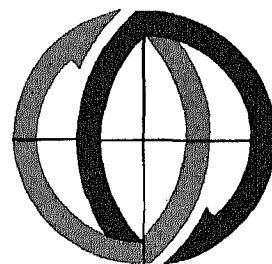


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NEWS AND VIEWS FROM THE ITF

SCANDINAVIA

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Transport Workers' Federation to step up boycotts of convenience flags

The Scandinavian Transport Workers' Federation - a body composed of ITF-affiliated unions in Denmark, Norway, Finland, Sweden and Iceland - has decided to operate a combined campaign of boycotting flag-of-convenience vessels, thus stepping up implementation of ITF policy in the nordic region. Dockworkers in Scandinavian ports will refuse to load or discharge any vessel in respect of which an ITF or equivalent union pay agreement has not been signed. This action will have a significant effect in increasing pressure on owners with unsatisfactory standards, as has already been shown by the previous vigorous action of the Swedish and Finnish unions in the campaign.

As part of the fight, the Swedish Seamen's Union has recently been successful in preventing the Swedish America Line from transferring two cruise liners, "Kungsholm" and "Gripsholm", from Swedish to Panamanian registry.

TRANSPORT

INTERNATIONAL

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Agreement on identification of seafarers' mail

Agreement has been reached between the International Labour Office and the Universal Postal Union on the adoption of a special international symbol to identify seafarers' mail. This is to be incorporated in a label which can be stuck on mail between seafarers and their families, and initial supplies of this are being printed by the ILO for immediate distribution to both seafarers and postal administrations.

EEC

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Report on Common Transport Policy

A report has been presented by the European Parliament's Committee on Regional Policy and Transport on the principles of the Common Transport Policy. The report has called for the immediate introduction of a coherent common policy for transport by rail, road

and inland waterway, and sea transport should be included too as soon as possible. The transitional period envisaged by the Commission for the introduction of a common transport system would take place in two stages. The first would cover the period from 1974 to 1976; the second would begin in 1977 and finish in 1983 or earlier with the ultimate introduction of economic and monetary union.

Competition between the modes of transport and between the individual undertakings within each of them should stimulate progress and should, if necessary, be kept under control by transport policy measures regulating capacity and pricing.

There must be complete freedom of movement for transport workers. Citizens of all member states must be guaranteed access to training courses and examinations.

A common air transport policy must be developed through multi-lateral negotiations on landing rights and air route planning within the Community and in relation to third countries.

GREAT BRITAIN
=====

Deck Labour Scheme to be extended

The British government is proposing to extend the Dockworkers Employment Scheme to all significant cargo-handling activities at ports and wharves which have not been covered up to now. Changes in cargo handling methods and the patterns of trade and shipping had had a serious effect on industrial relations in an industry historically bedevilled by insecurity of employment, the Secretary for Employment said; consultations are also to take place on possible revisions of the definitions of "dockworker" and "dockwork" and also on new arrangements for solving disputes about the application of the scheme. In making these proposals, the government had regard to the desirability of bringing the law and practice in Great Britain into conformity with the provisions of the ILO Convention on the social repercussions of new methods of cargo handling in docks.

IRISH REPUBLIC
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Modernisation of railways

The ITF-affiliated National Association of Transport Employees has made it clear to the management of the Irish national transport undertaking CIE that the proposed Rail Development Plans, to be implemented in stages up to 1979, must not involve compulsory transfer of any employees, and that any who are transferred must be paid adequate compensation. In addition, it has said that consideration should be given to allowing staff

in the older age group to retire, but that this should not be compulsory. The company's plan does not envisage any involuntary redundancy, but the union has indicated that any reductions in grade or agreed transfers resulting in loss of earnings must be adequately compensated, and has also claimed that the benefits of higher productivity achieved must be shared with the staff.

