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NEWS AND VIEWS FROM THE ITF

ITF Executive Board meets in Paris

At its meeting in Paris at the end of October, the ITF Executive Board agreed on preliminary arrangements for next year's 31st Congress in Stockholm. A draft agenda and timetable were approved, together with other administrative arrangements, and final decisions concerning the business of the Congress were delegated to the ITF Management Committee for its April 1974 meeting.

John Elliott, former President of the US Amalgamated Transit Union, had announced his resignation from the Executive Board, and it was agreed that Thomas Gleason of the US International Longshoremen's Association should be coopted to replace him with effect from 1 November 1973.

The Executive Board considered the report of the delegates to the ICAO 20th Extraordinary Assembly and Diplomatic Conference held in Rome during August/September 1973, and agreed that a protest should be submitted to ICAO deploring the failure to come to any agreement on measures to deter the perpetrators of acts of sabotage and terrorism against civil air transport.

Applications for affiliation were accepted from the following organizations, subject to completion of formalities:

General Union of Transport Workers (Guatemala);

Association of Salvador Air Line Pilots (El Salvador);

Senior Officers' Association, Port Kelang (Malaysia).

Finally, the Executive Board adopted statements on the situation following the military coup in Chile, and on the Middle East conflict. These are attached as a Supplement to this edition of the News Bulletin.

ITF Flight Engineers' Technical Committee meets in London

A meeting of the above Committee was held in London on 25 and 26 October 1973, under the Chairmanship of Jack Wahle, US Flight Engineers' International Association.

On the matter of ITF liaison with the International Civil Aviation Organization in Montreal, it was found impossible to appoint a full-time ITF representative in Montreal. However, an offer had been received from the Canadian Air Line Flight Attendants' Association to place the services of their Montreal office at the ITF's disposal for liaison work with ICAO. In addition, arrangements had been made for the ITF to receive ICAO agenda papers in advance of meetings so that where matters of concern to ITF members were to be discussed the Federation could arrange to be represented. The ITF had also applied for permanent observer status with ICAO's Air Navigation Commission, its highest executive body.

The meeting was also informed of the extremely disappointing outcome of the ICAO meetings in Rome which considered proposals for the elimination of sabotage and terrorism against civil aviation.

In order to prepare for the ILO's forthcoming preparatory meeting on Civil Aviation (October 1974), an all-category ITF working group is being set up. Roger Bricknell of the British Merchant Navy and Airline Officers' Association was appointed to represent the Flight Engineers on this group. Among the matters raised for inclusion in the ITF's submission to the ILO were the following:

- The need for improved training facilities, and arrangements to minimise social and financial hardship during training periods;
- Occupational and environmental hazards experienced by airline personnel, in particular noise - both perceived and unperceived - and cosmic radiation;
- Job security, involving loss of licence and - as a separate issue - redundancy as the result of technological change;
- Social aspects of interchange of crews and aircraft and pooling of equipment;
- Flight and duty time limitations on social grounds, the ITF's current policy on limitations (both on safety and social grounds) is to be reviewed and updated.

The meeting also considered working papers on flight data recorders, and after discussion adopted a policy statement; this calls for the mandatory carriage of flight data recorders on all public transport aircraft, both passenger and cargo, gives a minimum list of parameters to be recorded and recommends to all affiliates that they conclude agreements with their employers on contractual provisions precluding the use of flight data recorders as the basis for disciplinary actions against air crew members.

R. Deseau of the French Flight Engineers' Association presented a comprehensive paper on the hazards of plastic components used in aircraft furnishing which, in case of fire, produce toxic and explosive gases which current extinguishers were inadequate to cope with. Further information on this matter is to be collected by the Secretariat for presentation to the next meeting. In conjunction with this item, the next meeting will also discuss the design of emergency equipment and procedures for its pre-flight inspection.

