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London, 17 and 18 January 1974

NEWS AND VIEWS FROM THE ITF

ITF Cabin Attendants' Technical Committee meeting

A meeting of the ITF Cabin Attendants' Technical Committee was held in London early in December. It was attended by delegates from Belgium, Canada, France, Germany, Italy, Sweden, United Kingdom and United States. As one of its major items of business the meeting adopted a preliminary document on a recommended Code of Practice for cabin attendants faced with hijacks and similar contingency situations. This document is to be submitted for adoption by the next full-scale ITF Civil Aviation Section Conference.

During its review of accidents, the meeting agreed that manufacturers and airline companies should be approached with a view to persuading them to use non-inflammable and non-toxic materials in the design and construction of emergency equipment; and that there was a need for standardization of all emergency equipment. In addition, views were exchanged on the need for improved cockpit/cabin communication in case of emergency, and the use of evacuation alarm systems which could be activated either from the flight deck or the cabin.

On the question of licensing of flight attendants, the meeting heard reports on recent discussions on this matter within the International Federation of Air Line Pilots' Associations, and within the International Civil Aviation Organization. The Italian delegate informed the meeting of proposed legislation for the licensing of cabin attendants in his country, details of which are to be circulated to affiliated unions. It was agreed that the ITF should continue to attempt to have the question discussed at an appropriate ICAO Divisional Meeting, and that affiliates should individually try to obtain the support of their national governments in the campaign.

Finally, a working party was set up to look into the need for updating the ITF's flight and duty time policies as they affected cabin attendants, both on safety and social grounds. The group is to conduct its deliberations by correspondence.

INTERNATIONAL  
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International trade union meeting on multinationals

After two days of talks - on 11 and 12 January 1974 - which provided the representatives of the International Confederation of Free Trade Unions, the World Confederation of Labour and several International Trade Secretariats, including the ITF, with the opportunity to put forward their demands for the control of the

activities of multinational corporations, the UN Under-Secretary, Mr. Philippe de Seynes, and the trade union representatives agreed upon the establishment of a permanent dialogue between the United Nations and the international trade union movement. Regular contacts will make possible a two-way exchange of information.

ITS representatives stressed the need for adequate international trade union solidarity if a real counterweight to the multinationals was to be established. They also referred again to their proposal that an international fund be set up to which multinational companies would be obliged to contribute as a practical means of counteracting the adverse effects of their transferring their activities from one place to another. The fund would be used to build up the economic and social infrastructure of the developing countries. Payments made to it would be calculated on the basis of the difference between the wages paid by the multinationals to the employees of their branches in the industrialized countries and those in the countries of the developing world.

EUROPE

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#### Meeting of EEC Joint Committee on Sea Transport

A further meeting of the Ad Hoc EEC Joint Committee on Social Matters affecting Sea Transport was held in Brussels on 28 November 1973 to discuss the establishment of the committee on the basis of a formal constitution. Å gelander (ITF Secretariat) and B. Jonckheere (ITF "Brussels" Committee) attended the meeting.

The ITF seafarer representatives submitted several proposals regarding the Draft Constitution as originally proposed by the EEC authorities and later amended by the shipowners. After a lengthy exchange of views on the contents of the constitution between the two sides of the shipping industry, during which it emerged that the shipowners were still not prepared to commit themselves, formally or otherwise, to enter into a dialogue in the future with the seafarers on social matters of substance, it was agreed that the two sides should meet again shortly on a small working party, the sole task of which would be to hammer out their differences over the constitutional issues. The dates of the working party meeting have yet to be fixed. The Joint Meeting, which was attended by representatives of ITF affiliated seafarers' organizations in Belgium, Denmark, Germany, Ireland, Netherlands and the United Kingdom, among them K. Mols-Sørensen, General Secretary of the Danish Navigating Officers' Association and Acting Chairman of ITF Seafarers' Section, was preceded by a preparatory meeting of ITF affiliates.