KENYA
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Union calls for railway reorganization

The ITF-affiliated Kenya Railway African Union has called for a drastic reorganization of the East African Railways Corporation if total collapse is to be avoided. In a letter to the Director-General of the railways, the union has sought an assurance that workers will get their salaries and that there will be no breakdown in future payments; on three occasions prior to July, the corporation had failed to pay or unfairly delayed payment of salaries with a consequent undermining of confidence and respect among the workers, in one case resulting in strike action for four days when payment of wages was delayed. The union could no longer look on while the workers lacked guarantees that their wages would be paid and were in a state of uncertainty regarding their job security.

A report by a select committee of the East African Legislative Assembly had earlier called for a complete reorganisation of the railway corporation under the supervision of a group of Canadian railway experts.

TRADE UNIONS

SINGAPORE
=====

Recognition for aviation union

The Malaysian Airline System has granted recognition for bargaining purposes to the ITF-affiliated Singapore Air Transport Workers' Union, which represents some 144 employees of the airline. The company was ordered to take this step by the Commission for Labour following an inspection of the union's membership records, which satisfied him that SATU represented the majority of the MAS employees.

SOCIAL AND INDUSTRIAL NEWS

CANADA

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Deck officers reach agreement in principle; no settlement yet for engineers

A settlement in principle has been reached between Great Lakes employers and the ITF-affiliated Canadian Merchant Service Guild representing 425 deck officers aboard 145 Great Lakes and canal vessels who, together with their 400 engineer officer colleagues, have been on strike over contract claims for several weeks.

No final end to the strike can take place, however, until agreement is reached for the engineers, represented by the Canadian Marine Officers' Union.

DENMARK

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200% war risk bonus for Lebanon

The ITF-affiliated Danish seafarers' unions have negotiated with the Shipowners' Federation and obtained agreement on the payment of a 200% war risk bonus for voyages to Sidon, Lebanon, following Israeli bombing and Lebanese anti-aircraft firing in the area.

The details of the agreement are as follows:

1. During stopovers in Sidon a war risk bonus of 200% of wages, including seniority bonus, cost-of-living bonus and any trip bonus, is paid.
2. The bonus is payable from the day on which the ship enters the port area of Sidon up to and including the day the ship leaves that area.
3. The bonus is counted for the calculation of holiday pay but not for any other benefits based on wages.
4. The bonus is paid for a minimum of 3 days, and amounts to a minimum of 150 kr. per day.
5. In case of death or invalidity occurring as a result of military action in the Sidon area, compensation of kr. 50,000 is paid, plus 20,000 for every child under age 18.

The agreement runs from 19 June 1974 indefinitely, subject to six days' notice by either partner for amendment or cancellation.

FRANCE
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Crew fight plans to take "France" out of service

On learning of the decision by the French Line, in agreement with the French government, to take the passenger liner "France", out of service on 25 October 1974, the vessels's crew took control and anchored her outside Le Havre on 10 September, refusing to put into port until guarantees were given that the ship would continue in service. The crew's action was supported by their French seafarer colleagues by means of two 48-hour strikes. The "France" was moved to an anchorage near Cherbourg on 24 September in order to shelter from bad weather, and talks are taking place on suggestions that the ship might be kept in service after all.

GERMANY
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New pay agreements for inland navigation workers

Following negotiations between the ITF-affiliated German Transport and Public Service Workers' Union and the employers, which required the assistance of a mediator in the final stages, agreement was reached on new pay rates for officers and crews in inland navigation, effective 1 July 1974. Increases have been obtained ranging from 165 DM per month for captains and first engineers, 140 DM for certificated mates and 2nd engineers, to 125 DM for able seamen.

GHANA
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Officers' dispute with Black Star line settled

The ITF-affiliated Ghana Merchant Navy Officers' Association reports the successful conclusion of an agreement terminating the dispute which paralyzed a dozen of the Black Star Line's fleet in Ghanaian ports for 12 days. The pay increases arrived at, effective from 1 July 1974, have been approved by the Prices and Incomes Board: Masters and Chief Engineers get 33.8%; all other Certificated Officers: 42%; Uncertificated Officers: 42%; Cadets: 20%.

