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Supplement: *Resolution adopted at the ITF West African Seminar for Port Workers, Freetown, Sierra Leone, 7 to 11 April 1975.*

NEWS AND VIEWS FROM THE ITF

ITF Management Committee discusses Chile

At its meeting on 13 May, the ITF Management Committee decided in principle that a second mission should be sent to Chile. The first mission, sent in November 1974, was prevented by the Junta from carrying out its enquiries (see Newsletter No. 12, 1974, page 112). In view of that experience, the second mission will require assurances that it can do its work unfettered by restrictions and that no one that it meets will suffer any reprisals. The General Secretary is now ascertaining whether these conditions can be met.

The Committee also considered a report on recent developments in Chile where the Junta is clearly looking to Franco's Spain for inspiration in the drafting of its new labour laws. The Committee were, however, encouraged by evidence from every quarter that the ITF's affiliates were determined to sustain their support for Chile's workers. Any action that affiliates take to demonstrate their opposition to the Junta will be welcomed by the ITF.

ITF welcomes decision to reopen Suez Canal

The ITF has strongly welcomed the reopening of the Suez Canal to seaborne traffic on 5 June and has congratulated all parties to the negotiations which have led to this decision.

It is certain that maritime workers throughout the world, who over the past years have also played their part in securing this objective, are extremely gratified at the result.

In this connexion the ITF has reiterated its conviction that the social and economic wellbeing of workers can best flourish only where there is a free and unhampered exchange of trade and services between nations. It believes that any restriction on the freedom of navigation, or any discrimination by any nation against the right of ships of any other nation to innocent passage through international or territorial seas in time of peace can constitute a threat to peace and to the ultimate aims of all peoples of goodwill.

All governments are therefore reminded of the vital need, both now and in the future, to give the fullest possible effect to the provisions on freedom of navigation which have now been agreed within the community of nations.

INTERNATIONAL
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No agreement at Law of the Sea Conference

The United Nations Law of the Sea Conference ended on 9 May without having reached agreement on any of the major issues before it. These included territorial limits, mineral exploitation rights and marine research. Closing the meeting, its President called for patience between now and the proposed resumed conference next year in New York and appealed to coastal nations to avoid taking any unilateral action which would further complicate the achievement of a law of the sea treaty.

ILO Governing Body decides on Civil Aviation Meeting

The ILO Governing Body has examined the report and conclusions adopted by the Preparatory Meeting for Civil Aviation held in Geneva last October, and decided:

- That the attention of governments, and employers' and workers' organizations, should be drawn to the view of the Preparatory Meeting that the ILO instruments relating to the protection of trade union rights, the labour-management relations system and the combating of discrimination should be applied in all Member States with respect to civil aviation workers;
- That a Tripartite Technical Meeting for Civil Aviation should be held at some time during 1976-1977 (on this the ITF is requesting that the meeting should be held preferably in 1976);
- That it was unable to include in its programme for 1976-1977 a meeting of experts to consider the problems of air traffic controllers (the ITF is seeking clarification on this point to discover when such a meeting will in fact be possible); and
- That account should be taken of the requests for studies and research concerning the social and industrial aspects of aviation security, the social aspects of civil liability and social policy relating to the activities of multinational enterprises.

GHANA
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Trade Union Seminar for Ghana affiliates

A basic trade union seminar lasting one week was held from 4 to 9 May at the Ghana Labour College in Accra; it was attended by 29 participants drawn from five ITF affiliates - the Maritime and Dockworkers' Union, the Railway and Ports Workers' Union, the Railway Enginemen's Union, the National Union of Seamen and the General Transport, Petroleum and Chemical Workers' Union.

The seminar was jointly organized by the ITF, in the person of the Regional Representative Ben Udogwu, and the Federal German Friedrich Ebert Stiftung. In the Chair was J. R. Baiden, General Secretary of the Maritime and Dockworkers' Union and ITF Vice-President and the principal speaker at the opening session was

A.M. Issifu, Secretary General of the Ghana Trades Union Congress, who commended the ITF for its realistic and objective approach to workers' education and other trade union matters in Ghana.

The subjects discussed at the seminar were Fundamentals of Trade Unionism, Basic Aims and Objectives of Trade Unions, the Trade Union Ordinance (1941), Introduction to Safety and Health at Work, Trade Union Structure in Ghana, Organization of Credit Unions in Industry, Trade Union Administration, Grievance Handling, Workmen's Compensation, Trade Union Communication and the Functions of the ITF.