ITF Seminar for Turkish Affiliates

The ITF sponsored a seminar on technological change for its Turkish affiliates in Istanbul from 5 to 9 November 1973. This was the first occasion on which the Turkish transport workers' unions had together considered both their particular and common problems arising from technological changes in the transport industry and their implications on transport policy, particularly in its social aspects. The unions represented among the thirty participants were the Turkish Railways Workers' Trade Union Federation (DYF-İŞ); the Turkish Road Transport Workers' Federation (TUMTİS); the Dockers' Union (LİKAT-İŞ). Each presented papers on its own special area of concern and these papers were then discussed by the seminar and related to the situation in other sectors of the transport industry. A special feature of the seminar were lectures by Sidney Weighell, Assistant General Secretary of the British National Union of Railwaymen, who led a discussion on developments in the railway industry, and by Professor Faruk UMAR of Istanbul University who dealt with transport developments and problems in Turkey. Harold Lewis, Assistant General Secretary of the ITF, lectured on the ITF and its activities. The arrangements for the seminar were made jointly by the ITF and DYF-İŞ. It was regarded by the participants as having been a great success and they intend in future to arrange further seminars of the same kind.

GREECE

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ICFTU protests at arrest of trade unionists

In response to the wave of arrests of Greek trade union and political leaders, carried out in the early hours of the morning of Monday 19 November, the International Confederation of Free Trade Unions has approached the International Labour Organization urging it to initiate vis-a-vis the government of Greece the procedure foreseen for cases of violation of trade union and human rights, Greece being still a full member of the ILO.

The ICFTU stresses once again that the events in Greece demonstrate the fundamental incompatibility between the maintenance of a dictatorial regime and the so-called "measures of liberalisation" announced by the Greek government. Only the immediate abolition of all dictatorship and the restoration

of human, political and trade union rights within the framework of a genuine parliamentary democracy can restore peace and dignity to the people of Greece, who have now been subjected to military dictatorship for seven years. It is for this reason that the ICFTU continues to support the clandestine democratic trade union movement of Greece in its struggle for the restoration of free trade unionism.

SOUTH AFRICA

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British TUC delegation calls for African freedom to negotiate

On returning to the United Kingdom, the Trades Union Congress delegation to South Africa called for urgent action on five points:

- Establishment of the right to freedom of association and collective bargaining for all workers - black, white, coloured and Asian;

- A living wage and fair conditions of employment for all workers, including the application of the principle of the rate for the job;

- Repeal of the laws which discriminate against African and non-white workers;

- Provision of adequate social insurance for African workers, particularly in the urban areas;

- Provision of universal free education as quickly as possible, and the provision of trade training opportunities on a wide scale.

The TUC delegation made it clear that "apartheid offends against the dignity of man and its continuation cannot be justified." Moreover, apartheid is having a detrimental effect on the economic development of the country. A definite welcome was given to all efforts to build genuine democratic trade unions amongst African workers and employers were urged to show courage and determination in providing facilities and assistance to these unions in overcoming the many obstacles standing in their way. Within the law employers could provide facilities for African trade unions to function and recruit members, but paternalism was not acceptable to African workers, whose dignity should be respected.

The delegation, whose full report has not yet been completed, concluded that "strong and determined efforts should be made with the assistance of the international trade union movement to organize unorganized African workers into trade unions and ensure the cooperation of other trade unions and organizations and individuals willing to help.

TRANSPORT

GREAT BRITAIN

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Government to protect merchant shipping

The British government is proposing to take powers to combat flag discrimination and other action by foreign governments where UK shipping or trade interests are affected. Under proposed legislation, the government may make regulations to obtain information, to regulate the carriage of goods, to levy charges on ships, to refuse admittance of ships to UK ports and to approve or disapprove agreements. The new law will also enable Britain to ratify IMCO oil pollution Conventions.

ICELAND

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British and Icelandic governments conclude two-year agreement on fisheries

An interim treaty between the British and Icelandic governments has been concluded which ends the fisheries dispute between the two countries for two years. The dispute began when Iceland claimed a 50-mile fishing limit round her coasts on 1 September 1972, thus excluding foreign trawlers from traditional fishing grounds.

