



In case of reproduction, please mention source (ITF) • En cas de reproduction, veuillez mentionner la source (ITF) • Nachdruck bei Quellenangabe gestattet (ITF) • Var god ange källan vid eftertryck (ITF)

WE TAKE THIS OPPORTUNITY
OF WISHING THE SEASON'S
GREETINGS TO ALL OUR
READERS

No. 12

December 1976

IN THIS ISSUE

Page

News and Views from the ITF

Steering Committee meets in London	127
Transport Policy Sub-Committee calls for integrated urban transport	127
Cabin Attendants' Technical Committee meets in London	128
Inland Navigation Section discusses Rhine-Main-Danube Link	128
Travel bureau workers set future objectives	129
ITF Asian Regional Seminar for Women Transport Workers	129
ITF extends condolences to those bereaved by Kenyan rail crash	130
ITF deplores banning orders on South African trade unionists	130

Transport

Swedish crews to help shape shipboard environment	131
---	-----

Trade Unions

UGT submits complaint against Spanish government to ILO	131
US flight engineers urge more effective action against hijackers	132

Social and Industrial News

Hertz strike ends after seven weeks (Denmark)	133
Danish tanker drivers call off unofficial action	133
Finnish merchant navy officers' union seeks further talks on unsocial hours compensation	133
Profit-sharing bonus for Lufthansa employees (Germany)	134
Greek cruise vessel crews return to work	134
Work-to-rule by Dublin busmen	134
First-ever agreement for stewardesses with Dutch internal airline NLM	135

Interim arrangements for KLM stewardesses	136
New pay and conditions agreement for Air New Zealand cabin attendants	136
Higher seamen's pensions proposed in Norway	137
General strike of Spanish workers	137
UGT presents its minimum objectives (Spain)	137
New agreement for Swissair personnel	138
US air traffic controllers win assurances on upgrading	139
<u>News in Brief</u>	139
<u>Personalia</u>	141
<u>Forthcoming Meetings</u>	142
Supplement : ITF Statement on South Africa	

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

=====

Steering Committee meets in London

The Steering Committee of the ITF Road Transport Workers' Section met in London on 22 October 1976. The members of the Committee present at this meeting decided to prepare a revised draft of the European Agreement concerning the Work of Crews engaged in International Road Transport (AETR) with a view to pressing for an early revision of the current Agreement, giving due consideration to relevant aspects of international law. The current AETR is considered inadequate as it contains no clear definition of working hours, nor is the responsibility of the employer vis-à-vis the driver dealt with in sufficient detail.

The Section has for some time now been concerned at the increasing use in international road transport of drivers who are not members of bona fide trade unions and are employed on conditions which are substantially worse than those negotiated at national level between trade unions and employers. The meeting therefore adopted the draft text of an ITF Charter on Social Conditions in International Road Transport, which sets out minimum standards in the following areas: hours of work; overtime; breaks and rest periods; subsistence allowances; sickness and industrial accidents; repatriation; legal protection; minimum age of drivers. (The draft is still to be endorsed by a full Section Conference.) It was stressed that this was a problem that could not be solved by the Road Transport Workers' Section alone, but called for the active cooperation of other ITF Sections.

Transport Policy Sub-Committee calls for integrated urban passenger transport

A meeting of the Transport Policy Sub-Committee of the ITF Railwaymen's Section took place in Utrecht (Netherlands) on 3 and 4 November 1976. The main item on the agenda was a discussion of the need to provide integrated urban passenger transport services, an aim which the Section has been pursuing for some years now. The meeting adopted a resolution on this subject, which called on ITF unions to intervene vigorously with their respective governments urging them to establish a joint urban transport authority, whose task it would be to coordinate the timetables and rating policy of the different modes of transport as a means of rendering urban passenger services more attractive. The resolution will be submitted to the next full Conference of the Section, which will be held in conjunction with the 1977 ITF Dublin Congress.