Trade unions demand European transport plan

The Committee of ITF Unions within the EEC (the "Brussels Committee"), at a meeting in Luxembourg in November, stated that, in order to obtain a rational transport plan for the enlarged European Economic Community, there must be firm rules laid down governing investments, regularization of the railways' financial situation, strict regulation of capacity and access to the market and energetic steps for the harmonization and coordination of conditions of competition, in particular the working and social conditions of those employed in the various branches of the transport industry.

The unions welcomed the wish of the Commission to push forward the development of the common transport policy; the new guidelines proposed on 24.10.1973 by the Commission concerned the role of the public authorities more than that of the enterprises and rightly underlined the need to conceive transport policy in line with other policies developed at community level (regional, social, environment, energy, etc.)

While approving of the desire to give new life to the common transport policy, the unions regretted that the working programme put forward by the Commission included so many of the proposals which had remained in abeyance before the Council of Ministers for many years.

The unions also stressed again the prime importance of harmonization of social conditions in European transport. In this connexion they objected to the incomplete implementation throughout the EEC of the first community regulation (543/69) concerning social harmonization in road transport; governments should do their utmost to ensure strict respect for EEC standards with regard to driving time and rest periods.

The unions additionally regretted the delays in the Commission's drawing up of similar regulations for inland navigation and the railways.

The implementation of community social standards was also considered imperative for workers in other forms of transport, i.e. in the maritime, port and aviation sectors. Joint committees should be set up immediately for these branches, similar to those which have existed for several years for land transport.

TRANSPORT

JAPAN  
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Seamen achieve joint committee on bridge construction

Following a threatened strike set for 25 December, the ITF-affiliated All-Japan Seamen's Union has succeeded in obtaining the government's agreement to postpone the construction of

controversial bridges and to set up a joint committee to consider the union's representations.

The planned construction of three bridges over Japan's Inland Sea would mean the loss of some 7,000 seamen's jobs and would cause a variety of navigational problems to those employed in the area. The Union is now awaiting an indication of how the government proposes to fulfil its responsibility to solve the social problems which the construction of the bridges would raise.

TRADE UNIONS
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INTERNATIONAL  
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ILO admits representatives of illegal Greek and Spanish trade unions

The Workers' Group of the International Labour Organization has unanimously voted to allow participation in the ILO's second European Regional Conference by the Greek Anti-Dictatorial Workers' Front and United Trade Union Anti-Dictatorship Movement and by delegates of the Spanish Workers' Commissions and the General Union of Workers (UGT).

The decision was taken on proposals by the ICFTU, the World Federation of Labour and the World Federation of Trade Unions.

GERMANY  
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Union welcome for new Federal employees' representation Act

The ITF-affiliated German Railwaymen's Union has welcomed the new Act passed by the German parliament governing representation for federal employees in the management of their enterprises. The Act, according to the union, is a substantial improvement not only on previous legislation on the subject dating from 1955, but also on the bill originally proposed.

Staff Committees will enjoy extended participation in decision-making processes, and the rights of trade unions within the structure are also expanded. However, the Act still leave much undone, and the union hopes that further improvements in the rights of public service workers to codetermination will be forthcoming.

SPAIN  
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Sentences on Spanish trade union activists

The ITF has lodged a strong protest with the Spanish government over the savage prison sentences imposed on ten trade unionists by the High Court in Madrid on 29 December 1973.

The ITF states: "The continued persecution of trade unionists by your Government serves only to reinforce the determination of European trade unions to strive for the establishment and recognition of basic human and trade union rights in Spain and to prevent the entry of Spain into the EEC or the establishment of any other formal relationship between the Community and Spain until such time as Spanish workers are able freely to form and join trade unions of their own choosing."

The Trade unionists concerned were tried on charges of belonging to an "illegal association", i.e. the outlawed workers' commissions. They received sentences of up to 20½ years imprisonment.

