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No. 2 : ITF presents submission on lack of consultation and negotiating procedures within ATLAS and KSSU groupings to Committee on International Investment and Multinational Enterprises of the OECD.

NEWS AND VIEWS FROM THE ITF

ITF Executive Board meets in London

The Executive Board of the ITF met in London on 13 and 14 March 1978.

In the course of its customary review of the ITF's activities, the Board deplored the arrest of Abderrazak Ayoub, First Assistant General Secretary of the Tunisian Railwaymen's Federation and one of the African members on the Board. It was agreed that the ITF should associate itself with the complaint lodged by the ICFTU with the ILO against the Tunisian government's violation of trade union rights and that a cable should be sent to the Prime Minister demanding that all detainees should be given an early, fair and open trial with full legal representation.

In response to a request from Murakami, the General Secretary gave an assurance that the ITF would continue to press the Japanese government to grant full trade union rights -- including the right to strike -- to public service workers' unions. He promised that every effort would be made by the ITF at the forthcoming ILO General Conference to ensure a successful conclusion to the debate on this matter.

Members of the Board expressed their concern at the continuing repression of trade unionists in Argentina, which it was agreed required investigation, and also called on the ITF to step up its activities in Peru, Bolivia and Ecuador, where democratic elections were due to be held following long periods of authoritarian rule. It was also agreed that the ITF should send a cable to President Somoza of Nicaragua expressing the ITF's condemnation of that government's repression of trade Union and civil rights.

Applications for affiliation were accepted from unions in Australia, Antigua, Christmas Island (Indian Ocean), Japan, Pakistan, Portugal and Togo, subject to the satisfactory completion of any remaining formalities.

The Executive Board also agreed to accept the invitation extended by the North American affiliates of the ITF at the Dublin Congress to hold the 1980 Congress in Miami.

The Board unanimously decided that E. Greve Petersen, former Chairman of the ITF Railwaymen's Section, who had recently retired from the presidency of the Danish Locomotivemen's Union, should be awarded an ITF Gold Badge in recognition of his many years of valued service. ITF Assistant General Secretary Ake Selander will present the Gold Badge to Brother Petersen at the union's Congress next month.

At the invitation of the Austrian Railwaymen's Union, the next meeting of the Board will be held in Vienna on 17 and 18 October 1978.

INTERNATIONAL

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ITF holds International symposium on hijacking and other forms of attack against civil aviation

An International Symposium on Hijacking and other Forms of Attack against Civil Aviation, which had been organized by the ITF, was held in Bonn, the German federal capital, on 6 and 7 April 1978. ITF civil aviation unions from Europe, the Middle East, Asia and the United States attended the symposium, at which H. Ruhnau, Secretary of State for Transport of the German Federal Republic, presented the German government's official viewpoint. The airline position was defended by IATA representatives Mr. Harris and Mr. Loos and G. Frühe, a member of the board of the German national carrier, Lufthansa.

The symposium provided a valuable forum for an exchange of views between the three different parties, all of which have a vital interest in the safety of civil aviation. Detailed discussions were held on ways of improving airline and airport security and concern was voiced that the perpetrators of crimes against passengers, aircraft and airport installations only too often went unpunished. Speakers also discussed how best to handle hijack and bomb threat situations.

The ITF affiliates participating in the Symposium reaffirmed existing ITF policy on the subject, namely that affiliates -- in cooperation with sympathetic states -- should organize sanctions against those states which continued to flout world opinion and the principles of the various international civil aviation conventions (Tokyo, The Hague and Montreal) that had been evolved to deal with this menace.

Transport Policy Sub-Committee meets in Vienna

The Transport Policy Sub-Committee of the ITF Railwaymen's Section met in Vienna on 21 and 22 March 1978. The agenda read:-

- (a) criteria for national infrastructure policies in the light of discussions regarding the environment, energy policy, area planning and the railways and (b) what can be done by the railways themselves to make their services more attractive?

The sub-committee also looked at the present chaotic state of European transport policy. In this connection, the sub-committee said that it would lend its full support to any action that railway unions might feel impelled to take to inform the public of the situation with a view to its improvement.

ITF Fair Practices Committee charts progress of flag-of-convenience campaign

This year's meeting of the ITF Fair Practices Committee was held in London on 15 and 16 March 1978. It was attended by 54 members, advisers and ITF Inspectors from 17 countries and 31 observers, including the ITF Regional Representatives, from a further 10 countries. K. Mols Sørensen, Danish Mates Association, was in the chair.

In the course of the discussion on the report on activities for the previous twelve months, delegates reaffirmed their firm commitment to the overall aims and objectives of the Campaign and noted with satisfaction that a record \$9 million in back pay had been recovered during the period. The Committee, while agreeing that a great deal remained to be achieved, was pleased to record that there had been a general raising of standards, even in vessels with crews that were not covered by ITF agreements.