The meeting further agreed that the Secretariat should make the necessary arrangements to have printed a booklet containing the texts of all the transport policy statements drawn up by the Sub-Committee and endorsed by the Section. This booklet will be made available to all railwaymen affiliates and will form the basis of the Section's future work in the field of transport policy.

'Cabin Attendants' Technical Committee meets in London

The ITF Cabin Attendants' Technical Committee met in London on 22 and 23 November 1976. The meeting elected James Horst (TWU, USA) as Chairman of the Committee in succession to the late Bob Smeal and O. Johansson (HTF, Sweden) was elected Vice-Chairman to replace J.C. Blachère. A number of changes were also made in the composition of the Committee.

The meeting discussed the forthcoming ILO Tripartite Technical Meeting on Civil Aviation scheduled for December 1977 and a Working Group of three members (Shirley Poole - CALFAA, Canada, Michèle Fuss - SNPNC, France, and Keith Baker - Airline Stewards and Hostesses of New Zealand) was elected to represent the CATC on the ILO Working Party.

The Committee were agreed that the growing tendency of airlines to provide unlimited free alcoholic drinks to passengers was a dangerous practice and a resolution to that effect was accordingly adopted by the meeting. A copy of the resolution will be forwarded to all airline companies, ICAO and, naturally, to civil aviation affiliates of the ITF.

Following a lengthy discussion, the meeting reaffirmed ITF policy on the licensing of cabin attendants. It was also agreed that the ITF should continue to pursue this policy through ICAO.

The meeting considered the emergence of the so-called "International Flight Attendants' Association" (IFAA), the real aims and origins of which are dubious. It was agreed that the Secretariat should prepare and distribute a clear statement of the ITF's attitude to this body.

Other subjects discussed by the meeting included the international survey of cabin attendants' working conditions; disability insurance for cabin staff; the transport of hazardous materials; crew complement on the B 747 and the unfair labour practices of certain airlines.

Inland Navigation Section discusses Rhine-Main-Danube link

A Conference of the ITF Inland Navigation Section was convened in Vienna from 23 to 25 November 1976 in order to discuss the problems that will arise with the completion of the Rhine-Main-Danube canal. The Conference was particularly concerned that the advent of shipping from the Eastern bloc states would endanger job security in the Rhine basin, as -- in contrast to the Danube

where shares in the market are allocated --- there is complete freedom of navigation on the Rhine for all nations, not just the Riparian states. The meeting felt that in view of the impending completion of the waterway linking the two rivers it would be necessary to protect existing social and working conditions, standards on which should be enshrined in a Social Agreement covering the entire waterway. It was agreed that the ITF should pursue this aim through the International Labour Organization and that to that end it should intervene with the ILO with a view to ensuring that the problems the navigational link would bring in its train were placed on the agenda of the International Labour Conference.

Travel Bureau workers set future objectives

A meeting of the Committee of the ITF Travel Bureau Section took place in London on 9 December 1976. The meeting discussed at length the text of a draft model agreement for the travel industry, which was amended in a number of details before being adopted by those present. It also took note of the legislation affecting the travel trade in a number of countries and urged affiliates from those countries that had not already done so to send in details of the legislation applying in their respective countries. In the course of the meeting, a proposal was advanced by the Japanese Vice-Chairman of the Section, Y. Kosaka, to the effect that the ITF should convene an international seminar, at which ILO and WTO representatives, together with officials of other interested organizations should be invited to be present. It was agreed to submit this proposal to the ITF Executive Board and that the seminar should deal with the following topics: the state of the travel trade; the reasons for the fragmentation of the industry; the difficulties of organizing travel bureau personnel; and the relationship between the transport industry and the travel trade. The meeting also reaffirmed the need for the ITF to establish cordial relations with the World Tourism Organization (WTO).

ASIA
===

ITF Asian Regional Seminar for Women Transport Workers

The ITF held its first-ever Asian Regional Seminar for Women Transport Workers in Penang (Malaysia) from 18 to 23 October 1976. Twenty-eight participants were drawn from Malaysia, Singapore, the Philippines, Thailand and Sri Lanka. The topics included a review of the economic, social, political and trade union situation in Asia; women's rôle in modern society and social and economic development; consideration of the importance of women's participation in Asian transport workers' unions; the encouragement of working women's participation in trade union organization and education; a review of the ITF's structure and objectives, including its relations and activities concerning women transport workers; and a discussion of the "Decade for Women: Equality, Development and Peace", proclaimed by the United Nations.

