calls for a response from IFALPA and the ITF that both organizations, while retaining their autonomy to act individually, should agree as follows:

1. After initial urgent consultations with their respective members and each other to summon a joint meeting of the appropriate bodies in each organization to decide the extent and mode of cooperative action.
2. To urge member organizations of both ITF and IFALPA to make joint representations to their respective national governments to
  - a) strengthen the proposals for the forthcoming diplomatic conference and ICAO Assembly;
  - b) urge speedy ratification and implementation of the Tokyo, Hague and Montreal Conventions and any subsequent convention;
  - c) take action to strengthen airport security in their respective countries.
3. In furtherance of the above, both organizations have agreed to form a joint committee.

#### SOUTH AFRICA

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#### African workers in Durban stage mass strikes for more pay

Durban has again been hit by mass strikes of low-paid black workers only a matter of months after 1,200 African dockers in the city's port staged a 36-hour protest strike.<sup>x</sup> Some 16,000 black municipal employees and thousands of African and Asian factory workers in Durban and its industrial suburbs came out on strike earlier this month in support of their demand for R20 per week (the current poverty datum line).<sup>xx</sup>

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<sup>x</sup>See ITF Newsletter No. 11, 1972, p. 143

<sup>xx</sup>The Natal University Social Research Department estimated that in 1970 over fifty per cent of African families in the Durban area were living below the poverty datum line (the level theoretically required for survival in the short term) and that only 15% of families were not living in poverty. Since 1970, basic wages have remained at virtually the same level, while living costs have risen substantially.

The strikers argue and with good reason that their poor rates of pay, which are lower than those of black workers in most other South African industrial centres, make it impossible for them to live decently. For example, a number of companies in the textile trade, one of the largest employers of local black labour, even pay rates that are below the statutory minimum for the industry and textile workers generally are known to be among the most seriously exploited. An investigation carried out last year by the Garment Workers' Industrial Union of Natal revealed that the industry recruited unskilled female migrant workers, most of them Asians, with promises of reasonable pay and free accommodation and then paid them considerably less and housed them in squalid conditions, often sleeping in shifts two to a bed in makeshift rooms lacking light, water or toilet facilities -- accommodation for which they were expected to pay out of their wages.

The municipal workers returned to work when Durban City Council offered them an immediate R2 on basic rates (equivalent to a 15% increase) and the mayor issued an ultimatum that workers not back at their jobs by 9 February would be dismissed. The factory workers are expected to follow their fellow workers back to work on similar terms.

The fact that the municipal workers had no choice but to resume work, despite the paltry nature of the pay award, underlines their lack of any real bargaining power. As long as the South African government continues with its present policies and refuses to accept the Africans' right to bargain, black discontent will remain and can be expected to make itself felt.

SWEDEN  
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#### Swedish Seamen's Union halts proposed flag transfer

The ITF-affiliated Swedish Seamen's Union, in an unprecedented move, has succeeded in preventing the Rederi AB Centrumlinje, the Swedish owners of the ferry MS Malmö, from carrying out its intention to transfer the vessel to the West German flag. Towards the end of last year, the Centrumlinje was well advanced with its plans for effecting the flag transfer. The Malmö's sister ships, the MS Örestad and the MS Köbenhavn, already fly the German flag and the company had no reason to believe that it would be frustrated in its attempts on this occasion.

However, the Swedish union considered that the shipowners, as party to a collective agreement offering guarantees of continuity of employment, should not be allowed to abrogate their responsibilities towards the crew members of the Malmö, who would lose their jobs as a result of the flag transfer.

But when the union approached the company it was made clear that the matter of the transfer was already settled, the vessel would be placed under the German flag and then re-chartered by the Swedish company for the Malmö - Copenhagen route with a new crew.

The union, realizing that it was not at that time in a position to wrest concessions from the company, took a most unusual step. It arranged a meeting with the German Transport and Public Service Workers' Union (OeTV), the union organizing German seafarers, and the various Danish seafarers' organizations involved, at which it made the following suggestion: the OeTV should transfer to the Swedish union its organizing and negotiating rights in respect of those crew members who under normal circumstances would be covered by Swedish collective agreement. The German union gave its wholehearted approval to this novel arrangement, which it agreed should apply to the MS Orestad and the MS Köbenhavn and also to the Malmö in the event of its transfer to the German flag.

