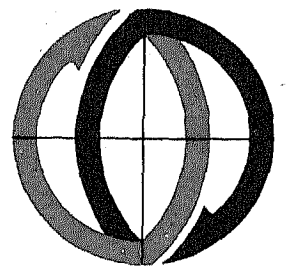


ITF

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No. 6

June 1978

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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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ITF Cabin Crew Technical Committee meets in London

The ITF Cabin Crew Technical Committee met in London on 12 and 13 June 1978. 28 members and advisers from 11 countries attended the meeting. The Committee elected Brother Ove Johansson (Swedish Commercial Employees' Union - HTF) as the chairman of the Committee and Brother K. Poutous (Pan-Hellenic Air Transport Trade Union) as the Vice-Chairman and decided to change the name of the Committee from Cabin Attendants' Technical Committee to Cabin Crew Technical Committee. The Committee unanimously decided that the ILO Governing Body should be approached with a request that, in view of the resolution adopted at the last Tripartite Technical Meeting on Civil Aviation held in Geneva in December 1977, a Meeting of Experts on Occupational Health and Safety of Flying Staff should be called as early as possible. The Committee also felt that the ILO should conduct research into the occupational health and safety problems of the cabin crew in view of their special problems, which are unknown in other occupations. In order to pursue these matters and to give close attention to the problems of job security and working conditions, the Committee appointed two Sub-Committees -- one on Occupational Health and Safety and the other on Job Security and Working Conditions.

With regard to the ICAO proposal on the Licensing of Cabin Crew, the Committee agreed that the ITF's present policy that all cabin crew should be licensed be upheld. An appropriate letter on behalf of the Committee will be sent to the Secretary-General of ICAO on this question.

Concern was expressed at the growing number of independent associations of cabin crew in various parts of the world which threatened to weaken the industrial and bargaining strength of cabin crews.

JAPAN

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Assistant General Secretary lectures at "Man and Transport" symposium

ITF Assistant General Secretary Johann Hauf attended a symposium entitled "Man and Transport", sponsored by the Japanese newspaper Asahi Shimbun, which took place in Tokyo last month. He lectured and answered questions on the subject of "Transport Policy and the Trade Unions".

VIETNAM

=====

ITF appeals to merchant vessels to render assistance to Vietnamese refugees

Following reports that appeals for assistance from refugees fleeing Indochina in small boats are being ignored by merchant ships, the ITF has contacted its seafarer affiliates and asked them (particularly those unions organizing ships' masters) to approach their governments and shipowners with the request that instructions be sent to vessels flying the national flag always to heed distress calls from refugee boats. The ITF has also urged that ships' masters should grant the refugees at least temporary asylum in accordance with Article 2 of the Brussels International Assistance and Salvage at Sea Convention (1910). This states in part that "every master is bound, so far as he can do so without serious danger to his vessel, her crew and passengers, to render assistance to everybody, even though an enemy, found at sea in danger of being lost"

Each month, between one and one and half thousand refugees flee Vietnam in small fishing boats patently unsuited to long sea voyages. Masters often refuse to pick up the refugees when they get into difficulties as they know that most governments (including those in Asia) will not admit them, even on a temporary basis. The UN High Commission for Refugees and IMCO have issued a joint appeal to passing ships to rescue people from Indochina who are in distress at sea, and, with its circular, the ITF has associated itself with their plea for a humanitarian response. Meanwhile, the United States government has announced that it will accept 12,500 Indochinese boat and land case refugees during the next six months.

TRANSPORT

GREAT BRITAIN

=====

Radio officers reject sole use of maritime satellites for safety and communications purposes

Writing in the union journal "Signal", Kevin Murphy, general secretary of the ITF-affiliated Radio and Electronic Officers' Union, opposes the view, now gaining currency among several maritime administrations, that maritime satellites should be developed as the sole system for safety and correspondence communications, replacing the existing territorial system. He warns of the consequences of a single satellite failure if such

a system were ever introduced. As all contacts with ships in an Ocean area would be concentrated via a single (or possibly two) satellites, a breakdown would leave the greater part of an ocean bereft of facilities for distress, urgency and other safety messages, whereas, with the present territorial system, the complete failure of one coastal system was an annoyance, no more, as hundreds of other stations remained open for communications.