Under the treaty, British trawlers will be permitted to catch a maximum of 130,000 tons of fish a year; a fleet of 139 vessels will be allowed to operate in the zone between the 12-mile and 50-mile limits; of these 68 may be of 180 feet or more in length and the rest below that figure. The waters will be divided into six areas which may be fished by British vessels in two-monthly rotation, so that at any one time one-sixth of the zone will be closed; in addition five conservation areas will be closed at certain times of the year and two closed permanently. Finally, Britain has agreed not to send freezer or factory ships to the Icelandic grounds.

SWEDEN

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Transport union protests at inadequate driver training

The ITF-affiliated Swedish Transport Workers' Union is protesting at the government's cutback in plans for improved training for lorry and bus drivers "for economic reasons". At the same time as demands are being made for higher qualifications for professional transport drivers, the union says, the government

is declining to fulfil its responsibilities for training them and is even planning to cut training time from 17 to 10 weeks.

On 1 January 1973 a decision was made to issue a special licence to drivers of heavy transport vehicles; this decision was in line with the union's policies. The reform is to be accomplished in two stages, beginning 1 January 1975. After completion of the first stage, 500 lorry drivers and 800 drivers will have been trained; in the second stage training is required for 6,500 lorry drivers and a further 800 bus drivers. In order to fulfil this programme, 15 new training schools, in addition to the present 15, are required by 1975, together with about 50 new instructors. In the present schools, drivers receive a nine-week course plus five weeks on the road accompanied by an instructor-driver. A further three week's course is required for a bus driver's licence.

It has been agreed by a joint committee on which the union is represented that with a more effective plan of instruction an integrated course for both bus and lorry drivers can be devised lasting 13 weeks. But "for economic reasons" the government will not agree to longer than 10 weeks.

The union is also attacking the government's plan to devolve responsibility for half the cost of the improved training plan to the local authorities, whereas the union wants the whole programme to be 100% centrally financed. In an industry where a failure to maintain the highest professional standards could put many lives at risk, the union insists that there can be no grounds for penny-pinching.

TRADE UNIONS

GREAT BRITAIN

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Transport Workers' Union must pay compensation

The ITF-affiliated Transport & General Workers' Union has had judgment given against it in a ruling by the Industrial Relations Court on a case brought by General Aviation Services, a Canadian company offering airline services at London (Heathrow) Airport. The Court has ruled that the Union must pay compensation (the figure has not yet been established) because of industrial action by its members directed against the company which caused it eventually to cease operations at the airport. Although the men's action was not endorsed by the Union, the Court ruled that the Union was nevertheless responsible for this "unfair industrial practice". The Union is expected to appeal against the decision.

SOCIAL AND INDUSTRIAL NEWS

GERMANY

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Agreement with Germanair successfully concluded

Negotiations between the ITF-affiliated German Transport and Public Service Workers' Union on collective agreements for ground and flying staff of Germanair were recently successfully concluded. The 250 ground personnel now receive between 29 and 30 days' annual leave. The minimum rest period between two shifts is set at 12 hours and for every 30 night shifts an additional day's leave is granted. Sick pay entitlement will in future be for 33 weeks.

For the 300 flying staff, monthly flight time will now be limited to a maximum of 100 hours. Scheduled flight duty time must not exceed 14 hours and rest periods must be of between 8 and 12 hours depending on the length of the flight duty period. 8 days off are granted each month, of which 3 days must be granted consecutively.

Both agreements are effective retroactively from 1 September 1973 and will last for 2 years.

13th month's salary for crews of pilot vessels

The ITF-affiliated Germany Transport and Public Service Workers' Union has obtained the payment in 1973 of a 13th month's salary for crews of pilot vessels. About 250 captains and crew members of pilot vessels in Kiel, Cuxhaven, Brunsbüttel, Bremerhaven and Emden will receive this bonus with their November pay. Up to now they had received a Christmas bonus of between 20% and 75% of a month's pay, depending on length of service.