The Swedish Seamen's Union then informed the owners of the outcome of this meeting and of its readiness to fight to achieve implementation of its objectives. It was not long before the owners, who had been shown that international cooperation between employee organizations can be just as effective as more formal arrangements between owners in different countries, told the union that it had decided to leave the vessel under the Swedish flag, thus safeguarding the jobs of the Malmö's crew. The Centrumlinje further agreed to recognize the Swedish Seamen's Union as the official negotiating body for the crews of its two German-flag vessels, the MS Orestad and Köbenhavn, whose crew members now benefit from the pay and conditions laid down in the Swedish agreement for crews of ferry vessels.

TRANSPORT

UNITED STATES  
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US signs hijack pact with Cuba

The United States and Cuba have signed a five-year pact, which should put an end to the rôle of Cuba as a major haven for hijackers. The pact, which comes into effect immediately, requires the prosecution "with a view to severe punishment" or the extradition of persons who "seize, remove, appropriate or divert from its normal route or activities" any aircraft or vessel registered in either country. The pact has been extended to include ships, because of the possibility of vessels being hijacked in the Florida Straits between Cuba and the US.

The main limitation of the pact is that it allows either country to take into consideration "extenuating or mitigating circumstances" in cases where the hijacker is being sought for strictly political reasons, faces danger of death or has no alternative means of leaving the country. It merely stipulates that no physical injury or financial extortion may occur in the course of such action.

Shortly before full details of the pact were released, the Canadian government announced that it had signed an agreement with Cuba. The agreement, which contains provisions similar to those of the US pact, also applies to ships plying between Havana and the Great Lakes ports.

TRADE UNIONS

CANADA  
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British Columbian dockers' unions form Pacific Maritime Council

Ten British Columbian waterfront unions have joined together to form a Pacific Maritime Council. The new body is headed by Don Garcia, president of the Canadian Area International Longshoremen's and Warehousemen's Union (ILWU) and comprises the British Columbian districts of the following unions: Canadian Area ILWU; the Canadian Brotherhood of Railway, Transport and General Workers; the Seafarers' International Union of North America; the Canadian Merchant Service Guild (all ITF affiliates), together with the Marine Workers' and Boilermakers' Industrial Union; the British Columbian Ferry Workers' Union; International Woodworkers of America; the United Brotherhood of Carpenters, Joiners and Shipwrights; the Metal Trades Council; and the International Brotherhood of Pulp, Sulphite and Papermill Workers.

The Council will coordinate the work of its member unions in such matters as port development, the building of a Canadian merchant marine and safety on the waterfront.

NIGERIA  
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Nigerian trade union leaders are released

The Nigerian trade union leaders arrested towards the end of last year in Lagos have now been released and allowed to resume their normal activities (see ITF Newsletter No. 12, 1972, p. 161).

SWEDEN

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Swedish Seamen's Union seeks government investigation into flag transfers

In an article, which appears in the latest issue of the Swedish Seamen's Union publication 'Sjömannen', concern is expressed at the growing number of vessels currently being transferred to foreign flags. While Sweden is acknowledged to have a better record than many maritime nations with regard to the extent of flag transfers, the article makes the point that a recent survey undertaken by the union has revealed that at least five Swedish-owned vessels are registered under flags-of-convenience; twenty-nine vessels (representing over 1 million grt) were sold in the two years 1969 and 1970 to flag-of-convenience countries; and twenty-eight Swedish vessels are registered in countries other than Sweden. This latter figure includes only vessels with direct links with owners established in Sweden and those vessels of which Swedish shipowners own two-thirds or more of the tonnage, and it is admitted that the total number of Swedish vessels under foreign flags may well be much higher.

The article concludes that there is need for a detailed study of the flag transfer problem, its cause and its consequences. It is for this reason that the union has approached the Swedish government with the request that it investigate the problem and suggest measures which might be taken to halt the transfer of Swedish vessels to foreign flags.

SOCIAL AND INDUSTRIAL NEWS

CANADA

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Strike of Wardair cabin attendants continues

The strike of Wardair cabin attendants continues (see ITF Newsletter No. 1, p. 5). According to the most recent information, there has been no change in the attitude of Wardair management, and it is still unwilling to negotiate with the ITF-affiliated Canadian Airline Flight Attendants' Association (CALFAA), the stewardesses' union, on the issue of flight and duty time limitations.