SOCIAL AND INDUSTRIAL NEWS
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BELGIUM  
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Aviation unions' claims for 1974 agreement

The common front of aviation trade unions representing Sabena employees, among them the ITF-affiliated Aviation Sector of the Public Service Workers' Union, has drawn up its claims for improvements in 1974. They include a 7% pay increase subject to a minimum rise of 2,000 B.Fr. per month, based on increases in the cost of living and the fact that Sabena staff have fallen behind other workers; doubling of the present end-of-year bonus, i.e. 9,000 Fr.; a formula for compensating employees for travelling costs irrespective of the method of transport used; a general review of the pay structure in order to eliminate existing anomalies; a year's guaranteed salary in case of sickness or industrial accident for those with 20 or more years' service; and elimination of lower hourly rates of pay for part-time employees.

FRANCE  
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Flight Engineers call off protest strike

The second of two four-day strikes planned by the ITF-affiliated French Flight Engineers' Association SNOMAC in protest against plans to operate long haul flights with either no F/E relief

or relief provided by a pilot not licensed as a flight engineer was postponed after the union saw prospects of Air France management reviewing its decision and in the hope that government regulations would come into line with ICAO international standards. (For earlier report on dispute, see Newsletter No. 1, 1974, page 4.)

#### GERMANY

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#### Negotiations on seafarers' wage agreement adjourned

The fourth round of talks on the claim by the ITF-affiliated German Transport and Public Service Workers' Union for a 15% pay rise for seafarers took place on 11 January, but ended without a settlement. The union agreed to a postponement until 23 January, on receiving an assurance from the shipowners' side that any agreement finally reached would be made retroactive to 1 January.

Negotiations between the union and the federal pilotage authority on claims for about 250 officers and crew members of pilot vessels have been blocked by the Federal Transport Ministry until after the seafarers' claim has been settled.

#### Talks on port workers' pay break down

Pay talks between the ITF-affiliated German Transport and Public Service Workers' Union and the Central Union of German Port Authorities concerning 25,000 dock workers broke down on 15 January. The union is claiming an 18% rise with effect from 1 January 1974, to which the employers' side have replied only that they will ensure that the real income of port workers will remain the same in 1974 as at the end of 1973, without putting a figure on their offer. Both sides have now agreed to seek mediation in the dispute.

#### GREAT BRITAIN

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#### Locomotivemen's dispute continues

Despite repeated efforts, no progress has been made towards settlement of the dispute in which the Associated Society of Locomotive Engineers and Firemen (ASLEF) is rejecting the railway board's proposals for the restructuring of railwaymen's pay. ASLEF initiated a ban on rest-day working and a work-to-rule campaign in December, together with two 24-hour strikes, which have brought considerable disruption of traffic. The latest attempt to solve the dispute by means of tripartite talks between the three ITF-affiliated railway unions - ASLEF, the National Union of Railwaymen and the Transport Salaried Staffs Association - came to nothing on 22 January.

### Pay agreement for British Airways engineers

Ground engineers belonging to the ITF-affiliated Association of Scientific, Managerial and Technical Staffs have accepted a pay agreement, effective 1 January 1974, which gives increases ranging from £158 per annum for technical training instructors to £308 per annum for senior engineers. There is also an annual holiday supplement of £33 and improvements in shift pay, together with a threshold agreement giving a 40 pence rise if the cost-of-living index goes up by 7% from 1 October 1973 and a further 40 pence for each further 1% rise up to October 1974. The agreement falls within the terms of the government's Stage Three pay norm, and is subject to Pay Board approval.

Negotiations still have to be completed for other British Airways employees represented by the ITF-affiliated Transport and General Workers' Union, notably ground staff and cabin crews.