The highlight of the seminar was the use of cases prepared by the Labour College. This involved role playing in which the participants were divided into four groups - two management and two union. This was their first experience of role playing as a training exercise, and proved very successful.

LATIN AMERICA

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Second ITF Seafarers' and Portworkers' Conference held in Mexico

ITF-affiliated trade unions of seafarers and port workers from eleven Latin American countries gathered recently for the second Latin American conference held for this transport sector in Veracruz, Mexico. The meeting was organized by the ITF Regional Office in order to examine the successes achieved in the past two years; to exchange information on technical innovations which have taken place and to plan joint action at trade union level in order to solve the industrial and social problems to which these changes have given rise. Three working groups considered the major topics on the Conference agenda: Pay and Conditions of Work; Health and Social Security; Trade Union Education and Occupational Training; Trade Union Organization and Solidarity; and Development, Integration and Participation.

The ITF was represented by Harold Lewis, Assistant General Secretary, representing the Executive Board; and Brian Laughton, Administrative Secretary, and Ake Selander, Secretary of the Seafarers' Section, who spoke respectively on the over-present problem of Flags of Convenience and on the Economic and Social Problems of Seafarers.

WEST AFRICA

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ITF West African Dockers' Seminar

A highly successful seminar for dockers' unions in West Africa was held in Freetown, Sierra Leone, from 7 to 11 April 1975. The seminar was part of the ITF's organizational and educational programme for Africa and attracted the special support of the American International Association of Machinists (IAM). The

IAM's International Representative, Ben Sharman, made a visit to a number of African countries in 1974 with the ITF's African Representative, Ben Udogwu. He subsequently offered his union's support for projects in the region, even where, as in this case, his union had no direct industrial interest in the topics involved.

The participants were drawn from dockers' unions in Ghana, the Ivory Coast, Liberia, Nigeria and Sierra Leone and the topics included methods of recruitment and engagement, job security, the impact of technological change, collective bargaining in West African ports and the organizational problems of participating unions. The discussions were based on the texts of the ILO Convention and Recommendation on Dock Work, 1973, comparisons being made between the actual situation and what those instruments laid down. For the most part the seminar was conducted informally, with the participants encouraged to do most of the work, but in addition lectures were given by Mr. M.M. King, Acting General Manager of the Sierra Leone Ports Authority, on the work of the Port Management Association of West and Central Africa; and by Bill Hotchkiss, a visiting lecturer at Fourah Bay College, on Economic Factors Related to Collective Bargaining.

The seminar's conclusion were summarized in a resolution (see Supplement) in which particular emphasis was given to the necessity for the unions themselves to band together in their mutual interest.

The Sierra Leone Dock Workers' Union were the seminar's generous hosts. Harold Lewis (Assistant General Secretary) was the seminar's chairman; Ben Sharman represented the IAM; and Ben Udogwu was both responsible for all the administrative arrangements and helped guide the discussions. The seminar was widely publicized in the press and on the radio and was opened by the Minister of Transport and Communications, Mr. Edward J. Kargbo. The closing ceremony was attended by the Commissioner of Labour, representing his Minister.

TRANSPORT

UNITED STATES
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Dock workers take firm stand over containers

The ITF-affiliated International Longshoremen's Association is standing firm on the conditions which it has recently adopted for the handling of containers by its members at East Coast ports. Negotiations are in progress with the shippers' organizations in an attempt to reach agreement on new container-handling rules.

The ILA's policy, adopted on 28 April, is that East Coast waterfront workers should strip and stuff all containers moving to and from points within a radius of 50 miles of a shipment port except "boxes" bearing a manufacturer's label certifying that the container had been handled only by personnel directly employed by a shipper.

TRADE UNIONS

SPAIN

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Strike legislation

New legislation gives Spanish workers the right to strike for the first time since Franco came to power. However, so many categories of strikes remain illegal that in practice most strikes will continue to be outside the law. Strikes for political reasons are banned - and the government ultimately decides when a stoppage is "political; solidarity strikes are also unlawful, as are those affecting the public services, those in support of attempts to modify existing agreements, those which might lead to the occupation of a factory by its workers, and a number of other categories.