In support of its case, CALFAA has submitted to the ITF a document prepared by the Air Crew Association of Wardair, a newly-formed organization of Wardair flight deck crew. This document, which is at present under investigation by the Canadian Ministry of Transport, bears out CALFAA's contention that Wardair is operating flights in complete disregard of flight safety con-



siderations. For example, the Air Crew Association's document states: "Duty days in excess of the legal MOT maximum occur with frightening regularity" and "Crew rest periods of less than the legal MOT minimum are occurring - some of as little duration as 7 - 7½ hours". It continues: "Extended journey days of over 20 hours are not uncommon and some in excess of 24 hours have been recorded". The document concludes: "More consideration should be given to crew fatigue, flight safety and crew convenience and less emphasis placed on the dollar cost".

These are the very points on which CALFAA has called its members out on strike and although the Air Crew Association, many of whose members are shareholders in Wardair, is not supporting the strike, their document shows that Wardair's flight crews are no less dissatisfied with their working conditions than are the company's cabin attendants.

DENMARK  
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Danish seafarers' unions sign agreement with coastal shipping company

On 22 December 1972, the Danish Engineer Officers' Association and the Danish Firemen's Union (both ITF affiliates), together with the Danish Metal Workers' Union signed the first collective agreement for their members employed by the coastal shipping company Wonsild og Søn of Copenhagen.\* The agreement contains the following points:

1. Hiring is to take place according to the provisions of the seamen's law and the conditions outlined below.
2. Both sides are required to give one month's notice of termination of employment during the first year, three months' from the second to the fourth year of employment and four months' notice thereafter.
3. The monthly rate of pay shall be 5,200 for chief engineers and 4,250 Dkr for 1st engineers. These rates of pay are based on an index figure of 109 points and are to be adjusted for each three points rise in the January and July price indexes respectively, adjustments to be made on 1 March and 1 September respectively.
4. The following seniority pay is applicable: 150 Dkr per month after 2 years' service; 300 Dkr after 4 years' service; 450 Dkr after 6 years' service; and 600 Dkr after 8 years' service.
5. Employees are entitled to 15 days' leave for each months' service with the company. Employees will be relieved after five months' service at a port of the employer's choice and the company will pay all travelling expenses to and from the employee's place of residence.

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\*See ITF Newsletter No. 12. 1972, p. 163

He will also receive a victualling allowance of 20 Dkr per day, which is subject to a cost-of-living adjustment of 0.60 Dkr for each three point rise in the index as indicated above.

6. The above agreement is based on the agreement between the Danish Shipowners' Association and the Danish Engineer Officers' Association. The company therefore reserves the right to conclude individual agreements with engineer officers in accordance with the provisions of that agreement, provided that the engineer officer does not thereby receive lower rates of pay or suffer inferior conditions of service.
7. The above agreement takes effect from 1 November 1972 and expires at the end of March 1973.

FRANCE  
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French flight crew call off strike against Air France

The French Air Line Pilots' Association (SNPL) and the French Flight Engineers' Association (SNOMAC) -- both ITF affiliates -- called off a threatened strike against Air France scheduled for 1 to 4 February after an agreement on conditions of service was reached with the airline on the morning of 31 January.

The reasons behind the dispute go back two years to February 1971 when members of the two unions staged a three-day strike against Air France and the two internal airlines Air Inter and UTA and were subsequently locked out by the airlines. The lockout ended after 23 days with the signing of a preliminary agreement<sup>x</sup>. However, negotiations to convert the preliminary agreement into a permanent agreement governing conditions of service for a five-year period failed and the airlines' employees have been obliged to refer back to the preliminary agreement whenever conflicts have occurred. This situation has particularly aggravated Air France flight crews, who have been seeking permanent solutions to questions such as flight crew shortages, qualifications, duty time and rest periods. These and other matters have been regulated by the new agreement, full details of which will be given shortly in the ITF Newsletter.

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<sup>x</sup>For details of this dispute see ITF Newsletter Nos. 1, 2 and 3 of 1971.