### Rejection of leave agreement may cause loss of merchant navy officers

The Pay Board's refusal to allow new leave arrangements agreed between the shipowners and the ITF-affiliated Merchant Navy and Airline Officers' Association may, the union has warned, lead to the loss to the merchant service of many ships' officers, making an already desperate shortage very much worse. The British Shipping Federation has also expressed its disappointment at the Pay Board's decision to reject an agreement which was of major importance to the industry. Both sides are now considering whether to make further representations to the Board. The union argues that the agreement should be treated as being outside the government's pay limits because agreement in principle on the formula to be adopted had been reached before the pay restrictions were applied.

### London dockers accept pay settlement

About 7,000 port workers in London's enclosed docks have voted to accept a 7% increase on basic rates, giving a new weekly rate of £44.21, together with a 1% increase in "contingency payments" covering work in ships' holds and the operation of mechanical equipment. They have rejected an offer of an extra 3½% as a productivity incentive and also opposed proposals to allow employers to transfer men around the docks and to alter working hours.

### Municipal busmen accept pay agreement

Representatives of 60,000 municipal busmen outside London have accepted a pay settlement under Stage Three of the government's pay policy which would give increases of up to £2.25 per week. The agreement is subject to Pay Board approval. Drivers receive an increase of £1.57 per week and maintenance men £2.25. New basic rates will be £26.86 for drivers of one-man operated, double-decker buses, £25.90 for drivers of one-man operated, single-decker buses, £22.05 for drivers of crewed buses and £21.48 for conductors. Maintenance men will get between £21.55 and £23.16.



JAPAN

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Court judgment in favour of Air France Stewardesses

Thirty-three Japanese stewardesses working for Air France have won a court judgment preventing the company from dismissing them because they refused to be transferred to Paris. The stewardesses have been employed at the Japan branch of Air France and were requested to transfer to Paris with effect from January 1974 under management centralization plans. They were also told that they would be discharged at the end of December if they did not comply.

The court ruled that Air France had an obligation to protect the employment status and benefits of the stewardesses.

SWITZERLAND

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Improvements agreed for Swiss seafarers

The ITF-affiliated Swiss Transport and Commercial Workers' Union (VHTL) has agreed with the Swiss Shipping Federation on a number of improvements in wages and conditions which come into effect from 1 January 1974. Wages are all increased by 10%; hours of work are reduced by 2 hours per week, so that deck and engineroom crew members are on a 44 hour week and those in general service on a 46 hour week; this also means an increase in overtime rates of 14%. In addition there are various improvements in leave conditions, an increase from 10 to 15 Sw.Fr. per day in subsistence allowances, a rise in compensation for time off, and sick leave and an increase in the insurance compensation for loss of personal effects.

UNITED STATES

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IAM dispute with Air France

The ITF-affiliated International Association of Machinists has called a strike of its members employed by Air France in the United States as a result of the company's intransigent bargaining position. The strike began on 9 January and follows 16 months of negotiations. Air France has been demanding complete freedom to schedule employees at any hours, to employ part-time help indiscriminately and to contract out essential work performed by IAM's ground service members. Before the strike was called the company had refused an offer of arbitration by the US government.

The IAM considers that its present action is concerned with very vital issues, since Air France has joined the growing number of national airlines insisting upon contract terms which would destroy the principles of trade unionism and job security achieved over many years of hard bargaining.

The ITF has drawn the attention of its affiliates to this dispute and has informed them of the IAM's reliance on their unqualified support and display of solidarity for the achievement of a satisfactory contract settlement.

TWA strike ends with 3-year contract

A 44-day strike against Trans World Airlines ended when members of the ITF-affiliated Air Line Stewards' and Stewardesses' Association (part of the Transport Workers' Union of America) voted to accept a new three-year contract, reached with the aid of the US National Mediation Board. The agreement, which runs from 1 August 1972 to 31 July 1975, provides for a 13.5% increase in stages over the life of the agreement: 5.5% from 1 August 1972, 1.5% from 1 December 1973 and two increases of 3% effective on 1 October 1974 and 1 April 1975 respectively. Also provided in the contract are reduced maximum duty hours, increased expense allowances in both domestic and international operations, and improved medical and life insurance coverage.