The meeting decided to appoint a Sub-Committee comprising the two Committee Co-Chairmen, K. Mols Sørensen and Ch. Fitzgibbon, and the General Secretary Harold Lewis, assisted by Assistant General Secretary Ake Selander and Brian Laughton, Secretary of the Special Seafarers' Section. Their task would be to look at the many proposals that had been made for the future conduct of the campaign and to suggest ways in which the campaign might be extended in the future. The Small Welfare Fund Sub-Committee was asked to deal with a considerable number of applications for grants from the Welfare Fund and to report back to the Fair Practices Committee in due course.

The meeting deplored the fact that even where charter party clauses stipulated that ITF agreements should be signed for a particular vessel (usually to protect the vessel from the consequences of industrial action) many owners accepted charters without concluding the necessary agreements for the crews of these vessels with the ITF. The Section Secretary confirmed that the Secretariat was always ready to supply information to charterers on whether vessels they were considering chartering were covered by ITF agreements.

It was also agreed by the meeting that the Secretariat should keep a close eye on developments in Western Samoa and Tonga, where an attempt was being made to employ cheap crews under the guise of development aid.

The future activities of the Section were also discussed and delegates unanimously reaffirmed the objective of existing ITF policy, namely that ships flying flags of convenience should be returned to the registry of beneficial ownership. Delegates were also agreed that governments should be pressed to take urgent steps to ratify ILO Convention No. 147 on Minimum Standards in Merchant Ships. In this connection, they welcomed the announcement

that eight North European states had decided to implement the convention by ensuring that vessels using their ports and inland waterways came up to the national standard.

A meeting of ITF Inspectors was held on the day following the Fair Practices Committee meeting.

ITF urges return to bona fide flags following Amoco Cadiz disaster

Following the wrecking of the 233,690 dwt Liberian-registered supertanker Amoco Cadiz off the coast of France last month, which resulted in large-scale pollution of the beaches of Brittany and serious damage to marine life, the ITF is to approach governments, directly and through affiliated national unions, seeking a ban on the carriage of oil and other potential pollutants in flag-of-convenience vessels and a phased return to bona fide flags. The ITF also believes that if similar accidents are to be avoided in future, training requirements and professional competency standards must be improved, particularly on large tankers. This could be achieved by strengthening the draft recommendations that are to be considered by the International Conference on Training and Certification of Seafarers this coming June.

In the light of the circumstances of the disaster, the ITF will also support moves afoot in forums such as IMCO that oil tankers should use shipping lanes well away from the shore and that masters should be required to notify the coastal state authorities promptly if a vessel runs into difficulties.

The ITF has repeated its appeal issued on World Maritime Day that governments should take urgent steps to ratify the Marine Pollution Convention (1973) and the SOLAS Convention (1974), thereby ensuring that the tanker safety and anti-pollution measures adopted at February's IMCO Conference (see report on page 55 of this Newsletter) can be applied with the minimum of delay. In the meantime, shipowners should agree to implement the IMCO Conference recommendations on a voluntary basis prior to their entering into force. Even more importantly, governments should where necessary get together on a regional level to enforce standards on crew competency and on navigational and other safety equipment. They should also consider how they might further refine existing regionally-coordinated pollution prevention and combatting schemes.

The ITF will continue to insist that Liberia should hold the marine investigation it has promised in public and that the results of the inquiry should be made available before the June conference mentioned above. The Liberian government should also meet its moral obligation to publish the results of the preliminary investigation held in Rotterdam.

ASIA
===

Asian aviation unions discuss hijacking and terrorism

Some forty delegates from civil aviation unions in the Philippines, Malaysia, Thailand, Singapore, India, Pakistan, Japan and Australia attended an Asian regional conference for ITF civil aviation

affiliates, which was held in Manila from 27 to 31 March.

The discussions, which were introduced by officials from three US aviation unions present in Manila, included job security, trade union and human rights, occupational health and safety and other related problems. The Conference also adopted a series of recommendations calling on the ITF to ensure that the interests of its Asian aviation affiliates were not neglected.

The Conference paid particular attention to the problem of hijacking, sabotage and acts of terrorism against aircraft and airport installations. The participants gave their full backing to current ITF policy which is that aviation workers should take concerted action against countries which continue to support and give sanctuary to those who carry out acts of terrorism.

TRANSPORT

INTERNATIONAL

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IMCO conference adopts tanker safety and anti-pollution measures

Representatives of sixty-two maritime nations attending a recent two-week IMCO conference in London have adopted a detailed package of tanker safety and anti-pollution measures, which should help avoid the repetition of incidents such as those involving the Torrey Canyon and the Argo Merchant.