Murphy said that he would welcome a distress system based on EPIRBs working through the maritime satellite system to centralized search and rescue centres, when fully proven, as a valuable addition to the safety of life at sea. But he believed that it could never be accepted as an adequate replacement for present tried and tested methods.

NETHERLANDS

=====

New regulations on working hours enter into force

New regulations governing the working hours of road transport drivers in inland transport entered into force in the Netherlands at the beginning of April. The regulations fix maximum working hours, daily and weekly rest periods, as well as limiting night and Sunday work, as follows:

duty periods: 5 duty periods of a maximum of 10 hours each per week. Exceptions are permitted under certain circumstances, in which drivers may be required to undertake a maximum of 6 periods of duty in one week (although no more than 10 periods of duty in any two-week period) or to work for 12 hours (in which case not more than twice a week). Where vehicles have a relief driver, maximum working hours may be increased to 16 hours (no sleeping facilities) or 19½ hours (with bunk).

daily and weekly rest periods: daily, 11 hours (possibility of reduction to minimum of 8 hours up to twice a week when the driver finishes a duty period other than at home base); weekly, 29 consecutive hours. The weekly rest period must fall on a Sunday at least once every three weeks. Young persons under 18 years of age must be given Sundays off.

rest periods: no obligatory break for driving periods of less than 4½ hours.

Otherwise, following table applies:

<u>Driving time</u>	<u>min. rest break</u>
4½ - 7½ hours	½ hour
7½ - 10½ hours	1 hour
10½ - 13½ hours	1½ hours
13½ - 16½ hours	2 hours
over 16½ hours	2½ hours

Drivers who have been at the wheel without a break for a period of 4 hours are entitled to a fifteen minute rest break.

night work: whole or part of work period must not fall between 01.00 and 05.00 on more than six occasions in each two-week period. Young persons must not be required to work between 19.00 and 06.00.

NORWAY
=====

"Flagging out" does not improve profits, report finds

The argument Norwegian shipowners habitually use to justify transferring vessels to foreign, usually convenience, registries has been shown to be ill-founded according to a report just published by the Norwegian State Bank following a detailed investigation. The Bank's researches have shown there to be little difference in the economic position of shipping companies whose tonnage is entirely Norwegian-owned and others where whole or part of the fleet is operated under convenience flags.

Commenting on the report, the Norwegian Trade Minister said that Norwegian owners had always insisted that "flagging out" would improve their competitive position. But the report shows this not to be the case; having more vessels under foreign registration did not lead to a healthier national shipping industry.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA
=====

New national contract for waterside workers

The ITF-affiliated Waterside Workers' Federation of Australia reached agreement with the port employers at the end of last month on the terms of a new national contract for the next two years^x. The new rates of pay, which came into effect on 29 May, provide for an increase in basic rates of \$4.50 plus increases in special allowances totalling \$3.80 per week. The union has recommended acceptance of the agreement, which has been put to a membership ballot.

^xsee also ITF Newsletter No. 4, 1978, page 56.

Cost-of-living award for ratings

New rates of pay have come into operation for Australian ratings covered by the Maritime Industry Seagoing Award following application of the latest cost-of-living award. Examples of the new annual aggregate wage from 28 February 1978 are as follows:

(previous award rate in brackets)

<u>Category</u>	<u>Group 1</u>	<u>Group 2</u>
	<u>OVERSEAS CONTAINERS AND RO-RO VESSELS</u>	<u>COASTAL CONTAINERS AND RO-RO VESSELS</u>
bosun	\$ 15,930 (15,696)	\$ 16,033 (15,799)
donkeyman	15,408 (15,174)	15,453 (15,219)
AB	14,772 (14,556)	14,658 (14,442)
greaser	14,772 (14,556)	14,095 (13,879)
	<u>Group 3</u>	<u>Group 4</u>
<u>Category</u>	<u>TANKERS</u>	<u>ALL OTHER VESSELS</u>
bosun	\$ 17,269 (17,017)	\$ 15,898 (15,664)
donkeyman	16,291 (16,057)	15,294 (15,060)
AB	15,895 (15,661)	14,553 (14,337)
greaser	15,456 (15,222)	13,971 (13,773)
OS	13,634 (13,436)	12,702 (12,513)