The seminar unanimously adopted a statement requesting the ITF to arrange further programmes to sustain and further the interest of women transport workers in Asia and urging the ITF's Asian affiliates to establish Women's Committees in their unions. The unions were further requested to press their respective national centres to take similar action.

The seminar was arranged and conducted by the ITF's Asian Representative, Donald U'ren, and was sponsored by the American Brotherhood of Railway and Airline Clerks, who provided three lecturers with specialist knowledge of women's affairs: Joan Goodin, Andrea DiLorenzo and Dr. Norma Metzner. Other lecturers were Senator Rafidah Aziz of Malaysia and Mr. Dennis Hodsdon of the ILO.

KENYA

=====

ITF extends condolences to those bereaved by rail crash

Following the accident on 29 November to the Mombasa-Nairobi overnight train, whose engine and six leading coaches were derailed and fell into a swollen river with a heavy toll in loss of life, the ITF has cabled its Kenyan railwaymen's affiliate extending its sincere condolences to those bereaved by the disaster and expressing best wishes for the recovery of the injured.

SOUTH AFRICA

=====

ITF deplores banning orders on trade unionists

The ITF has written to the South African Prime Minister Mr. Vorster protesting in the strongest terms at the serving of banning orders last month on a number of leading black trade unionists and their white supporters.

The restrictions affect, among others, Loet Douwes-Dekker, Eric & Jean Tyacke, chairman, secretary and administrative secretary respectively of the Johannesburg-based Urban Training Project (UTP), an internationally-funded organization which supplies advice, training and educational services to 10 African trade unions; two senior officials of the Jo'burg branch of the Metal and Allied Workers' Union, both members of the Industrial Aid Society, a body similar to the UTP in its objectives; officials of the Trade Union Advisory and Coordinating Council (TUACC), including its secretary John Copelyn; and 4 employees of the Institute of Industrial Education which provides educational assistance to African trade unions in Durban.

The banning orders prevent those affected by them from leaving the magisterial district in which they live, entering any trade union office or black township, having contact with another banned person or attending gatherings (i.e. meetings of more than two persons). There is no right of appeal against such an order.

In his letter to the Prime Minister, ITF General Secretary Charles Blyth points out that, while the activities of the banned persons, in particular those of Dekker and Tyacke, may have made them unpopular with the government, they had always worked within the law. Organizations such as the UTP had won a position of respect, not merely within the international trade union movement, but also among a growing number of employers, not least in South Africa itself, who recognized the logic of their long-term aims.

The text of an ITF statement that accompanied the General Secretary's letter is annexed.

.....
TRANSPORT
.....

SWEDEN

=====

Crews to help shape shipboard environment

A special commission which has been looking into ways of improving accommodation and working areas on board Swedish merchant vessels has proposed that crews should exercise a much greater degree of influence in the planning of the overall shipboard environment. The commission has also suggested that new regulations should be introduced in mid-1977, which would give officers and ratings alike the right to their own cabin and sanitary room. (On ships of 3,000 grt and over, the proposed minimum floor area of cabins is 10 sq m.) It is also recommended that special shipboard panels be established in all shipping companies of a certain size to pay special attention to matters of design, with particular reference to safety and health.

.....
TRADE UNIONS
.....

SPAIN

=====

UGT submits complaint against Spanish government to the ILO

At the beginning of this month, the Federation of Transport Workers of the UGT submitted to the ILO a formal complaint against the Spanish government, whom it accuses of violating essential trade union rights and liberties on the occasion of the strike of Madrid municipal bus workers (see last issue of Newsletter, page 120).

