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NEWS AND VIEWS FROM THE ITF

LATIN AMERICA  
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ITF-Latin American Conference on Labour Legislation in the Transport Sector

An ITF Latin American Conference on Labour Legislation in the Transport Sector was held in Lima, Peru, from 10 to 14 September so that transport union leaders and labour lawyers throughout the Region could meet together to discuss present labour legislation affecting transport workers in the Region and analyze the legal, social and political framework within which labour relations in the transport sector had to be conducted. Lectures were given on collective bargaining; technological developments in transport; co-determination; cooperatives; technology and social change in Latin America; legislation binding the transport worker to his employer; transport as a factor in social and economic development; and the transport worker's right to strike. The participating labour lawyers presented a written report on the most important aspects of present labour legislation in their respective countries, for example as regards collective bargaining, grievance handling, freedom of association and the right to strike. All arrangements for the Conference were made by the Director of the ITF Office for Latin America and the Caribbean, Medardo Gomero, and coordinated with the National "Federico Villarreal" University in Lima.

TRANSPORT

EUROPE  
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EEC Seafarers' Committee Meeting in Brussels

A meeting of the seafarers' group of the proposed EEC Joint Committee on Social Problems Affecting Sea Transport was held in Brussels on 1 October to consider the Draft Constitution proposed by the EEC Commission as a basis for the formal establishment of the Joint Committee. Amendments submitted by the shipowners to the Commission's Draft were also considered. A full exchange of views took place among the seafarers on practically all provisions of the Draft Constitution and a large measure of agreement was arrived at. A Selander (ITF Secretariat) and B. Jonckheere (I.T.F. Brussels Committee) attended the meeting. A further meeting of the seafarers'

group will be held in the morning of 28 November when it is expected that all remaining issues will be settled and the composition of the seafarers' side of the Joint Committee will be determined. The full Joint Committee will meet in the afternoon of the same day when it is hoped that the Joint Committee will be established formally.

TRADE UNIONS

EUROPE

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ILO report foresees social unrest

A report by the ILO entitled "Human values in social policy: an ILO agenda for Europe" finds that, despite an unparalleled degree of prosperity for a majority of Europeans, social problems at work and at home and discontent among workers are on the increase. The report is to be the starting point of a search for solutions to these and other urgent European social problems by government, employer and worker delegates from 30 countries when they meet in Geneva for the Second European Regional Conference of the ILO scheduled for 14 to 23 January 1974.

The report states: "Unless the systems and procedures for resolving conflict by rational dialogue are sufficiently flexible, and unless the partners in the dialogue are sufficiently responsive to the needs and aspirations of a modern society, there is a serious danger of a breakdown in the orderly conduct of society or a return to discredited authoritarian methods."

In order to begin to solve the problems arising from the failure of the values, customs and institutions of European society to satisfy the aspirations of a new generation of Europeans, the ILO report urges an exchange of experience in such matters as better income distribution, new approaches to education and training, improvement of the conditions of migrant workers, social security, the control of environmental health hazards at the workplace, and labour relations. There should be a thorough and objective study of job enrichment methods and priorities should be set in health care; the nature of pollution dangers should be assessed and the implications for workers, employers and society as a whole of pollution abatement measures should be considered.

GHANA

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ITF/FES Seminar for Ghanaian railway affiliates

A seminar for the ITF's two Ghanaian railway affiliates, the Railway and Port Workers' Union and the Railway Enginemen's Union, was held in Takoradi from 2 to 8 September. The project

was sponsored jointly by the ITF and the German Friedrich Ebert Foundation (FES). The thirty participants discussed a wide range of topics, including collective bargaining; grievance handling; Ghanaian industrial legislation; the duties of trade union officials; the organizational and administrative structure of the two railway unions; the rôle of railwaymen in Ghana's economy; and the history and work of the ITF. The seminar also provided the participants with an excellent opportunity for an exchange of views on the policies of the Ghana Railway and Ports Authority.

Lecturers included J.O. Tettah and A. Quarmine (Heads of the Economic and Research Department and the Industrial Relations Department respectively of the Ghana TUC); Ghanaian regional industrial relations officers; D.A. Azumah (Senior Industrial Relations Officer of the Railway and Ports Authority); A.E. Forson (General Secretary of the Ghana Railway and Port Workers' Union); and B.R. Udogwu (ITF African Representative), who had been responsible for preparing the seminar in collaboration with K. Hasemeyer of the FES.