GREAT BRITAIN
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Officers' new agreement with Canadian Pacific

The ITF-affiliated Merchant Navy and Airline Officers' Association has signed a new agreement with Canadian Pacific Steamships Ltd. covering a wide range of conditions of service. It includes: compulsory Association membership as a condition of employment; release of elected or appointed officers on full pay for Association activities; agreed manning scales and safety standards;

improved salary structure; more satisfactory arrangements for wives accompanying their husbands; and other fringe benefit improvements covering travelling expenses, insurance, etc. The Association has welcomed the agreement and congratulated the company on its "enlightened approach towards modern progressive industrial relations policies."

INDIA

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Layoffs result from pilots' strike

Air India, the country's international airline, has laid off more than 1,000 staff as a result of the pilots' strike, now nearly two months old. The laid off staff include flight navigators, flight engineers, pursers, stewardesses and administrative employees.

PAKISTAN

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Karachi dock strike

The ITF-affiliated Organization of Karachi Port Trust Workers some time ago lodged a series of claims with the Port Management for increases in wages and improvements in working conditions. The main claim sought a 60% increase in basic wage rates, which had remained much as they were since 1969 whilst the cost of living had increased dramatically during that period. Negotiations had made little progress by the beginning of September, although the union had throughout taken a conciliatory position to the point where it was ready even to consider accepting an increase in the region of one-fifth of its original demands.

When the management decided instead to take the dispute to an arbitration body in which the union had absolutely no confidence, the union felt that it had no choice but to call a strike, commencing on 10 September. On 9 September the government ordered the arrest of the union's leadership, including the President, General Secretary, Vice Presidents and the Press Secretary. The strike began nevertheless and continues despite government harassment of the strikers and their families.

The ITF has made strong protests to the Prime Minister of Pakistan and has asked its affiliates to support the union in every way they can.

PORTUGAL

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Strike by foreign airlines employees

About 650 employees of foreign airlines in Portugal went on strike on 6 September in protest against unsatisfactory dismissal clauses in their contracts (agreement had been reached the previous week between the Portuguese national airline TAP and its employees after a three-day strike).

UNITED STATES

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Transport Workers' Union dispute with Pan Am settled

The dispute between the ITF-affiliated Transport Workers' Union and Pan American World Airways has been satisfactorily settled with new agreements for mechanics, ground service staff, flight attendants, flight dispatchers, port stewards and commissary staff.

Main details of the contracts are as follows:

Flight service employees (stewards/stewardesses, pursers, flight service directors): wage increases of: 3.3% with effect from 1 August 1973; 2.4% from 2 March 1974; 3.5% from 1 August 1974, 2% from 1 May 1975 and 2% from 1 October 1975. These increases apply both to basic pay and overtime rates, which are paid for all actual on-duty time in excess of 13 hours. There are also substantial improvements in medical insurance and sick leave provisions, and in pension arrangements.

Maintenance and ground service employees (mechanics, ground dispatchers general service employees, commissary staff and port stewards): wage increases of 4% with effect from 5 August 1973; 3% from 3 March 1974; 4% from 7 July 1974; 3% from 2 March 1975; and 2% from 6 July 1975. In addition, two cost-of-living adjustments will be made, in November 1974 and October 1975. Fringe benefits are also improved.

Flight dispatchers receive wage increases effective 1 August 1973, 1 February 1974, 1 December 1974 and 1 September 1975, bringing their rates from (present) \$1,813 per month for flight controllers to \$2,128 and from \$1,082 for assistant flight controllers to \$1,271. Once again, fringe benefits are also substantially improved.

Machinists reach three further airline agreements

The ITF-affiliated International Association of Machinists has reached agreement with Northwest Airlines, Eastern Airlines and Continental Airlines on new contracts for ground engineering personnel. The agreements are in line with the terms of the pattern settlement reached with United Airlines earlier in the year (see Newsletter no. 6, page 62).