We reproduce below a summary of the UGT's four-point complaint:

1. A meeting of workers employed by the Madrid municipal bus company (EMT) elected a committee representative of all groups of workers in the undertaking to negotiate new conditions of work and improved salaries with the management.
2. EMT at first appeared willing to recognize this negotiating committee, but subsequently changed its attitude when pressure was applied by the authorities. Faced with the intransigent attitude of the management, the workers struck on 28 October after talks on the previous day had failed to find a way out of the impasse. The police used force to prevent and break up assemblies and peaceful demonstrations of striking workers (one man lost an eye after being shot by a rubber bullet); and 27 members of the negotiating committee were arrested. 40 workers were sacked by EMT.
3. Seven workers, all members of the negotiating committee, are currently detained (three in Carabanchel) pending trial on charges of endangering public order.
4. The foregoing represents a violation of the right of assembly and demonstration and of the right to strike. Indeed, it represents a violation of the trade union rights and liberties recognized in all free countries and enshrined in the statutes of the ILO.

UNITED STATES

=====

Flight engineers urge more effective action against hijackers

Delegates attending last month's Nevada Convention of the ITF-affiliated Flight Engineers' International Association, which has chapters in 12 different countries, issued a strong call for more effective action to curb hijacking, with all nations being urged to suspend air traffic with any country that gave shelter to hijackers and to impose sanctions against carriers that continued operating to that country. Stricter airport security was also advocated. A most interesting contribution to the discussion on air piracy came from the flight engineer on the Air France airbus hijacked to Entebbe in June of this year, who was present at the meeting and reported on his experiences.

The convention voted to set up a panel to study the question of flight and duty time limitations and rest periods with a view to making recommendations on the establishment of international standards. It also adopted a resolution strongly reaffirming the FEIA position that an F/E should be carried on all jet aircraft.

ITF Civil Aviation Secretary Mohammad Hoda represented the Federation at the meeting.

SOCIAL AND INDUSTRIAL NEWS

DENMARK

=====

Hertz 'strike' ends after seven weeks

The seven-week-old dispute between the ITF-affiliated Danish Commercial Workers' Union (HK) and the multinational car hire firm Hertz Rent a Car ended on 24 November with the signing of a collective agreement raising the minimum wage from 3,600 to 4,300 kr per month, thus meeting the key demand put forward by the union at the beginning of the strike. At the same time, Hertz announced that nine workers at the head office in Copenhagen would lose their jobs as a result of the transfer of administration and accounting to West Germany.

'Tanker' drivers 'call off' unofficial 'action'

Danish oil and petrol tanker drivers have called off an eight-day-old unofficial strike, which started among truck drivers and mechanics at Kastrup airport on 18 November and quickly spread to other drivers nationwide, imposing a stranglehold on air and postal services and threatening domestic fuel supplies. The drivers, in the event unsuccessfully, were hoping to push through a 10 kr per hour (or 33 per cent) salary claim in advance of the next round of pay negotiations when, under the government's incomes policy, they will be limited to real wage rises of two per cent a year for the two years from April 1977. The Danish government has now imposed a three-month wage, rent and price freeze to forestall similar action by workers in other industrial sectors.

FINLAND

=====

'Officers' union seeks 'further' talks 'on' unsocial hours 'compensation'

After examining the report of the working group that has been looking into the question of special compensation for unsocial hours working, the executive of the ITF-affiliated Finnish Ships' Officers' Union has decided to seek new talks with the employers before the 1977 contract negotiations. The union is demanding that the co-efficient for work performed between 18.00 and 06.00 should be 1.2.

The working group was set up after a strike of Finnish foreign-going personnel in the spring (see ITF Newsletters No. 4 and 5).

GERMANY

=====

Profit-sharing bonus for Lufthansa employees

20,000 Lufthansa employees received a profit-sharing bonus of 250 DM in November. The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) had asked that the bonus, which is paid annually, should not be graded according to salary but should be a uniform sum.