GREAT BRITAIN

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New leave agreement for merchant navy officers

A new National Maritime Board leave agreement has been concluded between shipowners and officers' unions (among them the ITF-affiliated Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers' Union) which comes into effect progressively between October 1973 and June 1975. It provides for a standard entitlement of one day's leave for each two days of duty. The agreement, which has yet to be approved by the government's Pay Board, means that leave will now compensate for hours worked between 8 and 10 per day, as well as for weekend work at sea. The one day off for two days worked formula is made up as

follows: annual leave of two days per 30 days served, i.e. 24.4 days annual leave per year served; compensatory leave for Saturdays, Sundays and public holidays spent at sea, 7 days per 30 days served, i.e. 85.4 days per year served; and compensation for hours at work between 8 and 10 per day of 6 days per 30 days served, i.e. 73.2 days per year served.

IRELAND

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Busmen may ballot on strike action

Members of the ITF-affiliated Irish Transport and General Workers' Union may vote with a view to taking industrial action over the failure by the public transport authority CIE to indicate whether it intends to implement a recent Labour Court recommendation granting the union's claim for a shift premium (see item in Newsletter No. 11, 1973). The union accepted the Court's recommendation in a letter dated 16 October, but no acknowledgment has been received indicating whether CIE intends to implement the recommendation. If there is no clear indication of the company's intention within a reasonable time, the union intends to seek the authority of its members to call for industrial action. The claim has been processed through all the statutory negotiation and conciliation procedures since last February, and the busmen now consider its implementation a matter of urgency.

NORWAY

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Agreement on increases for foreign trades seafarers

Members of the ITF-affiliated Norwegian Seamen's Union, Mates' Union and Engineers' Union have reached agreement with the ship-owners on the payment of cost-of-living increases for those employed in the foreign trades. Increases have also been agreed for seniority pay, overtime rates and subsistence allowances. As an example of the new rates, with effect from 1 November 1973 an able seaman after three year's service on a dry cargo vessel over 2,000 grt receives an additional 135 kr. on his seniority pay which together with his previous monthly basic comes to 2695 kr, plus cost-of-living allowance of 148 kr. so that his total wage is 2843 kr. This is a rise of 283 kr., with overtime pay rising by 1.90 kr. to a weekday rate of 18.95 kr. per hour.

UNITED STATES

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Strike of TWA flight attendants

With effect from midnight on 4 November stewards and stewardesses employed by Trans World Airlines and belonging to the ITF-affiliated Transport Workers' Union went on strike in support

of contract claims. The strike followed a protracted period of negotiation and mediation and had been postponed by a statutory 30-day cooling off period. The union claims that the company has deliberately refused to come to a settlement and has put forward provocative counter proposals which would set back conditions in the industry many years.

Talks between the parties have been resumed under the auspices of the National Mediation Board, while the strike continues. ITF affiliates are being asked to do their utmost to ensure that TWA aircraft remain grounded by preventing the use of strikebreakers.

New contract for American Airlines flight engineers

The ITF-affiliated US Flight Engineers' International Association has recently concluded a new agreement with American Airlines, the most important provisions of which concern improved retirement benefits. A flight engineer can now retire voluntarily at age 62 with all the benefits he would have received at age 65, actuarially reduced by three years. Alternatively he may choose to continue in employment until age 65 with increased benefits. This constitutes a 27.5% improvement in benefits at age 62 and additional improvements in subsequent years.

With respect to disability pensions, the agreement provides for a payment of 50% of a flight engineer's average monthly salary in conjunction with the Long Term Disability Insurance scheme (LTD) for inability to perform the duties of a flight engineer. The first two years of disability are compensated under the LTD scheme, which in most cases gives more than 50% of pay, and subsequent years are compensated under the new arrangement by a monthly disability pension equal to 50% of his average monthly salary during his highest paid calendar year out of the last five calendar years prior to the exhaustion of sick pay entitlement.

The agreement also provides improvements in pay (total of 13% over three years) and a guaranteed 64 hours per month. These, together with substantial increases in fringe benefits, make the new agreement one of the most advantageous the Association has negotiated.

NEWS IN BRIEF

The Danish Seamen's Union is threatening to cut off communications with Greenland by strike action against vessels of the Royal Greenland Commerce company, following the breakdown of negotiations on a new agreement. The previous agreement expired in April.

The French Union of Technical and Supervisory Employees staged a two-day protest strike against the railways on 14 and 15 November.