NEWS IN BRIEF

The German Democratic Republic became the 124th member of the International Labour Organization on 1 January 1974.

Tanzania has joined the Inter-governmental Maritime Consultative Organization, becoming its 85th member.

Further impetus has been given to the international trade union boycott of California table grapes and lettuce picked by non-union labour following the visit to a number of European countries of Richard Chavez, Vice-President of the US United Farm Workers' Union. Another international boycott, against products of the Farah Clothing Company of Texas, is being organized in support of the long-standing campaign for recognition by the United Clothing Workers of America.

The Scandinavian Flight Navigators' Association has informed the ITF of a wage dispute with the Danish Arctic contractors in which all communications technicians in Sonderstromford, Greenland, went on strike with effect from 14 January.

PERSONALIA

Max Arnold, General Secretary of the Swiss Public Service Workers' Union, celebrated his 65th birthday on 8 January.

Joseph Bocher, General Secretary of the French FO Federation of Merchant Navy Officers, died at the end of November 1973.

Seyfi Demirsoy, President of the Turkish Confederation of Trade Unions, died in London on 14 January following an operation in hospital.

Erich Kissel, General Secretary of the International Federation of Commercial, Clerical and Technical Employees from 1958 to 1973, celebrated his sixtieth birthday on 16 January.

Leonard "Red" McLaughlin has resigned as President of the Seafarers' International Union of Canada to accept a post with the ILO. He is succeeded by the Executive Vice-President of the Union, Roman Gralweicz.

Shinichi Nakagawa, former President of the Japanese National Railway Workers' Union, died as a result of illness on 11 December 1973 at the age of 53. Brother Nakagawa retired from his union post on health grounds in July last year.

Elgar H. Ottersen has retired from his post as Radio Officers' Secretary in the Norwegian Seamen's Union on reaching the compulsory retirement age of 65. He had completed 27 years in the service of the Union.

FORTHCOMING MEETINGS

- ITF Fishermen's Subcommittee  
on Safety of Fishing Vessels - London, 6 February 1974
- ITF Fishermen's Section  
Conference - London, 7 and 8 February 1974
- ITF Railwaymen's Section  
Conference - Basle, 19-21 March 1974.

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

MEETING OF THE ITF FAIR PRACTICES COMMITTEE, LONDON,  
17-18 JANUARY 1974

The meeting was attended by 42 members and advisers from 16 countries, with Tim O'Leary (T&GWU, UK) in the chair. Resolutions reaffirming the ITF's opposition to the use of flags of convenience; condemning the proposal to establish a shipping register in Hong Kong; and revising the ITF's definition of a flag of convenience were adopted unanimously, as was also a statement on the energy crisis (see attached texts).

The Committee reviewed the considerable progress made over the last two years in intensifying the Campaign through the use of an open-ended flexible approach in which national organizations have used whatever measures are open to them and best suited to their problems. Spectacular results have been obtained in many cases of exploitation of crews and grossly substandard ships by bringing the reasons for union objections and/or legal action to public attention through the press, radio and television. Unions in ten countries have designated officials to coordinate the ITF Campaign and nominations will shortly be made by Germany and Argentina. Routine checks on the observance of ITF agreements once signed and requests for assistance from ships' crews, who are increasingly aware of the efforts being made by ITF affiliated seafarers' organizations on their behalf, resulted in over £120,000,-- being paid out to the men concerned in just over twelve months.

A number of grants from the Seafarers' International Welfare Fund to seamen's welfare bodies were approved by the Committee. Chief among these were: £3,000 to the International Radio Medical Centre (CIRM), Rome; £5,000 to the International Seamen's Centre 'De Beer' at Europoort, Rotterdam; £10,000 to the United Seamen's Service (USS); and £7,500 to the Apostleship of the Sea Seafarers' Club, Southampton. Approval was also given to a grant of £10,000 being made towards the building costs of the Zeev Barash, International Seamen's Centre, Eilat, as soon as sufficient funds are available for the completion of the project. A further grant will be made when the work reaches the halfway stage.