GREECE

=====

Cruise vessel crews return to work

Crews of Greek-flag passenger and cruise vessels in the Mediterranean, who are members of the ITF-affiliated Pan-Hellenic Seamen's Federation (PNO), earlier this month called off a 20-day strike in support of claims for better pay and conditions after accepting a recommended settlement by the Minister for the Mercantile Marine. This gives a 25% increase on basic rates from 1 October 1976, with a further 10% on 1 July 1977; increases in overtime rates and payment for Sunday working at sea and in port; and higher sick pay and victualling allowances. A fixed (favourable) exchange rate of 70 drachmas to the £1 has been set for the new salaries, which are traditionally quoted in sterling.

During the strike, the union was successful in signing a number of separate agreements with cruise companies, notably with Epirotiki Lines.

The ITF also sent a cable of unqualified support for the men in their struggle to obtain equitable conditions.

IRISH REPUBLIC

=====

Work-to-rule by Dublin busmen

Dublin busmen belonging to three unions, including the ITF-affiliated Irish Transport and General Workers' Union, are working to rule in protest against the introduction on 29 November as an economy measure of revised bus schedules which have led to a reduction of 33 in the overall size of the CIE bus fleet. The men are concerned that the new schedules will cause serious inconvenience to colleagues who have made Christmas and New Year leave plans based on present rostering arrangements. CIE has also been asked to defer its decision to take off buses until the busy Christmas period is over.

The bus crews have banned overtime and rest-day working, are refusing to operate radio links on buses and are not taking out vehicles with mechanical faults.

On 8 December, representatives of the busmen's unions rejected management proposals for ending the dispute. The unions' decision has been conveyed to the Labour Court, which is expected to contact the two sides in an effort to arrange further talks.

NETHERLANDS

=====

First-ever collective agreement for stewardesses with domestic airline NLM

The ITF-affiliated KLM Cabin Attendants' Association (VKC) recently signed its first-ever agreement for stewardesses in all-round service with the wholly KLM-owned domestic airline NLM City Hopper. The company, which is ten years old, operates a fleet of six Fokker Friendship F-27 aircraft on domestic and a number of regional routes linking Dutch cities with other major European cities. It also runs inclusive package tours during the summer holiday season.

The agreement, which was reached on 22 October, includes the following provisions:

- Starting salary: 1,200 guilders per month at age 19, rising by 100 guilder steps to 1,500 guilders at age 22 and over (also applicable to seasonal staff). An annual increment of 100 guilder applies, up to a maximum salary of 1,700 guilders. Senior stewardesses receive an extra allowance of 15% of monthly pay.
- Annual leave: 28 days per annum (pro rata for service of less than 12 months), with 14 days being granted consecutively if requested. Employee's wishes as to starting date to be taken into account as far as possible.
- Working week: normally 5 days, with a maximum of 80 working hours per two-week period. Special compensation granted for work performed on Public Holidays.
- Industrial accident insurance (air crashes and war risks included): 50,000 guilders in the event of 100 per cent disability, with proportionate reductions for lesser degrees of disability.
- Manning: 1 stewardess on F-27s. Number of cabin staff on future aircraft types to be determined in consultation with VKC.
- Duties: as per rosters agreed between NLM and VKC. These to be reviewed after six months with a view to establishing more detailed provisions as to working time and rest periods.
- Term of employment: 4 years for stewardesses in all-round service, with freelance stewardesses, to whom special provisions apply, being employed on 1-year contracts. Length of seasonal contracts yet to be determined.

After two years, stewardesses are free to apply for jobs with KLM.

The collective agreement expires on 31 December 1977.

Interim arrangements for KLM stewardesses

The ITF-affiliated KLM Cabin Attendants' Association has informed us that bilateral talks on the working conditions that will apply after the change-over from five-year stewardesses' contracts to contracts with no fixed time limit are likely to continue for some months (cf ITF Newsletter No. 8, 1976, page 83). Meanwhile, transitional arrangements have been made for the 187 stewardesses whose contracts expired on 31 October 1976. All were offered the opportunity to stay on under the terms of a temporary labour contract expiring on 1 January 1978: 47 declined, leaving 140 stewardesses of whom 82 were rehired immediately, the remaining 58 being rendered temporarily unemployed. These stewardesses will receive 80 per cent of their last salary under the Unemployment Act, 28 of their number will be rehired by 1 December 1976, with the remaining 30 being given precedence over outsiders and the promise that they will be rehired by 1 April 1977 at the latest.