The German Railwaymen's Union has given notice of termination of its pay agreements for railwaymen with the aim of achieving increases to bring its members into line with rises in the cost of living.

The government of Jordan has accepted the Convention of the Intergovernmental Maritime Consultative Organization, bringing IMCO's membership to 83.

The Swiss government has announced the payment of a cost-of-living increase to public employees (including railwaymen) of 8.5% for the year 1973 based on the movement of the consumer prices index. The increase for 1974 will be 15.5%, to be adjusted at the end of the year in the light of the index.

The United Kingdom government has ratified the Montreal Convention for the Suppression of Unlawful Acts against the Safety of Civil Aviation. This brings the number of ratifications to 35.

British aviation workers belonging to the Transport and General Workers' Union, including ground staff and cabin attendants, are seeking higher pay, the 35-hour week and four weeks' annual leave.

Dock workers in the port of Liverpool are refusing to handle all incoming and outgoing Chilean cargoes in protest against the military coup.

PERSONALIA

S. Barendregt and J.K. Post have been appointed Chairman and Vice-Chairman respectively of the Netherlands Transport Workers' Union.

Russell Berg, former President of the US Boilermakers' and Blacksmiths' Brotherhood, has died after a long illness at the age of 68. He was President of the union from 1962 to 1970 when he was obliged to retire on health grounds.

J.R. Grenville has been elected Federal Secretary of the Federated Clerks' Union of Australia, in succession to J.M. Riordan on the latter's election to the Australian Parliament.

Emile Haudenschild, former Vice-President of the Swiss Railwaymen's Union, celebrated his 70th birthday on 21 November 1973.

M. Ibe, Chairman of the All-Japan Federation of Transport Workers' Unions, died after an illness on 9 October at the age of 52. He served in several offices within the All-Japan Express Workers' Union, and as its President from 1960 to 1971 when he was elected to the Japanese Parliament.

ERRATUM
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In our last issue we wrongly referred to Hans Ericson (Sweden) as a member of the ITF Executive Board. We apologize for this mistake.

FORTHCOMING MEETINGS
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| ITF Cabin Attendants' Technical Committee | - London, 4 and 5 December 1973 |
| ITF Fair Practice Committee | - London, 17 and 18 January 1974 |
| ITF Fishermen's Subcommittee on Safety of Fishing Vessels | - London, 6 February 1974 |
| ITF Fishermen's Section Conference | - London, 7 and 8 February 1974. |

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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STATEMENTS ADOPTED BY THE ITF EXECUTIVE BOARD

CHILE

At its meeting in Paris on 30 and 31 October 1973, the Executive Board of the International Transport Workers' Federation (ITF) denounced the recent military coup in Chile and strongly reaffirmed the view expressed in the ITF's statement of 14 September that whatever problems Chile faced, the brutal imposition of a military dictatorship was monstrous. The Board then unreservedly endorsed the statement previously made by the Director of the ITF's office for Latin America and the Caribbean, reiterating the ITF's complete solidarity with the workers of Chile and particularly its transport workers, and demanded that the régime presently holding power in Chile should restore the country to constitutional government immediately. The Board condemned the actions the régime had taken to deny the basic civil rights and liberties of Chile's workers and pledged the ITF's support for any measures the Chilean workers might take to regain and exercise their freedom of association and right to organize. The Board further calls upon affiliates to render whatever practical solidarity and assistance are possible to our Chilean trade union colleagues.

THE MIDDLE EAST CONFLICT

At its meeting in Paris on 30 and 31 October 1973, the Executive Board of the ITF welcomed the conclusion of a cease-fire in the Middle East and called on all concerned to ensure that it was respected and maintained.

It expressed the fervent hope that a just and durable peace would be established by early negotiations between the parties directly involved so that the workers of those countries could devote themselves to their social and economic advancement free from fear and harassment within secure internationally recognized and guaranteed frontiers.

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MORE ITF ACTIONS AGAINST FLAG-OF-CONVENIENCE VESSELS

We urge affiliates to check on the application of the ITF Agreements on those flag- and crew-of-convenience vessels which appear on the list of vessels circulated to them, as it is apparent that many owners sign agreements with no intention of implementing them.