The oil pollution control measures approved by the meeting will be written into the Annexes to the Protocols of two major conventions:- the Marine Pollution Convention (1973) and the SOLAS Convention (1974) and are intended to apply to both new and existing vessels. New crude carriers over a certain size will have to be fitted with protectively-located segregated ballast tanks (SBTs) as well as crude oil washing (COW) and inert gas (IGS) systems, while on new product carriers, again over a certain size, SBTs and IGS will be mandatory. In the case of both existing crude and product carriers, either clean ballast tanks or segregated ballast tanks will have to be retrofitted and a mandatory inert gas system requirement will also be phased in over a period. Existing crude carriers will also be required to carry a COW system.

To improve tanker safety, new mandatory requirements regarding the fitting of radar and dual remote steering systems were also evolved, as well as a number of important regulations designed to improve the inspection and certification of vessels. These include modifications to the intervals of surveys and inspections and the introduction of unscheduled inspections and mandatory annual surveys. A resolution was also adopted by the Conference which invited IMCO to develop performance standards for

collision avoidance aids by 1 July 1979 and to prepare requirements for their carriage on ships of 10,000 grt and above. The conference further called on IMCO to establish a Marine Safety Corps of experts which could be made available by their governments to countries with a shortage of trained and experienced personnel in order to help them implement marine safety and pollution conventions.

ITF-affiliated seafarers' unions in Denmark, Netherlands, Norway, Sweden and the USA were represented either on their respective national delegations or on the ITF/ICFTU delegation to the conference.

TRADE UNIONS

EUROPE
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Workers demonstrate for more jobs

On 5 April, workers in the eighteen European countries with national centres affiliated to the European Trade Union Confederation (ETUC) staged a Joint Action Day -- the first of its kind -- to press their demands for the adoption of national economic strategies designed to promote full employment. The action varied from country to country and included press conferences, rallies, marches and demonstrations, trade union deputations to government ministers, as well as factory meetings and the distribution of leaflets. Short work stoppages were also staged in a number of countries to draw attention to the problems of unemployment.

The European Trade Union Confederation itself made representations to the European Commission, the Council of Europe and various European employers' organizations urging the coordination of policies at the European level in order to further economic expansion and create more jobs.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA
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Dockers campaign for higher wages

Dockers in ports throughout Australia, who are campaigning for higher wages, are currently staging a series of short strikes or are holding stop-work meetings following the breakdown of negotiations with the port employers on a new national contract for the next two years. The ITF-affiliated Waterside Workers' Federation of Australia is seeking an increase of A\$25 per week

on basic rates in compensation for the application to the industry of the partial wage indexation system which has caused wages to lag behind prices. A proportion of the requested increase is also intended to recompense the waterside workers for the increase in productivity in the ports in recent years.

The existing contract covering the industry expires on 1 May.

BELGIUM

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New rates of pay for inland navigation workers

The ITF-affiliated Belgian Transport Workers' Union (BTB) has negotiated new monthly rates of pay for its members in inland navigation, which came into effect on 1 April 1978. Skippers' rates of pay now range from 24,188 to 35,486 B frs depending on the size of vessel and type of navigation; certificated mates receive 25,771 B frs on vessels up to 1,000 tons and 26,225 B frs on larger vessels and uncertificated mates 25,092 and 25,318 B frs respectively.

Able seamen now have a salary range of 20,010 to 23,512 B frs depending on size of vessel and type of navigation and ships' boys with more than one year's service get from 18,340 to 20,372 B frs.

New rates also came into operation on the same date for inland navigation workers in pushboat and continuous navigation. Captains now receive a monthly rate of 38,831 B frs (excluding allowances). The corresponding rates for 1st mates are 35,211 B frs. and for second mates 33,143 B frs. ABs are paid 30,038 B frs.

CANADA

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Great Lakes contract talks run into difficulties

Talks are continuing, with the assistance of a mediator, between the ITF-affiliated Seafarers' International Union of Canada and the Lakes Carriers on a new agreement for SIU members on the Great Lakes and the St. Lawrence Seaway System. Direct negotiations involving the two parties broke down after only a few days because of the intransigent attitude adopted by the employers to the seafarers' claims. If a settlement satisfactory to the union is not achieved, members will be asked to vote on possible strike action.

New rates of pay for British Columbia dockers

A new one-year pay agreement has been negotiated for British Columbia dock workers by the Canadian Area of the International Longshoremen's and Warehousemen's Union (an ITF affiliate) and approved by union members. Basic rates are increased by 50% and the employers have agreed to make increased contributions to the welfare and supplementary unemployment funds. Full implementation of the agreement is subject to approval by the Anti-Inflation Board.

GREAT BRITAIN

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Union leaders recommend acceptance of rail pay offer

Leaders of the three British rail unions (all ITF affiliates)^{x)} are to recommend their executives to accept the improved pay offer that they have agreed with the Rail Board. The railwaymen have been offered consolidation of phase 1 and 2 pay supplements into basic rates and an increase in the London allowance from £318 to £350. The new rates of pay would take effect from 24 April.

Further talks are to be held on a productivity deal offered at the same meeting, which could add between 3 and 5 per cent to railwaymen's pay.

x) the National Union of Railwaymen, the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs' Association.