NEW ZEALAND
=====

New pay and conditions agreement for cabin attendants

Pay rises of 4 per cent for all ranks below that of chief purser, to which a 7½ per cent increase applies, have been won by the ITF-affiliated Airline Stewards' and Hostesses' Union of New Zealand in an important new pay and conditions agreement signed recently for its members with Air New Zealand. With the assistance of information made available by ITF affiliates, the union has also been able successfully to pursue its claim for mandatory provision of rest seats for cabin attendants on all routes over 6 hours' flying time.

Other improvements include: complete equality of pay and opportunity for female cabin attendants (the only stipulation being that the retirement age for women is 50, that of men 55); the introduction of a new rank of Training Chief Purser; overtime after 11 hours (previously 12 hours); first-class deadheading by Air New Zealand or any other airline whenever first-class seats are available; delays at home and away bases to count towards pay and limitations; and increased insurance cover for flights to war risk areas (also applies in respect of death as result of an act of air piracy).

NORWAY
=====

Higher seamen's pension proposed

A proposal to increase seamen's pensions by approximately seven per cent has been introduced in the Norwegian parliament. If approved, the increases would be backdated to 1 January 1976 and would raise the pensions of retired seafarers under 67 from 71.30 to 76.50 kr for each sailing month. An increase in the war risk bonus (for each sailing month in the period 1 September 1939 to 31 December 1945) is also proposed.

SPAIN
=====

General strike of Spanish workers

Over two and a half million Spanish workers belonging to "illegal" opposition trade unions staged the most successful strike action in thirty seven years when on 12 November they participated in a 24-hour nationwide general strike against the government's economic measures which, while hitting the workers hard (the measures include a wage freeze, the laying off of workers at a time of high unemployment, and restrictions on collective bargaining), are felt to be unlikely to solve the current crisis of the capitalist system in Spain. The strike was also in defence of basic trade union freedoms.

Reprisal action has been taken by the government against the striking workers -- some members of the ITF-affiliated Transport Workers' Federation (UGT) were arrested even before 12 November because of their activities in organizing the strike -- and out of a total of 94 people arrested, 5 are members of the UGT. Many of those imprisoned have also received notice of dismissal from their respective places of work.

All ITF affiliates have been asked to give support to our Spanish affiliate by appealing to the Spanish authorities in order to obtain the release of the prisoners and reinstatement in their jobs.

UGT presents its minimum objectives

In accordance with the decisions adopted at its 30th Congress, the ITF-affiliated Spanish General Workers' Union (UGT) has drawn up a list of its minimum objectives for improving the social, economic and political status of its members. The list is divided into seven sub-sections, of which the key demands are summarized below:

I Employment guarantees

Guarantee of permanent and decent employment, with government taking effective measures to reduce unemployment.

II Salaries

Establishment of national minimum guaranteed income, sufficient to enable the worker and his family to live in dignity. Automatic revision of this in line with rises in the cost-of-living.

III Working Hours

Establishment of 40-hour week; paid annual leave of 30 days; shorter working hours and longer leave for those performing night work, as well as those involved in work that is dangerous or dirty.

IV Working conditions

Workers to have control over the organization of work, incentives, pay, safety and health measures. Rural and maritime workers to have same rights as workers in industry. Equal opportunities for women; maternity leave of 2 months prior to and 3 months after birth. An end to military jurisdiction over or intervention in industrial matters.

V Economic demands

End to statutory wage freeze; price freeze on essential items. State finance of social security. Voluntary retirement at 60 (or after 40 years' service) on full pay. Payment of 100 per cent of salary for workers unemployed as result of sickness, accident or injury.

VI Social demands

More adequate provision of schools, hospitals and day nurseries; cheap public transport; construction of decent dwellings to let at reasonable rent. Introduction of National health service.