The following is a selection of recent actions by ITF-affiliated unions in the Federation's campaign against the abuses arising from flag-of-convenience registration.

In Great Britain, the Liberian-flag ships ARION and FALCONDALES and the Cyprus-flag SIBRIS were brought under ITF agreement in Middlesborough by the National Union of Seamen. At Immingham, the Cyprus-flag vessel SOVEREIGN GRACE was held by the NUS in order to obtain improvements in the appalling crew conditions for the African crew members and an ITF agreement; the NUS in Immingham also obtained £5,000 in back pay for crew members of the Cyprus-flag vessel MARIAM. At Ellesmere Port, action by the NUS and the Transport and General Workers' Union obtained back pay for crew members of the Cyprus-flag ALEXANDER AS at ITF rates. This vessel was checked a week later in Rotterdam by the Dutch Seafarers' Federation to ensure that the crew received full pay and allowances when they were paid off on the sale of the vessel.

Following a report in the publication of the US International Longshoremen's and Warehousemen's Union on the assistance given by officials of that union to the crew of the Cyprus-flag ELGRECA during her stay at the port of Portland, Oregon, the British National Union of Seamen arranged to meet the vessel on her arrival at Birkenhead. An ITF Agreement was signed on 9 November and £620 underpayment of wages to ten Asian seamen was paid out. In addition, the NUS insisted on crew accommodation being improved and a number of repairs carried out.

In Finland, the Liberian-flag CRETAN HOPE was forced to pay out £460 in back pay due to 4 crew members under ITF agreement; and the Singapore-flag RUMBA paid FMk. 1,950 in back money to 3 crew members.

In Sweden, two amounts of over £1000 were obtained by the Swedish Seamen's Union as back pay due to crew members of the Cyprus-flag LEE and the Liberian-flag MAIR respectively, both under an ITF agreement which the owners were blatantly disregarding. The Swedish Seamen's Union further obtained back money of Sw. kr. 63,638 for the Cyprus-flag GYDA C and £3,306.51 for the RAVENS, also Cyprus-flag.

In Newcastle, Australia, action by the Waterside Workers' Federation (WWF) held the Greek-flag MARIA XILAS till back payment for the Asian crew members was obtained. The Australian union also placed a ban on the Liberian-flag American university ship UNIVERSE CAMPUS, which was not allowed to sail for New Zealand until the 150 Chinese crew members were paid ITF wage rates backdated to 1 September. The WWF has further obtained US\$ 3,777.19 for the crew members of the Liberian-flag NETA.

In Quebec, Canada, the Cyprus-flag AEGIS LEGEND was arrested through the Canadian Brotherhood of Railway, Transport and General Workers for failure to comply with an ITF agreement signed after action by the Swedish Seamen's Union in July this year. When the vessel returned to Gothenburg in August the company was forced to pay £10,962 in back wages owed to the African crew, who were later forcibly paid off in Bilbao, Spain and stranded there with back pay owing to them. The ship, with a new crew, was then traced to Quebec where a warrant for its arrest was obtained by the CBRT&GW. It was allowed to leave after pledges for \$27,000 and 5,000 for the current crew were deposited by the owners. In September, the Seamen's Local 400 of the CBRT&GW in Vancouver came to the assistance of the striking crew members of the Cyprus-flag MARGARET H. The mixed-nationality crew (Greek, Cypriot and Brazilian) were demanding improvements in conditions, payment of back wages and repatriation at the owner's expense. After protracted negotiations with the union, these were obtained.

The Bermuda Industrial Union came to the assistance of the crew members, when the Bermuda-registered BANGOR BAY, en route from Portsmouth, New Hampshire to Augusta, Sicily, put into St. George's, Bermuda on 17 September for much-needed repairs. The vessel had been sailing shorthanded for some months and when it reached Bermuda the crew refused to work it further. Our affiliate negotiated with the owner's representatives and instructed lawyers on their behalf, arranged for them to be repatriated and secured advances on their wages and allotments pending the outcome of a court action against the owners of the vessel. The vessel itself was put up for auction on 20 November.

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