NEWS IN BRIEF

Australian women can now become waterside workers, receiving equal pay and otherwise on completely equal terms except that the maximum weight which they may be required to lift is 20 kg against 55 kg for men (ILO standard).

British and Indian seafarers serving aboard the tanker "Halcyon Skies", owned by Court Line, a travel firm which recently collapsed, have received wages due to them, following union pressure.

A strike by Greek airline pilots grounded Olympic Airways from 22 to 26 September. The pilots were striking in protest over delays in approving legislation treating them as innocent until proven guilty in cases of accidents, and also in support of claims for improved pay and conditions.

Portuguese dockers demonstrated in Lisbon recently in support of claims for new management and in protest against restrictions on the right to strike. The demonstration took place in defiance of a government ban enforced by troops and armoured cars. After discussions with the military, the march was allowed to proceed peacefully.

Boycotts of Rhodesian goods by dockworkers continue: the US International Longshoremen's Association has helped to organized blockades in all major East Coast and Gulf ports, notably Boston, New York, Philadelphia, Baltimore, Charleston, Norfolk, New Orleans and Baton Rouge. In addition, the Netherlands Transport Workers Union refused to handle a Rhodesian cargo in Rotterdam during August.

United States railway unions have lodged claims for increased pay in negotiations for two-year contracts. The claims vary slightly from union to union but generally are for 20% in the first year and 15-20% in the second year, plus cost-of-living escalators and other fringe benefit improvements.

PERSONALIA

E.G. (Eddie) Abbot, a former officer of the Canadian United Telegraph Workers' Union, has been appointed Executive Secretary of the Canadian Railway Labour Association.

Ernst Feisst, for many years Deputy Chairman of the German Federal Railways Staff Council representing the railwaymen's side, has been awarded the Federal Service Cross.



John Hawk, an official of the US Seafarers' International Union from the organization's inception until his retirement from the post of Secretary-Treasurer in 1971, died on 28 June, at the age of 67.

Henry Kjellvard, former editor of the Swedish Railwaymen's journal "Signalen", died in September at the age of 71 years. He was also the author of several works on the history of Sweden's railways, railway workers and the trade union movement.

A. Philip Randolph, the veteran United States railway labour leader, has retired from the AFL-CIO Council at the age of 85. Randolph, former President of the Sleeping Car Porters' Brotherhood, was well known for his work for Negro advancement.

LATE ITEM
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Casualty record of flag of convenience shipping an international scandal

Further evidence confirming what the ITF and its maritime affiliates have long claimed, namely, that the casualty record of tonnage registered under flags of convenience is an international scandal, was published recently when Mr. Peter Quaile, Chairman of the Liverpool Underwriters Association presented his penetrating analysis of world casualties to the conference of the International Union of Marine Insurance held in Berlin. Mr. Quaile pointed out that in 1973 flags of convenience represented 23 per cent of world tonnage afloat and yet over 50 per cent of the tonnage lost. Over the last five years, average loss ratio for the principal convenience flags were in every case very much higher than the figures for the rest of the world - for Somalia it is nine times. It is significant, Mr. Quaile notes, that shipowners of traditional maritime countries are making increasing use of the facility of flags of convenience. Whilst there are many well managed fleets under flags of convenience with good records.. "if an owner wishes to put to sea an ill-found, undermanned and worn-out ship a flag of convenience is probably his best vehicle for doing so." Mr. Quaile believes ... "the problem is not one of flag but of ownership or management ..." for on this factor ... "depends the type, size and age of vessel; its trade, and condition; the choice of flag and calibre of crew." We may also add that if the governments of the countries which prostitute their flags so cheaply for the convenience of all too frequently unscrupulous shipowners were to effectively exercise their jurisdiction and control in administrative, technical and social matters over ships flying their flags, as required by the UN Convention on the High Seas, the badly-managed sub-standard ships would either have to be brought up to scratch or be sent to the breakers' yard where they belong.

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