New pay deal for London Transport bus crews

The ITF-affiliated Transport and General Workers' Union has negotiated a new pay deal for 12,500 busmen employed by London Transport. The following new basic rates will apply (previous weekly basic pay in brackets): £67 (£56.75) - one-man operators; £58.55 (£49.15) - bus drivers; £57.10 (£47.84) - bus conductors. When additional payments (for unsocial hours, split-shift and overtime working, and certain other allowances and bonuses) are taken into account average weekly earnings are expected to rise between £9 and £11. The new rates came into effect on 1 April.

The union hopes that further money will become available following talks on improving overall productivity on the buses.

IRISH REPUBLIC

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No settlement yet in Aer Lingus dispute

Aer Lingus administrative, supervisory and clerical staff organized in the Workers' Union of Ireland have been on strike for well over a month now in a protracted dispute over a three-point salary claim. Aer Lingus flight stewardesses, also WUI members, are not reporting for duty as they are unwilling to cross picket lines.

Aer Lingus has adopted an uncompromising attitude towards the union's claims and has used various tactics -- including the leasing of aircraft from other airlines -- in an attempt to lessen the effects of the strike. The airline is operating a greatly reduced service with its own aircraft and management personnel and has also exchanged aircraft with at least one US carrier and is using its aircraft and staff to replace striking WUI members.

At the WUI's request, the ITF has contacted its civil aviation affiliates asking them to refuse to handle aircraft operated by or on behalf of Aer Lingus until the dispute is resolved. Additionally, affiliates have been requested to send messages of support and solidarity to the union as well as protest letters and cables to the airline management urging a fair and speedy settlement of the dispute.

ISRAEL

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Merchant marine strike over

The strike which had paralyzed the entire Israeli merchant fleet^{x)} since the beginning of February was called off on 8 April when the unions involved (the Israeli Seamen's Union and the Sea Officers' Union) agreed to accept the owners' pay offer of between 20 and 25 per cent. The unions' original claim has been submitted to an arbitrator.

x) for earlier details see ITF Newsletter No. 2, 1978, page 24

SWEDEN

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Officer complement on MS Bremön increased following union protests

On 22 March, the ITF-affiliated Swedish Engineer Officers' Union withdrew its strike notice against the MS Bremön and four sister ships after the owners, AB Nordsjöfrakt of Skärhamn had agreed that the 6,000 dwt bulk carrier should in future carry two engineer officers (a chief and a first engineer). The company had earlier agreed with the Navigating Officers' Union (also affiliated) that the number of navigating officers would be increased from two to three on long voyages.

The Swedish government had made the ship something of a test case for its minimum crew complement experiment. In November 1977, the owners were granted an official dispensation reducing her overall crew complement by five men and one month later -- without further reducing the number of men on board -- they were given government permission to cut her officer complement to a chief engineer and two navigating officers.

The two unions had steadfastly opposed the government's latter intentions, arguing that the reduced officer manning made the vessel operationally unsafe, a contention in which they were supported by the Swedish maritime administration, which had advised the government against the move. The unions also pointed out that the manning levels approved by the government were less than the minima acceptable in other Scandinavian countries where a similarly-sized vessel would, for example, have had three engineer officers on board. The chief engineer's position on the MS Bremön was intolerable: how could he assume round-the-clock responsibility for the engine department and all the complex equipment on board?

The Scandinavian Transport Workers' Federation had given the two Swedish officers' unions its full backing in February when a conference of affiliated seafarers' organisations had decided to make a vigorous protest to the Swedish government over the manner in which it had handled the question of the manning of the MS Bremön.

New agreement for private sector workers

A new national wage agreement was concluded last month by the Swedish Trade Union Confederation (LO) and the Private Salaried Employee Cartel (PTK) on behalf of 1.4 million workers in the private sector. The agreement, which runs from 1 February 1978 to 31 October 1979, gives white-collar workers pay increases of 1.6 per cent for this year, with an additional 2.6 percent in 1979. In the case of blue-collar workers, these figures are 1.9% and 3.1% respectively.

The unions have obtained an undertaking from the employers' federation that pay talks will be reopened if prices rise more than 7.25 per cent during 1978 (5 per cent in the case of 1979).

UNITED STATES

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New York transit strike averted

A new two-year contract was concluded on 1 April by the ITF-affiliated Transport Workers' Union of America for 31,000 New York City bus and subway workers, only hours before the previous agreement expired and a threatened strike was due to begin. Under the agreement, the city's transit workers will receive a six per cent increase from 1 July next and a cost-of-living adjustment paid to most workers since 1975 will be consolidated into basic pay. They will also receive a lump sum payment of up to \$250 upon ratification of the contract.

Meanwhile, the ITF-affiliated United Transportation Union has reached agreement with the Metropolitan Transit Authority on a new contract for 1,400 conductors, brakemen and bartenders on the Long Island Rail Road, an important local commuter line. Once again, a possible strike was averted. The contract provides for two backdated awards: 2.5% from 1 July 1976 and 4% from 1 July 1977. A six per cent increase will also come into effect on 1 July next, together with a cost-of-living adjustment.