NORWAY

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#### Transport Workers' Union Conference

At its national Conference in Oslo from 24 to 27 September, at which the ITF was represented by Hans Ericson, Executive Board member from Sweden, the ITF-affiliated Norwegian Transport Workers' Union adopted policies calling for greater efforts to improve the wages and working conditions of low-paid workers; for more socially just taxes and duties; for the elimination of differences between groups of workers with regard to working hours, fringe benefits etc; and for the extension to more workers, including those in the transport industry, of industrial democracy. The Conference also appealed to the trade union movement as a whole to campaign for better traffic safety and an improved traffic environment. Delegates also adopted un-animously a resolution on Chile calling for a boycott of the military régime and declaring that the brutal military coup d'état was a serious blow against the whole international labour movement.

#### SOCIAL AND INDUSTRIAL NEWS

FRANCE

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#### Dockworkers' protest strike

The ITF-affiliated FO Federation of Dockworkers issued a call to all its members for a 24-hour protest stoppage on 4 October 1973. The purpose of this demonstration was to draw attention to the need to keep dock work in the hands of registered dock

workers and to protest against the trend towards handing over port work to the private sector. In addition, the union was reaffirming its claims for collective agreements guaranteeing regular employment and a minimum monthly wage corresponding to a 40-hour working week; joint technical committees at all ports to examine social and economic problems of port employment; greater port worker representation in port administration bodies; social security contributions to be based on real wages and not on basic rates which are 28% below the former; and immediate implementation of all provisions of the law of 16 July 1971 on occupational training.

#### GERMANY

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##### Negotiations for Pan Am ground staff

The ITF-affiliated German Union of Transport and Public Service Workers is negotiating with Pan American World Airways for the first collective agreement for the airline's ground staff in Germany. The following claims are being made by the union:

Along with a rise in pay of 6% + 90 DM, allowances to be paid for work performed on Sundays and Public Holidays and for nightwork and overtime (compensation is at present included in the basic rate). Additionally the union is claiming for the 1500 employees a holiday bonus of 800 DM (none paid up to now), with an increase in holidays from 18 days to from 22 to 30 days and the introduction of three weeks' training leave.

#### IRISH REPUBLIC

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##### Breakthrough for busmen on shift premiums

The Irish Labour Court has conceded the claim made by the ITF-affiliated Irish Transport and General Workers' Union for a premium for all bus operatives working on rotating and alternating shifts. The union has sought the payment by the national transport company CIE of time and one-sixth for bus operatives working on rotating turns of duty, and this has been granted with effect from April 1974. A transitional premium of one-eighth was recommended to become effective from April 1973, and the present system of extra payment for Sunday work (double the basic rate) continues in addition to the new arrangement. This is the first time that the social and other disadvantages for busmen of this type of work have been recognized as being comparable to those in ordinary industrial shift work and therefore worthy of special compensation.

Negotiations are also proceeding between busmen's unions and the CIE on union claims for a five-day week to replace the present standard six-day week.

NORWAY

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Rise in seafarers' insurance

The Norwegian shipowners' federation has decided that, with effect from 1 January 1974, insurance compensation will be increased. In case of death, irrespective of cause, a seafarer's survivors receive kr. 10,000 (formerly kr. 5,000, set in 1957). With regard to the special insurance covering shipwreck, explosions, fires and collisions, the compensation for death or disablement is now raised to kr. 100,000 (previously kr. 20,000 for death and kr. 30,000 for disablement). These amounts are in addition to national social security benefits.

UNITED STATES

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TWA Flight Attendants may strike

The US National Mediation Board has ended its efforts to mediate in the contract dispute between Trans World Airlines and the ITF-affiliated Transport Workers' Union representing the airline's flight attendants. The 30-day "cooling off" period is due to end on 4 November 1973, when there is a strong probability that strike action will be taken. In response to the Transport Workers' Union's request, the ITF is asking all affiliates to be alert for attempts by TWA to bring in strike-breakers to fly the struck routes and to counteract these by all possible means.

Settlement of TWU dispute with KLM

Under the terms of the settlement reported in last month's Newsletter of the dispute between the ITF-affiliated Transport Workers' Union and KLM Royal Dutch Airlines, pay increases of 6½%, 6½% and 5% are applied with effect from 1 November 1972, 1 November 1973 and 1 November 1974 respectively. In addition, a cost-of-living escalator clause has been inserted in the agreement providing for a rise of 1 cent per hour (subject to a maximum of 11 cents) for each .4 rise in the Consumer Price Index. The above, together with a series of improvements in fringe benefits, apply to maintenance employees, teletype operators and station operations, cargo, passenger service employees and drivers.