UNITED STATES

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Clerks' union to increase recruiting in airline industry

The ITF-affiliated Brotherhood of Railway and Airline Clerks has decided at its recent convention to step up its organizing activities, particularly in the airline industry. A separate air transport division is to be set up within the union and the AFL-CIO is to be urged to consider establishing an airline employees' department similar to those already existing for other trades and industries.

Discussion revealed that there are about 125,000 potential recruits in airline employment; BRAC's current membership in this sector is about 10,000.

SOCIAL AND INDUSTRIAL NEWS

AUSTRIA

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Strike action threatened by travel bureau workers

On 14 May a protest meeting of Vienna travel bureau employees decided to call an indefinite strike because of the rejection by the employers of their claim for a five-day (Monday to Friday) week. A compromise solution accepted by the workers' side, for two free Saturdays out of three, the third being compensated at overtime rates, was turned down by the employers. The workers, in the face of such stubbornness on the part of the employers, have now returned to their original demand for the straight five-day week.

DENMARK

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New pay agreements for ships' officers and catering personnel

New pay agreements have been signed on behalf of ships officers and catering personnel by the ITF-affiliated Danish Mates' Association and the Ships' Catering Union respectively.

For the officers, new pay rates effective 4 April 1975 range from 5024 kr. per month (basic pay plus cost-of-living allowance) to 8027 kr. for chief officers, depending on size of vessel and length of service; from 4907 kr to 6960 kr for first officers; and from 4907 kr to 5993 kr for second officers.

Overtime rates, inclusive of cost-of-living supplement, per half-hour, range from 18.44 kr to 26.34 kr. for weekdays and from 23.40 to 33.43 kr. for Sundays and public holidays. The two-watch allowance (vessels not exceeding 1400 grt) is 144.00 kr. per 24-hour period for chief officers and 130.00 kr. for first officers. Subsistence allowance during vacations, days off, sick leave and duty time on board at home port is 31.79 kr. per day and during duty time on board at foreign port 77.68 kr. per day.

The allowance for watchkeeping at foreign ports is 3.35 kr. per half hour; for shift work, 6.70 kr. per hour; and the radio allowance is 200.00 kr. per month.

For the catering personnel, new rates effective 7 April 1975 give the following salary ranges (basic pay plus cost-of-living allowance): Chief steward: 5900 kr. to 7202 kr per month; cook: 4259 kr to 4578 kr; messman and stewardess: 3141 kr to 3361 kr.

Overtime rates per half hour are: 22.17 kr weekdays and 28.14 kr Sundays and public holidays for chief steward; 15.39 kr and 19.69 kr. for cook; and 11.35 kr and 14.52 kr. for messman and stewardess.

Other allowances are also increased.

GREAT BRITAIN

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Railwaymen's union sets strike date

The ITF-affiliated National Union of Railwaymen has rejected the award of the Railway Staff National Tribunal of an increase in basic pay of 27.5% and has called a national strike to begin on 23 June unless an improved offer is forthcoming before that date.

The other two ITF-affiliated railway unions to whose members the award applies - the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs' Association - have accepted it.

Further talks on seamen's pay claim

Following the rejection by the ITF-affiliated National Union of Seamen of a pay offer of about 30%, the official Advisory, Conciliation and Arbitration Service has made preliminary moves to bring representatives of the union and the employers together in an attempt to reach a negotiated solution to the deadlock.

ICELAND

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Negotiations for fishermen

The ITF-affiliated Icelandic Seamen's Federation reports that negotiations on behalf of crews of Icelandic fishing vessels, which have been going on throughout the winter, have failed to produce agreement with respect to its members serving aboard Icelandic deep-sea trawlers of over 500 grt. As a consequence these men have been on strike since 9 April, while the government mediator has been attempting to promote a solution which can be accepted by both parties.

Meanwhile, agreement was reached on 19 April for fishermen serving aboard smaller vessels (12 grt up to 500 grt). This provides that for fishing operations conducted with long line or gill nets the deck hands' percentage of the value of the catch is increased by 1% and the basic minimum wage by 11%, together with various other fringe improvements.

ITALY
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Strikes of civil aviation workers

During the month of April, Italian civil aviation workers staged a one-day strike to mark the commencement of negotiations for a new collective agreement covering all flight and ground personnel (pilots, flight engineers and cabin attendants and ground employees of airlines and airport handling agencies). About 25,000 workers are involved, most of them affiliated to the ITF through the Italian Civil Aviation Workers' Federation (FILAC) and the National Union of Flight Attendants (SNAVCo). After the first meeting with the employers, negotiations were broken off and a series of national strikes has begun.