Agreement reached on reduced manning of Milwaukee Road locomotives

An important new agreement providing for the reduced manning of locomotives has been concluded by the ITF-affiliated United Transportation Union (UTU) with Milwaukee Road, a company which operates rail services between Chicago and the US Pacific coast.

The agreement came into operation at the beginning of April and aims at the eventual introduction of two-man crews on all company locomotives (present crews consist of three men:- a conductor plus two brakemen) solely through natural wastage, i.e. the 3,000 separate crews will be gradually reduced by one man as men resign, are promoted or leave the industry.

Each member of a two-man crew will receive a special \$4 allowance in compensation for the extra work and responsibility involved and every time a reduced crew is used the railroad company will pay \$48.25 into an employees' productivity fund. At the end of each year, the money accruing to the fund will be divided among the eligible participating employees according to the number of tours of duty they have worked in road freight or yard service in that calendar year. Employees may, if they so wish, leave their individual "bonus" money in the fund to accumulate interest, enabling them to use it as a savings fund or as a means of boosting their eventual retirement pension.

It is hoped that similar agreements with other carriers will follow. The UTU has always insisted that crew consist should be a matter for local negotiation rather than national bargaining and that railroad employees are entitled to a fair share in the savings that result from reductions in manning.

Meanwhile, US railway unions are still attempting to conclude a new agreement for their members. Four unions are negotiating directly with the carriers, while seven others have decided to seek a mediated settlement (see ITF Newsletter No. 3, 1978, page 45).

NEWS IN BRIEF

The crews of Belgian cross-Channel ferries on the Ostend-Dover route staged a 48-hour strike on 23/24 March, demanding a reduction in the number of trips per man in the summer season from an average of 19 to 16 per month. The Belgian Transport Ministry had offered a compromise figure of 17½, but this has been rejected by the maritime unions.

Sabena ground staff at Brussels airport staged a week-long strike earlier this month to back demands for a new contract, including a phased reduction in weekly working hours and pay parity for technical workers with administrative grades. The men belong to the civil aviation section of the ITF-affiliated Belgian Public Service Workers' Union, which has met with an unyielding attitude from the airline management when seeking to pursue these claims on behalf of its members.

The Danish Trade Union Confederation (LO), in an attempt to improve overall working conditions and create more jobs, is pressing for the introduction of a fifth week's annual leave for all Danish workers and retirement at 65 for public sector employees.

Finnish trade unions have decided to postpone a two-day general strike set for the end of March. The strike had been called to back demands for salary increases to offset February's devaluation of the Finnish currency.

Officers and ratings on Greek coastal passenger vessels staged a 24-hour strike from 07.00 on 4 April following the breakdown of negotiations for a new contract. The ITF-affiliated Greek Seamen's Union (PNO), which represents the crews, has rejected the owners' latest pay offer and is also hoping to negotiate improved fringe benefits. The union had already authorized a 4-hour stoppage on 10 March.

Icelandic dockers are currently refusing to handle export cargo as a means of putting pressure on the government to pay a higher wage supplement to offset increases in the cost-of-living. Imports are not affected by the four-day ban, which began on 13 April.

Bombay dockers organized in the ITF-affiliated Indian Transport and Dock Workers' Union staged a "demands day" on 14 April, seeking the cancellation of measures aimed at increasing the volume of cargo each docker is required to handle as well as the restoration of those benefits and privileges forfeited during the recent emergency. The action was successful and an interim settlement has now been reached between our affiliate and the port authorities.

Irish trade unions have voted at a special conference called by the national centre to accept the 1978 national wage proposals. The agreement runs for fifteen months and provides for phased increases in basic pay of eight per cent this year, with a further two per cent being applied in the remaining three months.

The Israeli national airline El Al has resumed operations after suspending flights for three weeks earlier this month because airline workers seeking new contracts were causing disruptions. Management and unions have now agreed that they will endeavour to negotiate a new contract within the next three months.

The Portuguese national minimum wage has been increased from 4,500 to 5,700 escudos^x for industrial and from 3,500 to 4,600 escudos for agricultural workers.

x 76.5 escudos = £1

The government of the Somali Democratic Republic has deposited an instrument of acceptance of the IMCO Convention with the Secretary-General of the United Nations. IMCO now has one hundred and five full members and one associate member.

Turkish Airlines ground staff at Istanbul Airport, who are organized in the ITF-affiliated Turkish Civil Aviation Trade Union HAVA-IS, began an indefinite strike on 23 April following the collapse of pay talks. The strike has grounded all scheduled flights operated by the national carrier out of Istanbul.

O B I T U A R Y

Hans Düby

It is with deep regret that we must announce the death of former ITF President Hans Düby in the night of 30 to 31 March, at the age of 72.