With regard to commissary employees, whose conditions of employment were the major dispute issue, all are to be offered employment by KLM under TWU agreements. Any employee not taking up this offer will receive agreed severance pay. Any commissary employees who accept employment in a lower rated job will retain their higher rate of pay. A no-victimization pledge has also been given by KLM concerning any action during the strike.

### Arbitration Award for Pan Am flight engineers

The following improvements in conditions for flight engineers with Pan American World Airways have been awarded in an arbitration decision: Pay : increases of 2% from 1 March 1973, 3% from 1 September 1973 and 3% from 1 March 1974. Duty Time: flight deck duty limit reduced from 10 to 9½ hours from 1 August 1974; 2-engineer crew duty limits reduced from 16 to 14 hours (with certain special exceptions), effective 1 October 1973; a limit placed on training time plus preceding travel of 8 hours, and plus following travel of 15½ hours. Training provisions are improved to give 6 hours additional ground school per year; the guaranteed right to a practice simulator session prior to any special check; an engineer whose training for transition to higher equipment is interrupted by the company to allow his return to the previous equipment will be paid at the higher rate of pay from the time he would have been entitled to receive it if his training had not been interrupted, subject to a maximum of 3 months (all these items effective 1 August 1973). Loss of licence compensation at 5/6ths of the pilot benefits for a period of 46 months, after a waiting period of 8 months.

Other improvements cover dental and medical care, retirement provisions (minimum pension increased to \$9,000 per year), transfer arrangements and other fringe benefits.

### Agreement for Great Lakes tanker crews

After nearly three months of bargaining, the ITF-affiliated National Maritime Union has obtained a new agreement for its members employed by Great Lakes tanker operators. This provides monthly pay increases totalling \$170 over a three-year period and substantial increases in overtime rates of from \$1.10 per hour to \$2.85 per hour. Other improvements include more annual leave and days off. Accommodation and board allowance are increased by 100% and the transport allowance is also improved substantially.

### NEWS IN BRIEF

The IMCO Convention has been accepted by the governments of Thailand and the German Democratic Republic, thus bringing the number of the Organization's members to 82.

The International Confederation of Free Trade Unions has expressed to the Argentinian Trade Union Confederation (CGT) the shock of the free trade union movement at the murder by political enemies on 25 September of the CGT General Secretary Jose Rucci. In the ICFTU's words, this cowardly murder is fresh proof of the dangers facing all who dedicate their lives to the defence of the working class.

A strike by catering and other ground staff of the Belgian airline Sabena, which began on 1 October, ended on 5 October after management had agreed to consider grievances.

A 24-hour strike by ground staff of Air France took place on 17 October in support of claims for pay increases and improved conditions of service.

The Luxembourg national trade union centre called a 24-hour general strike on 9 October to protest against the government's social policies.

The Swedish Transport Workers' Union has given notice of termination of all its agreements covering 48,000 transport workers. It intends to conduct negotiations for new agreements in conjunction with general negotiations by the national centre LO.

PERSONALIA

J.H. Alink, Chairman of the Netherlands Transport Workers' Union since 1961, retired from his post at the Union's recent Congress on reaching pension age. Alink has been a member of the ITF Executive Board for eleven years, and has been a prominent figure in the international throughout that period.

Wilfred Jenks, Director General of the International Labour Office, died in Rome on 9 October at the age of 64. He had served the ILO for 42 years. Rising through the ranks, he became in 1970 the first head of an international organization to have spent his entire career in the service of the world community.

Arne Jensen, assistant to the President of the Danish Seamen's Union, has resigned from his post to take up a new position.

Kjønrik Kjønriksen, who was President of the Norwegian Transport Workers' Union from 1957 to 1962, died in October at the age of 74.

Heinz Kluncker, President of the German Union of Transport and Public Service Workers, has been elected President of the Public Services International, in succession to Gunnar Hallström (Sweden) who has reached retirement age.

Dan. V. Maroney has been elected International President of the US Amalgamated Transit Union in succession to John M. Elliott.



Henry Nicolaisen, has retired on health grounds from the Presidency of the Norwegian Transport Workers' Union, and is succeeded by Walter Kolstad. Odd Bach replaces the latter as Vice-President.

Ernst Rolf Olsen has been appointed Secretary of the radio officers' section of the Norwegian Seamen's Union on the retirement of Elgar H. Ottersen.

FORTHCOMING MEETINGS

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- ITF Management Committee - Paris, 30 October
- ITF Executive Board - Paris, 30 and 31 October
- ITF Civil Aviation Ground Staff Conference - Amsterdam, 12-13 November
- ITF ATLAS and KSSU Group Unions (civil aviation) - Amsterdam, 14 November
- ITF Cabin Attendants' Technical Committee - London, 4 and 5 December

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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