JAPAN
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Railway workers' strikes

Workers on Japan National Railways staged a 72-hour strike beginning on 8 May in support of their claims for an average monthly pay rise of 45,000 yen. Earlier, employees of Japan's private railways had also staged a stoppage, this time of 24 hours, in the same campaign for wage increases. The state and private employers have so far offered only 10,000 yen.

NETHERLANDS
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Agreement reached with Martinair

Members of the ITF-affiliated Netherlands Transport Workers' Federation have unanimously approved a new agreement negotiated on their behalf with Martinair. The new contract, which runs from 1.1.75 to 31.12.75, provides for the pay scales as at 31 December 1974 to be increased with effect from 1 January 1975 by at least 13 guilders for each percentage point rise in the cost of living index (3.6%) for workers aged 23 and over and for heads of family under that age; the nationally agreed increase of 45 guilders is incorporated into salary scales and a further real salary increase of 1.2% is applied to the scales resulting after the above adjustments have been made. Various improvements have been made to salary structures, giving further incremental points in some categories, and cost-of-living adjustments will be made as at 1 April, 1 July and 1 October 1975.

Leave entitlement is increased to 20 days' paid leave per annum; this is increased by up to three days depending on length of service, at the rate of one extra day for each year of uninterrupted service. In addition, older employees receive 1 extra day's leave per annum between ages 55 and 2 extra days between ages 60 and 64.

Income guarantees are improved, as are disciplinary procedures, regulations concerning travelling compensation and provisions for alternative employment for those who become partially incapacitated.

PORTUGAL

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Increase in minimum wage and leave entitlement

The Portuguese Minister of Labour has announced the raising of the national minimum wage to 4,000 escudos and an increase in annual paid leave to 15 days. In addition, no workers may be dismissed without just cause, and salaries over 12,000 escudos are frozen for a limited period. These measures were announced during May the First celebrations in Portugal.

SINGAPORE

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Agreement for Air India employees

The ITF-affiliated Singapore Air Transport Workers' Union has negotiated a collective agreement on behalf of its members employed in Singapore by Air India. This contract, effective for 2½ years from 1 January 1975, provides for new salary scales and the payment of an annual bonus of one month's salary in January each year. In addition, all employees receive lump-sum ex gratia payment the amount of which varies with length of service in consideration of the conclusion of the collective agreement.

Other points achieved by the union are: annual leave of 30 days; two months' paid leave; paid sick leave of up to 28 days per year; medical, dental and hospital benefits; and various allowances for meals, uniforms, shift work, etc. The agreement also sets out a comprehensive grievance procedure.

NEWS IN BRIEF

British ground engineers at London (Heathrow) airport called off an unofficial week-long stoppage on 5 June after agreement was reached with British Airways on their claim for a "flexible working" allowance.

Iceland plans to extend her fishing limits to 200 nautical miles later this year.

Norway is considering legislation which will improve pension insurance arrangements for seafarers.

Norwegian shift workers have had their working week reduced to 38 hours with effect from 1 January this year; this will be further reduced to 36 hours with effect from April 1976.

Seven women members of the Singapore Air Transport Workers' Union have been promoted to check/training stewardesses with Singapore Airlines, the first time women have risen to this level in the cabin attendant career structure.

The Swedish Seamen's Union has given notice of termination of its agreement for 14,000 members serving aboard merchant vessels and ferries following the breakdown of negotiations on the question of working hours.

PERSONALIA

Peter Alvares, former General Secretary and, until 1973, President of the All-India Railwaymen's Federation died last month at the age of 67 of a heart attack while on a train journey. For long a leading figure in Indian railway trade unionism, he also represented his native Goa in the Indian Parliament and Socialist Party. He headed his union's delegation at the ITF Congress in 1965.

Leopold Brosch, former General Secretary of the Austrian Transport and Commercial Workers' Union and for many years a familiar figure at ITF Road Transport meetings, died on 8 May, aged 72.

Ragnar Kvamme, legal adviser to the Norwegian Seamen's Union, celebrated his sixtieth birthday on 18 May.