A railwayman by profession, Hans Düby rose to become general secretary and subsequently president of the Swiss Railwaymen's Union (SEV). He occupied this important post with great distinction from 1960 until he took a well-earned retirement at the end of 1971. Brother Düby also served the trade union movement of his native Switzerland as president of the Swiss Federation of Public Service Workers' Unions and, since 1961, as vice-president of the Swiss Trade Union Confederation. He was too for many years a prominent member of the Nationalrat (Swiss parliament), thus ensuring that the railwayman's voice was heard in the highest councils of the land.

Hans Düby was closely involved with the work of the ITF for more than twenty years. He was elected on to the Committee of the Railwaymen's Section in 1950 and six years later became a member of the then Executive Committee of the ITF. His qualities of leadership were soon recognized and, in 1960, he became our vice-president and then, in 1965, came his election to the presidency, the second person from his union to hold this post at the head of our International. Robert Bratschi, whom Hans Düby had succeeded as SEV general secretary, had already served for four years as ITF President in the early fifties. Brother Düby continued this distinguished tradition and it was with great regret that delegates to the 75th Anniversary Congress in 1971 learned that they would soon be losing his valuable services.

Over the years, Hans Düby because of his very modesty and unassuming nature made many good friends in the ITF and will be sorely missed by them as well as by those members of the Secretariat who knew and loved him.

Frau Edith Düby has asked us to convey her grateful thanks to all those affiliates who have sent her messages of condolence.

PERSONALIA

ITF Vice-President Jack Jones retired from the general secretaryship of the British Transport and General Workers' Union on 29 March, his 65th birthday. Jack Jones first became a full-time TGWU official at the age of 26 and spent the rest of a long and

distinguished career in the union. He rose through various prominent posts before being appointed TGWU general secretary designate in 1968 to succeed Frank Cousins, himself a former president and vice-president of the ITF, who retired in September 1969. As head of the largest union in Great Britain, Brother Jones has occupied a commanding position in the national trade union movement for the past ten years. A special festival was organized by the union to mark his retirement and was attended by many prominent figures from all walks of life. During the course of this event, Jack Jones was presented with the TGWU Gold Badge in honour of his many years of devoted service in the union's ranks.

The ITF will not be losing Jack's services just yet. He will remain Vice-President and member of the Executive Board and Management Committee until our 33rd Congress in 1980.

Jack Jones has been succeeded by Arthur Mostyn ("Moss") Evans, a 52-year-old Welshman, who previously looked after the interests of workers in the British car industry before becoming head of organization of the union. Brother Evans was elected TGWU general secretary designate last year.

Henri Bernard has resigned from the general secretaryship of the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development (OECD) in order to take up a post with the National Energy Committee in Belgium. He is succeeded by Karl Tapiola, aged 32, a Finn who was previously assistant to the executive director of the United Nations Centre on Transnational Corporations. Brother Tapiola is also a former International Secretary of SAK (the Finnish national centre).

We extend our sincere congratulations to Raymond Decoudun, president of the Federation of Railway Technical and Supervisory Personnel (FMC), who has been awarded the Croix de Chevalier of the French Legion of Honour.

Paul Drozak, vice-president of the Seafarers' International Union of North America, died on 9 March, aged 50.

R. Fleming has been elected assistant national secretary of the British National Union of Seamen in succession to the late John Thompson, who died last year.

Svend From-Andersen, former president of the Danish Seamen's Union, celebrated his 70th birthday on 4 April. Brother From-Andersen served from 1954 to 1967 on the Committee of the ITF Seafarers' Section.

M. Gérard Gomez and Jean Chambon have been elected president and general secretary respectively of the French Cabin Staff Union. Michel Abraham, who is a member of the Committee of the ITF Civil Aviation Section, has also been elected an Assistant General Secretary of the union.

Paul Hall, President of the Seafarers' International Union of North America, has been appointed chairman of the Labor Policy Advisory Committee on Trade Negotiations, one of three committees which advise the US government on trade policies and programmes.

Jørgen Hansen, vice-president of the Danish Radio Officers' Association, celebrated his 50th birthday on 10 April.

Jo de Later, former Vice-President of the Dutch Transport Workers' Union (NVV), died suddenly on 22 March, aged 76. Brother de Later became a full-time union official in 1945 when he was appointed chairman of the Rotterdam branch of the then Dutch Railwaymen's and Tramwaymen's Union, becoming its vice-president in 1949. When, in 1956, the Railwaymen's and Tramwaymen's Union became part of the newly-formed Dutch Transport Workers' Union, de Later was made chairman of the road transport workers' section. He assumed the vice-presidency in October 1963 and served in the post until his retirement in 1966.

Jo de Later served for well over fifteen years as his union's deputy on the Section Committee of the ITF Road Transport Workers' Section, where he made a valuable contribution to the work of the Section.

William Lindner has been elected International Executive Vice-President of the Transport Workers' Union of America.