RESOLUTION  
ON PROPOSED HONG KONG SHIPPING REGISTER

This meeting of the Fair Practices Committee of the International Transport Workers' Federation (ITF), held in London on 17 and 18 January 1974 and attended by representatives of seafarers' and dockers' trade unions from Argentina, Australia, Belgium, Canada, Republic of China, Denmark, Finland, Germany, Israel, Italy, Netherlands, Norway, Sweden, the United Kingdom and the United States of America:

1. **STRONGLY CONDEMNS** the proposal to establish a Shipping Register in Hong Kong, such Register to be separate from that of the United Kingdom;
2. **FIRMLY BELIEVES** that such a separate register would inevitably lead to a deterioration of the safety of navigation through a lowering of the mandatory qualifications demanded of officers and seamen compared with those demanded by United Kingdom legislation;
3. **ALSO BELIEVES** that shipping companies of various nationalities would establish bogus shipowning companies in Hong Kong in order to take advantage of cheap labour and less demanding maritime legislation and trade union agreements;
4. **DEMANDS** that the British Government does not allow the establishment of a separate Hong Kong Shipping Register;
5. **CALLS UPON** all maritime affiliates of the ITF, in the event of the establishment of such a register and, in the framework of the ITF flag-of-convenience campaign, to pay particular attention to vessels flying the Hong Kong flag;
6. In this connection, **AGREES** that ships transferred from the registers of traditional maritime countries, including the U.K., to the proposed Hong Kong register shall be considered as ships operating under a flag of convenience;
7. **AGREES ALSO** that new ships registered on the proposed Hong Kong register which are managed and/or beneficially owned in countries other than Hong Kong shall be considered as ships flying a flag of convenience; and
8. **AGREES FURTHER** that the transfer of a ship flying a flag of convenience to the proposed Hong Kong register will not alter its status unless:
  - (a) the beneficial ownership and management are indigenous to Hong Kong;
  - (b) the standards of equipment and manning comply with United Kingdom standards in all respects; and
  - (c) rates of pay and other conditions of seafarers are negotiated with an ITF affiliate and approved by the ITF.

DEFINITION OF A FLAG OF CONVENIENCE

Where the beneficial ownership and control of a vessel is found to lie elsewhere than in the country of the flag the vessel is flying, the vessel is to be considered as sailing under a flag of convenience.

In any case where it is claimed by the owner, charterer or agent that a particular vessel is not sailing under a flag of convenience, it shall be the responsibility of the owner, charterer or agent to produce satisfactory and fully acceptable proof of his claim.

RESOLUTION REAFFIRMING ITF OPPOSITION TO THE USE OF FLAGS OF CONVENIENCE

This meeting of the ITF Fair Practices Committee, being held in London on 17 and 18 January 1974,

REAFFIRMS its conviction based on decades of bitter experience, that the exploitation of flags of convenience represents an international scandal, debasing all honourable standards of national sovereignty and responsibility at the cost of seafarers' wages, conditions and even their very lives;

PLEDGES the unrelenting resolve of the ITF Seafarers' and Dockers' unions to end this disreputable practice by all means at their disposal;

GIVES SOLEMN NOTICE that the action of the ITF's affiliates will be directed, not only against the existing registers of convenience, such as those of Liberia, Panama, Cyprus and Somalia, but against any new registers or similar devices which may be proposed or introduced for the same purposes.

STATEMENT ON ENERGY CRISIS

The Fair Practices Committee discussed the current energy crisis and received a report from Brother Gleason on certain steps which the American maritime unions contemplated. The Committee agreed that the situation demanded close and continuous attention on the part of the ITF Executive Board, particularly with regard to the grave effect on workers' standards and job opportunities, and instructed the General Secretary to bring the feelings expressed by the Committee to the notice of the Board.