VII Political demands

Freedom of assembly, association and political expression; trade union freedom; release and reinstatement of political prisoners and those imprisoned as result of their trade union activities; freedom of expression and assembly within the undertaking; absolute right to strike and right of peaceful protest. New system of collective bargaining -- direct negotiations between workers and employers without intervention of third party. End to compulsory arbitration. Right of parties to an agreement to decide on its length. Dismantling of the state-controlled "trade union" apparatus.

SWITZERLAND

=====

New agreement for Swissair personnel

The civil aviation section of the ITF-affiliated Swiss Public Service Workers' Union (VPOD) has recently negotiated a new agreement for its members with Swissair. From 1977, all Swissair employees will receive a full 13 month's salary (this

replaces the former Christmas bonus that gave an extra month's pay after 6 years, pro rata for lesser service) and a new long service bonus is introduced of 300 Swiss francs after 11 years (previously 16 years), with the following rates: 11-15 years, 300 francs, 16-20 years, 500 francs, 21-25 yrs. 750 frs, 26-30 years, 1,500 francs, after 31 years, 2,000 francs. The premium for Sunday working and night work are both raised from 1 January (to 40 and 30 centimes respectively), giving new hourly rates of 3.20 and 2.60 francs. A long standing demand of the section has been realised in that the 5-day week will be introduced on 1 April 1977 for all shift workers, although the union has not been able to push through its aim of a 40-hour working week. Further talks will be held on this in September 1977.

An index adjustment of 1 per cent will be paid on 1 January 1977 for the period Oct. 1975 to October 1976, thus setting the pattern for future payment of index adjustments which in future will be made retrospectively.

UNITED STATES
=====

Air traffic controllers receive assurances on upgrading

The US Professional Air Traffic Controllers' Organization (PATCO)^x has been given provisional assurances that some 2,100 air traffic controllers at 32 US facilities will be upgraded, putting top-rated atcs on US \$ 37,300 a year, a rise of \$5,800. Any atcs downgraded as a result of the salary review will have the opportunity to bid for assignments at equal or higher scales in FAA facilities in the same region of the country.

Towards the end of July, Patco members staged a work-to-rule in support of a demand for more realistic salary levels (cf. ITF Newsletter No. 9, 1976, page 97); they threatened to renew their action after receiving a Civil Service Commission report early in November recommending no upgradings and the downgrading of over 4,500 atcs. ^x Affiliated through MEBA.

.....

NEWS IN BRIEF

.....

The Finnish railway system was paralyzed for 4 days from 2 November by an "illegal" strike of traffic control staff demanding a reduction in their retirement age from 63 to 58 years. The strikers returned to work at the weekend, but recommenced their strike action on 9 November. Two days later, the union executive ordered a return to work after it became clear that President Kekkonen would not concede their demands. The union now faces stiff penalties for its action.

The ITF has reiterated its support for its German railwaymen's affiliate, the GdED, in its efforts to persuade the Federal Railways (DB) that its policy of drastically reducing the rail network will not lead to increased profitability but rather to a deterioration in the situation of the railways in the long term. A joint statement, issued on 22 November in the name of ITF railwaymen's affiliates and the GdED, called inter alia for the appropriate steps to be taken not only to guarantee the preservation of the railways but to promote their modernization.

The German Federal Railways has announced that it will continue into 1977 its practice of providing temporary jobs for six months for railway apprentices who finish their training but for whom there are no vacancies available. The scheme will apply to all apprentices who complete their training up to 31 March next (see ITF Newsletter No. 9, 1976, page 94 for original details of scheme).

Olympic Airways pilots have banned domestic night flights to all but Athens and Salonica airports until landing equipment is improved. The pilots are demanding the introduction of VASI (Variable Approach Slope Indicator), as well as obstacle lights and radio beacons at all Greek airports which do not already have them. Other measures they are insisting on include higher minimum visibility limits and acceptable cloud base levels. The decision comes a week after the crash of an Olympic Airways jet on an internal flight with the loss of all on board.