John Newman has been appointed Assistant General Secretary of the British Merchant Navy and Airline Officers' Association (MNAOA). Newman was previously the Association's Senior Negotiator. He succeeds A.R. (Bert) Begg, who is resigning on health grounds. Bert Begg first worked for the union in Southampton before moving to its head office, where he rose to become national secretary and subsequently assistant general secretary from June 1971. Brother Begg has served on the Committee of the ITF Seafarers' Section since the 1974 Stockholm Congress.

Erik Olsen has been compelled for health reasons to resign from the chairmanship of the transport group of the Danish Transport and General Workers' Union (SiD) after only six months in the post. He is succeeded by Arne Kruse, former treasurer of the group. Eli Seiding succeeds Kruse as treasurer of the transport group.

Maury Sjørqwest was confirmed as National Executive Secretary Treasurer of the Canadian Merchant Service Guild at the Guild's recent National Convention.

Erling Tollerud, chief treasurer of the Norwegian Seamen's Union, celebrated his 60th birthday on 21 March.

FORTHCOMING MEETINGS

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- | | |
|---|---------------------------|
| Cabin Attendants Technical
Committee | - London, 12/13 June 1978 |
| Flight Deck Technical
Committee | - London, 12/13 July 1978 |
| Management Committee | - London, 25 July 1978 |

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ICFTU MAY DAY MANIFESTO 1978

When the International labour movement first chose May 1 as the day on which workers throughout the world should demonstrate for their demands and aspirations, it acted out the most fundamental principle of trade unionism: solidarity. A solidarity which must not stop at national frontiers if the movement was ever to attain its aims.

Today, it is particularly appropriate to recall that initial May Day message. More than ever we have to act together if we want to remain an effective force in a world that is becoming increasingly integrated and interdependent. We are all aware of the multinationals. But even if they did not exist, modern means of production, transport, control and communication make it impossible for any one country to retain complete control over its affairs.

We must constantly bear this in mind in these economically troubled times. When unemployment abounds, when everybody fears for his or her standard of living (or loses all hope of ever getting two full meals a day), then the temptation is great to forget about solidarity and let the devil get the hindmost. There have been occasions in the past when, we have to admit, trade unions forgot about international solidarity in crisis times. But the mere fact that each setback, each failure, was followed by renewed attempts to forge workers' solidarity world-wide is evidence that we cannot do without it.

Today, our solidarity is not yet in danger. But unless we experience an economic recovery soon, it may well be. As usual, the crisis most threatens the workers and their families. So let not our energies be diverted to fighting each other, to quarrelling over the slices of a shrinking cake.

Let us unite in demanding that more wealth be created, that it is wealth of the right kind, and that incomes are more evenly distributed. Between us, we know it can be done and how it should be done.

Yet it is with deep sorrow that we have to state again, after four years now of economic trouble, that our trade union demands, both at national and international level, seem to have fallen on deaf ears. We must raise our voices even louder to make them heard to prod governments and employers afraid for their profits and "managerial prerogatives" into action.

That is why the International Confederation of Free Trade Unions has decided to start a world-wide employment campaign this year, to last until our next congress in 1979 and longer if necessary.

We hope that all May Day rallies will hear the message we are sending out: "Unemployment is a world-wide problem. In the industrialised nations alone, 17 million people are out of work. In the developing countries, 300 million wonder where food is coming from for the next meal because they have little or no work.

"All of us belonging to the ICFTU have decided to intensify and coordinate during 1978 our campaign for the right to a job. This way we can help one another. The more jobs there are and the more workers earn, the more they can buy - both home-produced goods and imports. Such purchases create more jobs everywhere.

"Today, throughout the world, we ask our governments with one voice: create employment by increasing public spending and better planning for the future, this will reactivate world trade. The poor countries must be helped to help themselves. We call on the leaders of the biggest industrialised countries - the U.S., the Federal Republic of Germany, Great Britain, France, Italy, Japan and Canada - to hold another summit meeting as soon as possible to pull the world out of stagnation by adopting the policies which the international trade union movement has demanded time and again. Unless action is taken now, we will experience an economic disaster on the scale of the 1930s".

Economic misery is the root cause of many evils in this world. People enjoying a decent standard of living, a good education, freedom of information and expression will not fall prey to dictatorships easily. It is a horrible truth that it is mostly those whose existence is wretched anyway who are also deprived of their human, political and trade union rights. They may be held in subjugation for the sake of one man, as in Paraguay, for the sake of a racially different minority, as in South Africa, or for the sake of ante-diluvian political and business interests as in Chile. But let us harbour no illusions, the dictators all have one ally: big business interests throughout the world looking for cheap, pliable labour. That is why it is up to the workers in those countries fortunate enough to have free trade unions to speak up on behalf of the poor and the oppressed.

Economic, human, social and political rights all go together. Where one does not exist, the others will sooner or later be in peril.