CANADA
=====

Labour Relations Board upholds employee rights

The ITF-affiliated Canadian Airline Flight Attendants' Association (CALFAA) recently sought a decision from the Labour Relations Board after a Transair flight attendant, who had been dismissed, was refused access to arbitration on the grounds that he was a probationary employee. The Board pointed out that in order to comply with the Canada Labour Code all collective agreements must include a clause providing for the settlement by arbitration of any dispute bearing on that agreement. Thus, the Transair agreement, although it granted the company "sole rights" in respect of the treatment of probationary staff, must not preclude access to the arbitration procedure of any probationary employee who regarded the treatment he had been afforded as unfair.

GERMANY
=====

New pay agreement for railwaymen

The ITF-affiliated German Railwaymen's Union (GdED) has successfully negotiated a new 12-month pay agreement for the country's 175,000 railwaymen. This gives all grades (including apprentices) a 4.5% salary increase from 1 May; all manual workers and the lower and medium salary ranges of white-collar staff also receive 2 extra days' annual leave. The allowance paid for waiting time is also increased by 4.5 per cent.

GREAT BRITAIN

=====

Train drivers seek early settlement of productivity claim

The ITF-affiliated Associated Society of Locomotive Engineers and Firemen (ASLEF) has given British Rail until 20 July to meet its claim for productivity payments to footplate staff. If a satisfactory offer is not made by that date strike action is a distinct possibility.

ASLEF called off a twenty-four hour national strike set for 1 March after being assured of a speedy settlement of its grievances. The union feels that the Board is dragging its feet on the question of extra pay for train drivers and is hoping that the warning of industrial action will promote an early settlement.

Seaspeed hovercraft crew win pay parity with British Rail ferry officers

The flight deck crew of British Rail Seaspeed's new "stretched" SRN 4 hovercraft have called off their ban on training for the craft, which is due to enter service between Dover and Calais and Boulogne later this month, after accepting a pay offer giving them virtual pay parity (96%) with fellow officers on British Rail's continental ferry services. The question of productivity payments for operating the new giant hovercraft has been referred to arbitration.

The officers are members of the ITF-affiliated Merchant Navy and Airline Officers' Association...

Offshore catering workers win protection of collective contract

Two of the ITF's British affiliates (the National Union of Seamen and the Transport and General Workers' Union) have succeeded in concluding the first collective agreement for 300 offshore catering workers in the North Sea working for Offshore Catering Services. The agreement increases rates of pay, provides a measure of employment stability and generally reflects a new standard in industrial relations in an industry which has proved notoriously difficult to organize, both on- and off-shore.

The unions are hoping that they will soon be able to sign an industry-wide agreement for offshore catering workers, establishing minimum wages and working conditions.

INDIA

=====

Seafarers' pension scheme inaugurated

The first national pension scheme for Indian seafarers was inaugurated on the occasion of National Maritime Day. Under the scheme, seafarers who retired on or after 1 January 1975 will

receive a monthly pension of 75 rupees. Widows or dependants of serving seafarers who died on or after this date will also be eligible for the payments, as will seafarers who have been forced to retire because of permanent disablement. The pension will be paid in the first instance for a period of ten years, this term being extended on request. In the event of the death of a seafarer during this period, his widow or dependants will continue to receive the pension for the remainder of the unexpired term..

NETHERLANDS

=====

New pay agreement for KLM cabin staff

A new twelve-month pay agreement for KLM cabin staff has been concluded by the ITF-affiliated Dutch Cabin Attendants' Association. The agreement provides for cost-of-living adjustments to be made on 1 July and again at the end of the year and for salaries to be increased by 0.5% on 1 July. The leave allowance has also been increased to 7.8% and the end-of-year bonus to 3.4% of annual income.