A strike of civil aviation workers which threatened to close Tel Aviv's Ben Gurion International Airport from 18.00 local time on 12 November was called off following talks between their representatives and Israeli government ministers. Earlier, a delay had been announced in the payment of a special bonus offered by the government in October.

Workers belonging to Italy's three trade union federations staged a four-hour general strike on 30 November in protest against the government's economic strategy and austerity measures.

Firemen at airports all over Italy staged a one day strike on 15 November in support of demands for higher pay to offset recent price and tax increases. The strike forced the cancellation of all incoming and outgoing flights for the 24-hr period.

Italian railwaymen together with postal and telephone workers staged a 24-hour strike from 21.00 on 11 November in support of demands for an advance of 100,000 to 150,000 lire on future pay rises.

Co-pilots and navigators with Japan Air Lines staged a two-day walk-out earlier this month in protest against a new training programme which they feel will adversely affect their promotion chances.

Pilots with Continental Air Lines last month called off a strike after reaching agreement with the carrier on a new contract which brings their salaries into line with those of pilots employed by the major US airlines. The deadlock over work rules and scheduling time was also resolved to the pilots' satisfaction. The commencement of the strike was reported briefly in our last issue (see page 123).

An agreement granting pay and other benefits totalling 16.2 per cent over two years has been signed by the 'US Air Line Pilots' Association on behalf of its members with United. The new contract enters into effect on 15 February 1977.

PERSONALIA

- 'Tom Bavin, general secretary of the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW), is to retire at the International's World Congress later this month.
- 'Olavi Keitele, former president of the Finnish Seamen's Union, celebrated his 50th birthday on 28 October.
- 'Sverre Kortvedt has succeeded Egil Halvorsen as president of the Norwegian Railwaymen's Union. Kortvedt was formerly Vice-President of the union.
- 'Ralph Lambeck of the KLM Cabin Attendants' Association (VKC) has informed us that he has now left the union to resume his flying career as a purser. He has accordingly resigned his position on the Flight Deck Technical Committee and will be replaced by F.M. Woltering. We take this opportunity of thanking Brother Lambeck for his valuable work in the Civil Aviation Section and wish him every success for the future.
- 'Jón Sigurdsson recently decided not to stand for re-election to the presidency of the Icelandic Federation of Seamen's Unions. Brother Sigurdsson, who will be 75 next year, has been president of the Federation for the past twenty years and has been closely connected with the labour movement in Iceland for over half a century. He is succeeded by Óskar Vigfússon.

FORTHCOMING MEETINGS

=====

Editorial Meeting -- Survey into
Human Effects of Technological
Change in the Railways

- London, 20 - 21 January 1977

Civil Aviation Ground Staff
Committee

- London, 25-26 January 1977

Fair Practices Committee

- London, 15-16 February 1977

Dockers' Section Conference

- London, 17-18 February 1977

International Conference of
Cabin Attendants

- London 29 - 31 March 1977

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

-----ooo0ooo-----

23 November 1976

STATEMENT ON SOUTH AFRICA

The ITF deplors the South African government's recent actions in effectively placing a number of leading black trade unionists and their white supporters under house arrest. Several of those concerned are very well-known to the ITF, which for some time now has been assisting black transport workers in their efforts to organize trade unions. It is literally incredible that the people concerned should be seriously regarded as subversive, though it is true that their actions in promoting the cause of black trade unionism have threatened in the long term to bring about an equality among the races, economically and socially, which would be at odds with the policies and philosophy of the present government. The depressing conclusion must be that Mr. Vorster is as determined as ever to preserve the privileges of the small minority of South Africans whom he represents.

South Africa's racial problems need not be recited, for they are too well-known and of too long a standing. Of primary concern to the ITF, however, is the simple fact that there are thousands upon thousands of South African transport workers who are denied the opportunity to form unions and have them recognized, simply because the workers involved are black. This is morally and socially indefensible, which is why the ITF will continue to do all in its power to help South Africa's black transport workers to form active and viable trade unions.