GERMANY  
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Significant gains for Germany's private railway workers

Under the terms of an agreement, which follows that signed last month for employees of the German Federal Railways<sup>x</sup>, the ITF-

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<sup>x</sup>See ITF Newsletter No. 1, p. 7

affiliated German Railwaymen's Union (GdED) has won pay increases of 6 per cent for 10,000 workers with private railway concerns in Germany, together with flat rate increases of DM 40 per month.

INDIA  
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Indian officers in the home trade win substantial improvements in pay and benefits

Following a difficult round of negotiations, the ITF-affiliated Maritime Union of India has signed a new agreement, which gives substantial improvements in pay and other benefits to officers in the home trade. The agreement, signed in September and backdated to January 1972, expires at the end of 1974. It provides for a 25% salary increase and a bonus of one month's pay for each year of service plus the following allowances: a superior certificate allowance of between Rs 40 and 60 per month and a combined certificate allowance of Rs 50 to Rs 75 per month; a passenger-run allowance of 0.5% of the basic rate when posted to passenger vessels; an allowance of Rs 30 per night for nights spent on board while in port; a uniform allowance of Rs 150 for 1972 and of Rs 200 per year thereafter; and a rent allowance of 10 per cent of basic rates.

Also provided for are a victualling allowance, Rs 10.50 per day (previously Rs 8.50); a uniform washing allowance of Rs 75 per month (previously Rs 25); and a travelling and portage allowance (comprising a food allowance increased by Rs 6 to Rs 20 per day plus a portage and conveyance allowance of Rs 60 for Calcutta and Rs 40 for other Indian ports). Other gains include: improved compensation in the event of death or permanent incapacity equivalent to 42 - 48 months' pay and 36 - 42 months' pay respectively; leave entitlement of 120 days per year (an increase of 16 days); a 10% provident fund; and a gratuity scheme providing from 15 to 20 months' pay for 15 to 20 years' service pro rata.

SINGAPORE  
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Air transport workers sign first collective agreement with Singapore Airlines

The ITF-affiliated Singapore Air Transport Workers' Union (SATU) has successfully negotiated the first collective agreement for its members with Singapore Airlines<sup>x</sup>. Under the provisions of the agreement, SATU members who were in the employment of the airline on 30 June 1972 receive basic salary increases of 6% (for those earning S\$200 or less per month) and of 4% (for those earning in excess of S\$200), backdated to 1 July 1972. These increases, which are in addition to the annual increments for 1972, were paid, together with the January increase, at the end of January 1973.

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<sup>x</sup>Singapore Airlines (SIA) was formed after the Singapore and Malaysian governments agreed to split their joint carrier into two separate airlines. (The Malaysian carrier is now known as the Malaysian Airline System (MAS))

Salary increases awarded after 1 May 1973 will be in accordance with the annual increments provided for in the basic scales of the above-mentioned collective agreement, or with the rate of increase recommended by the Minister of Labour for the year, whichever is the higher.

UNITED STATES

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US railroad workers strike Penn Central

The 21,000 members of the ITF-affiliated US United Transportation Union (UTU) employed by Penn Central Railroad commenced strike action against the carrier at 00.01 hrs on 8 February after the railroad announced that, with effect from that time, it would reduce its cab crews from three to two men, thus complying with the formal order of a federal official appointed to deal with the financial affairs of the bankrupt railway company. The union, which has always insisted that a minimum of three men is needed in the cab for safety and that the proposed reduction was in any event in breach of contract, refused to accept the order and when redundancy orders affecting some 6,000 men were issued called the strike.

The strike, which halted Penn Central's passenger and freight operations in 16 eastern and mid-western states and was widely supported by US railroad unions was called off on 9 February after President Nixon passed emergency legislation imposing a 90-day cooling-off period.

PERSONALIA

The president of Argentina, General Lanusse, has restored full civil rights to Eustaquio Tolosa of the Argentine Port Workers' Union (SUPA). Bro. Tolosa was arrested for his part in organizing a strike of Argentine dock workers in the winter of 1966 and was eventually released from prison in January 1969 on the condition that he did not engage in trade union or political activities, a ban which has now at last been lifted by the presidential decree. Bro. Tolosa is a former member of the ITF Executive Board. He was elected to the Board in 1965 and made an honorary member at the 1968 Wiesbaden Congress.