With effect from the beginning of 1979, the following annual leave entitlements will apply:

stewards/stewardesses

<u>Age</u>	<u>days</u>	<u>age</u>	<u>days</u>
21/24	28	33/36	31
25/28	29	37/40	32
29/32	30	41 and above	33

Pursers and assistant pursers in the same age ranges will receive an extra day's annual leave, except in the age bracket 21/24 when they receive 28 days (21/22) and 29 days (23/24).

NORWAY

=====

Separate agreement for cargo vessel and tanker officers

The ITF-affiliated Norwegian Navigating Officers' Association has negotiated the first separate collective agreement for navigating officers on tankers and cargo vessels. (Previously, they were covered by the coastal or deep-sea contracts, as appropriate.)

The new rates of pay of chief mates are as follows:

I CARGO VESSELS

Class	grt	<u>starting salary</u>	<u>after 1 year</u>	<u>after 3 yrs.</u>	<u>after 8 yrs</u>
1	up to 200	4,050	4,165	4,280	4,420
2	201/500	4,125	4,240	4,355	4,495
3	over 500	4,225	4,340	4,455	4,595 Nkr

II TANKERS

1	up to 200	4,215	4,330	4,445	4,585
2	201/500	4,290	4,405	4,520	4,660
3	over 500	4,390	4,505	4,620	4,760

hourly

overtime: weekdays

rate

basic rate + 40%

165

weekends

basic rate +100%

165

Other benefits include: victualling allowance of 21.60 kr during leave and time off; compensation for work performed on Public Holidays of an extra payment of 1/165 of basic rate plus 1¼ hours off for each hour worked; leave entitlement of 28 days; loss of effects insurance of 5,000 N kr.

SWEDEN

=====

Scanair cabin staff win first separate agreement

The ITF-affiliated Swedish Commercial Employees' Union (HTF) has successfully concluded the first-ever separate collective agreement^x for Scanair cabin staff based in Sweden. The agreement, which expires on 28 February 1979, provides for salary increases in line with those negotiated recently for private sector workers in Sweden.

^x see page 74 of May Newsletter for earlier details

UNITED STATES
=====

New Pan Am ground staff agreement

We are now able to bring details of the contract for Pan Am maintenance workers, port stewards, ground service personnel and commissary employees^x which was successfully negotiated by the ITF-affiliated Transport Workers' Union of America at the end of April and has since been ratified by the union membership. The new contract provides for three salary increases totalling approximately 21 per cent in the period 6 November 1977 to 6 January 1980, plus two cost-of-living increases of a maximum 17 cents per hour on 1 October 1978 and 7 October 1979. The existing pension scheme will be made non-contributory with effect from 1 January 1979 (minimum benefits are increased retroactive to 1 November 1977 and early retirement pensions will be improved from 1 July 1980) and the insurance cover offered by company medical and dental plans has also been increased. Similar salary and pensions improvements were won for Pan Am flight despatchers, who are covered by a separate contract.

The TWU has informed us that contract negotiations for Pan Am cabin and traffic staffs are continuing at the present time.

^xsee ITF Newsletter No. 5, 1978, page 75

NEWS IN BRIEF

Belgian air traffic controllers staged a 24-hour strike on 12 May to support demands for a new work contract. Their action closed Brussels International Airport, as well as the airports of Ostend, Antwerp and Liège.

Icelandic dockers, who have been refusing to handle export cargo since 13 April, have extended their ban to include the unloading of foreign oil products. The dockers are protesting at the passing of legislation limiting the amount of compensation they receive to counteract inflation, currently running at 40% per annum. Attempts at mediation have proved unsuccessful.

A severance pay scheme has been introduced for Korean dock workers. New rates of pay have also come into operation in the docks: effective 1 April, basic rates were increased by between 10 and 30 per cent and work on national holidays will attract a five per cent premium.