In the Communist countries, workers risk persecution and punishment if they demand better conditions. If the political system erected by the Communists ever had any justification, it was that it would provide for the greater material well-being of the people. Yet the people cannot be "provided for". What they need is the right and the opportunity to provide for themselves.

All extremism is dangerous. That is one very practical reason why we in the free trade union movement abhor terrorism. It has never helped those in whose name it is allegedly perpetrated. The blood of innocent people is being shed in vain. And the most likely result is even fiercer repression, even worse misery for all.

But terrorism, while requiring just punishment, cannot be eradicated by repression. It must be deprived of its breeding grounds: human misery, ignorance, despair and - let the affluent countries face up to it - the frustrations of a society that is turning people into anonymous, amorphous producers and consumers who no longer see any real purpose in life.

It is not that kind of affluent society we have in mind when we ask for an international economic revival. We want growth, yes, but growth designed to provide for all those who want to work, to make the poor better off and not simply to make the rich even richer.

Growth does not just mean more motorcars, more power stations, even faster 'planes. It means also better education and health care, a better and healthier environment at work, the abolition of dirty, dangerous or disagreeable jobs, better houses, more parks and recreational facilities. If we can fly to the moon, why can't we achieve these things on earth?

We have asked for a reduction in working time as one means of overcoming unemployment. But in itself, it is a goal worth pursuing to enable the workers to lead a richer life. For such a richer life, it is also essential that we continue the struggle for more democracy at work. Each country must decide for itself what form that should take - the goal is the same: the workers must be treated as responsible people who have the right to take part in decisions at all levels of the enterprise.

For the developing countries, growth should first of all mean food, clothes, housing, basic sanitation and education. From the start, the workers and the rural poor must be involved in planning and controlling events so that they can make sure growth is for the people, not for the masters.

To achieve these ends, we need a new international economic order. The power of the multinationals to shift production and funds at whim must be curbed. New rules have to be devised for international trade, new norms set for development assistance. The International Monetary Fund has to be reformed to turn it into a promoter of development, not a brake on it. The ICFTU has made proposals for all this, and we will continue to push them.

But the most important practical step to be taken is international coordination of investment, involving governments, employers and unions, to prevent the world going from one structural crisis to the other. Let us have an international division of labour that provides jobs for all, not one that leads to cut-throat competition.

The right to a job for everybody, that is the slogan of this May Day, 1978. Let us fight for it together, and fight for the many millions, who cannot or dare not raise their voice for fear of repression.

ITF PRESENTS SUBMISSION ON LACK OF CONSULTATION AND NEGOTIATING PROCEDURES WITHIN ATLAS AND KSSU GROUPINGS TO COMMITTEE ON INTERNATIONAL INVESTMENT AND MULTINATIONAL ENTERPRISES OF THE OECD

Earlier this year, the ITF, in consultation with the OECD Trade Union Advisory Committee (TUAC), decided to make a submission under the OECD Guidelines on Multinational Enterprises concerning the lack of consultation and negotiating procedures within the ATLAS^x and KSSU^{xx} airline groupings. The submission was presented at a consultation with the trade unions held in Paris on 11 April by the OECD Committee on International Investment and Multinational Enterprises (IIME). Each of the twenty-four OECD member-governments has representatives on this Committee on which provision is made for both sides of industry -- in the form of TUAC and BIAC (Business and Industry Advisory Committee) -- to express their views concerning the application of the Guidelines. The IIME Committee is obliged, under the inter-governmental procedures on the Guidelines, to take account of such views in its reports to the OECD Council.

The ITF's case formed part of a wider TUAC approach at the consultation of 11 April, which also underlined the unions' dissatisfaction with the present text of the Guidelines, due to be reviewed in 1980, as well as with the application of the consultation procedures and the results achieved by them. Attention was also drawn to problems caused by the present voluntary nature of the Guidelines.

The ITF was represented at the consultation by Ben Kok, chairman of the Civil Aviation Section of the Dutch Transport Workers' Union, who acted as ITF spokesman at the hearing; R. Deseau and O. Johansson, chairmen respectively of the ITF ATLAS and KSSU Committees; and Ken Golding, ITF Secretariat.

In introducing the submission, Kok stressed that, in general, the trade unions in civil aviation were able to make use at the national level of good systems of joint consultation and co-determination within the airlines concerned. However, the airline groupings consistently refused to meet trade union representatives on a group basis, thus allowing the unions no possibility of influencing decisions taken at group level, either before or after the event.

It was clear, he said, that the airlines of both groupings were engaging in multinational activity which had a direct impact on employment, working conditions and industrial relations in each of the individual airline components. This was, in fact, illustrated in the cooperation between the airlines in the fields of interchange (aircraft and/or crews); joint overhaul facilities; maintenance arrangements within the groups; joint handling at airports;

^x ATLAS : Alitalia, Iberia, Lufthansa, Air France, Sabena

^{xx} KSSU : KLM, SAS, Swissair, UTA