Arne Geijer, president of the Swedish Trade Union Federation (LO), is to retire on 1 July 1973. Bro. Geijer, who has held his present post since 1956, was also president of the International Confederation of Free Trade Unions from 1957 to 1965.

Bernt Uula has resigned from his post as secretary of the Finnish Seamen's Union on health grounds. Bro. Uula has held his present post since 1951. He is succeeded by Robert Herdin, who is a member of the section committee of the ITF Fishermen's Section.

M. Anker Bakke, treasurer of the Norwegian Transport Workers' Union since 1955, celebrated his 60th birthday on 12 February. Bro. Bakke is a member of the committee of the ITF Road Transport Workers' Section.

FORTHCOMING MEETINGS

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ITF Management Committee	- London, 1 March 1973
Meeting of European members of ITF Executive Board	- London, 1-3 March 1973
Flight Engineers' Technical Committee	- London, 21-22 March 1973
ATLAS Group Meeting	- London, 12 April 1973
KSSU Group Meeting	- London, 13 April 1973
Asian Seamen's Conference	- Singapore, 7-9 May 1973
Allied Industries and Services Section Conference	- London, 8 May 1973.

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

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IMCO "FINALIZES" PART B OF THE INTERNATIONAL SAFETY CODE AND  
TAKES ONE STEP FURTHER IN THE DIRECTION OF AN INTERNATIONAL  
SAFETY CONVENTION FOR FISHING VESSELS

The 13th Session of IMCO's Sub-Committee on Safety of Fishing Vessels met in London from 5 to 9 February to discuss, among other things, the drafting of an international convention on the safety of fishing vessels and to put the final touches to IMCO's contribution to the Joint ILO/IMCO/FAO Meeting of Consultants which has been charged with the drafting of Part B of the International Safety Code for Fishermen and Fishing Vessels.

The Sub-Committee agreed on a final text of Part B of the above Code and asked the Maritime Safety Committee to sanction its submission. It also expressed the view that the Joint Meeting of Consultants (ILO, IMCO and FAO) - which is to consider contributions from all three participating organizations should be held early in 1974; that the Meeting should cover a period of two weeks; and that the Meeting should also consider possible amendments to Part A of the Code. The following administrations announced their intention of participation in the Meeting: Canada, France (subject to certain conditions being met) Iceland, Italy, Netherlands, Norway, Poland, Soviet Union and the United Kingdom. Representatives of the ITF and its affiliates will form part of the ILO Panel at the Meeting.

With regard to a proposed International Safety Convention for Fishing Vessels the Sub-Committee considered a number of papers submitted in response to a previous IMCO Questionnaire concerning the scope and content of a draft Convention. However, although there was general agreement as regards several major aspects of such a draft, the Sub-Committee decided to seek further - in some regards more specific - views in terms of the basic aims, scope, requirements and possible format of the proposed Convention, which is planned for 1975.

Other matters discussed by the Sub-Committee were a Draft Recommendation for Skippers of Fishing Vessels on Ensuring a Vessel's Endurance in Conditions of Ice-Formation - which it agreed to submit to the Maritime Safety Committee for approval - and the question of freeboard of fishing vessels - on which no final proposals were made. With regard to the latter question, the Sub-Committee produced a time-table designed to provide by 1975 some practical guidance for fishing vessels freeboard assessment.

Supplement to ITF Newsletter No. 2 of 1973

ITF ISSUES STATEMENT ON LIBYAN-ARAB AIRLINES DISASTER

Following the crash of the Libyan-Arab Airlines B 727 in the Sinai on 21 February, the ITF issued this press statement:

"The International Transport Workers' Federation (ITF), which represents the international interests of some 350,000 civil aviation workers throughout the world, has expressed its profound sympathy to those beraved or injured in the crash of the Libyan-Arab Airlines Boeing 727 in the Sinai on 21 February. It regards this tragedy as further proof of the desperate need for the world's governments to act immediately and resolutely to outlaw any practice which puts at risk the lives of innocent passengers, air crew or ground staff.

The ITF has also protested vigorously to the Government of Israel against the action of its armed forces which led to such appalling consequences. On no reckoning, the protest continued, could the Government justify such a ferocious response to the navigational error of an unarmed, unmistakably identifiable civil aircraft. The Israeli Government has been asked to take the severest measures against those responsible and to compensate fully those who were injured and the families of those who were killed."

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