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

Pay negotiations for Norwegian Seamen's Union members on oil rigs and supply vessels have broken down and an attempt is now being made to reach a mediated settlement.

Ground staff and servicing personnel employed by the Azores Air Transport Company (SARL) called off a strike against the airline on 7 June after the management agreed to examine their claim for pay parity with workers of the Portuguese national airline TAP.

PERSONALIA

André Dehant retires from the presidency of the Civil Aviation Workers' Section of the Belgian Public Service Workers' Union next month. He will be succeeded by Koenraad Peeters. Brother Dehant is a former member of the Group Staff Committee of the Civil Aviation Section.

Emile Haudenschild, vice-president of the Swiss Railwaymen's Union (SEV) from 1960 until his retirement at the end of 1969, died on 11 June, aged 74. He had previously served as the union's assistant general secretary in a union career which spanned forty years. Brother Haudenschild was vice-chairman of the ITF Railwaymen's Section from 1965 until the Vienna Congress in 1971, when he was awarded the ITF Gold Badge in recognition of the many years of devoted service he had given the Section.

Lars Hellman, vice-president of the Swedish Commercial Employees' Union (HTF), has been appointed the union's senior negotiator. Brother Hellman is chairman of the ITF Travel Bureau Section. The previous senior negotiator Svante Viksten now takes on the duties of union secretary.

Fred J. Kroll, president of the US Brotherhood of Railway, Airline and Steamship Clerks, has been elected a member of the Board of Trustees of the Asian-American Free Labor Institute (AAFLI) and also of the Board of Trustees of the American Institute for Free Labor Development (AIFLD), both affiliates of the AFL-CIO.

J.F. Otero, BRAC International vice-president and member of the ITF Executive Board, has been appointed a member of the Federal Advisory Committee on Immigration and Naturalization.

Sven-Erik Nylund has succeeded Henrikki Rislakki as director of activities of the Finnish Ships' Officers' Union. Veikko Trast has been appointed secretary of the union. Brother Nylund is a member of the Committee of the ITF Seafarers' Section.

Gilbert Porrenx and André Joubert have been elected treasurer and federal secretary respectively of the French Railwaymen's Union (FO).

Erik Greve Petersen, former president of the Danish Locomotivemen's Union, was awarded the union's gold badge on the closing day of the union's Congress last month. ITF Assistant General Secretary Ake Selander also attended the Congress where he presented Brother Petersen with an ITF Gold Badge as a mark of thanks for his years of service as Chairman of the ITF Railwaymen's Section.

Johann Roposs retired from the presidency of the Austrian Transport and Commercial Workers' Union (HTV) at the union's quadrennial Congress last month. He is succeeded by Friedrich Kornfell.

Frank Smyth, general secretary of the Irish National Association of Transport Employees (NATE), retires at the end of June. Brother Smyth has been a member of the Committee of the ITF Railwaymen's Section since the 1974 Stockholm Congress and has also served for a number of years on the Sub-Committee on Working Conditions of Railway Staff.

Morris Weisberger, president/secretary-treasurer of the Sailors' Union of the Pacific (part of the Seafarers' International Union of North America) has retired after 21 years in the post. He is succeeded by Paul Dempster. Jack Ryan is the union's new Vice-President.

Sir Tom Yates, general secretary of the British National Union of Seamen from 1947 until 1960, died on 27 May in Sydney, Australia, aged 81. Tom Yates was a well-known figure in ITF circles, serving the Federation in many capacities, including those of chairman of the Management Committee (1948 - 1961) and of the Seafarers' Section throughout the fifties. He was also a member of the then Executive Committee and the General Council and defended the interests of the world's seafarers within such bodies as the ILO and the WHO. At home, he was a member of the General Council of the TUC for fourteen years and also served on a number of committees associated with the maritime industry. Tom Yates was awarded a knighthood in the 1959 New Year's Honours List.

FORTHCOMING MEETINGS

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Flight Deck Technical Committee - London, 12/13 July 1978

Management Committee - London, 25 July 1978

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