Konrad Nordahl, Chairman of the Norwegian national trade union centre from 1939 to 1965, died in hospital in Oslo on 22 May. He was 78 years old. Nordahl had a distinguished career as a trade unionist and Norwegian Labour Party member of parliament and was well known internationally for his contributions within the International Labour Organization and, the International Confederation of Free Trade Unions.

Gerhard Nürnberg, former member of the Executive Committee of the German Union of Transport and Public Service Workers, died on 17 May. He was 62 years old. From 1956 until his death he was a member of the governing body of the Federal Labour Institute, which body he chaired in alternate years from 1965 onwards.

W.Ch. van Zuylen, President of the Netherlands Seafarers' Federation, has been appointed to the Order of Orange-Nassau.

FORTHCOMING MEETINGS

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Road Transport Steering
Committee

- Zurich, 19 June 1975

Transport Policy Committee
Meeting

- Chiasso, 23-24 June 1975

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

Supplement to ITF Newsletter No. 6, 1975

RESOLUTION ADOPTED AT

THE ITF WEST AFRICAN SEMINAR FOR PORT WORKERS

FREETOWN, SIERRA LEONE

7 to 11 April 1975

Representatives of port workers' unions in Ghana, Ivory Coast, Liberia, Nigeria and Sierra Leone attending the ITF West African seminar for Port Workers,

Having discussed the ILO Convention and Recommendation on Dock Work, 1973, and examined in depth matters such as methods of recruitment and engagement, job security and the impact of technological change;

Having also examined the pattern of collective bargaining in the West African ports and the organizational problems of the participating unions;

Considering that the procedure adopted at the seminar was very productive and rewarding and, furthermore, offered all participants a unique opportunity of learning from the achievements and setbacks of others and the difficulties that had been encountered;

Aware of the formation of the Port Management Association of West and Central Africa on the recommendation of the Economic Commission for Africa (ECA);

Having realized, from the discussions and examination of specific issues, that in some of the West African ports, dockworkers find it difficult to organize themselves into unions or to withdraw their labour, should the need arise, because of unfavourable and restrictive labour laws;

Aware that enormous technological changes have taken place and are taking place in cargo handling methods in docks and that such changes are expected to become more widespread;

RESOLUTION APPROVED

Also aware that such changes involve considerable repercussions on the level of employment in ports and on the conditions of work and life of port workers;

Believing that forums such as this seminar assist the participants to equip themselves to cope with the global technological changes that are taking place and also create a broad basis for cooperation, understanding and coordination of activities among port workers;

Having considered at great length organizational problems, technological changes and the pathetic conditions under which most port workers in the West African ports work, as well as other related matters;

We, the representatives of port workers' unions in West Africa attending this seminar resolve as follows:

1. To express profound appreciation to the ITF for organizing this seminar and to call on the ITF to encourage the holding of more such seminars;
2. To thank the Sierra Leone Government, the lecturers, the people and the workers of Sierra Leone, particularly the Sierra Leone Dock Workers' Union, for making it possible for this seminar to be held in Freetown;
3. To call on the maritime and dock workers' unions in West Africa to consider as a matter of urgency the formation of a Federation of Maritime and Dock Workers' Unions, to which end a preparatory committee should be formed without delay to prepare a draft constitution and plan the first meeting of the Federation, and that to make the Federation a reality, the ITF should give it every material, financial, and moral encouragement;
4. To call on our governments:
 - (a) not only to ratify the ILO Convention on Dock Work, 1973, but also to see to its effective implementation; and

- (b) to grant workers in the ports the freedom to organize themselves and the right to withdraw their labour where the need arises;

5. To urge our Governments and particularly the port employers:

- (a) to take into serious consideration the enormous reduction in labour that unitization of cargo, particularly containerization, has brought to bear on port workers in the developed countries, when deciding on introducing new methods of cargo handling; and
- (b) where the move to unitized cargo handling is embraced, to ensure that stripping and stuffing of the pallets, container and barge loads will continue to be discharged by port workers, whatever their destination, thus making it possible to maintain a labour-intensive cargo handling operation instead of replacing it with capital intensive methods;

6. To call on the ITF to consider, as a matter of urgency, having consultative status with the Economic Commission for Africa (ECA) and the Port Management Association for West and Central Africa; and

7. To urge the port workers' unions in West Africa to encourage the exchange of visits, information and research on a continuous basis among themselves and furthermore to coordinate their activities and strive to create uniform conditions for their members.