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No. 7

July 1978

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Supplement: Road transport and dockers' issues discussed at ILO General Conference

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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ITF Flight Deck Technical Committee meets in London

The ITF Flight Deck Technical Committee met in London on 12 and 13 July 1978 under the chairmanship of Jack Wahle (Flight Engineers' International Association -USA). Ten delegates and advisers attended.

After discussing various agenda items submitted by the French Flight Engineers' Union (SNOMAC), the meeting adopted policy statements and resolutions on the cockpit crew complement of the B 737, DC-9 and BAC-111, flight deck layout and the complementary nature of the pilot and flight engineer professions. It also discussed the hazards involved in the use of plastic materials for interior aircraft furnishings and the FAA's notice of proposed rule-making on flight- and duty-time limitations. After careful consideration, the Committee formulated the ITF's minimum Security Programme for implementation at the International level. This programme, when approved by the Section Committee and the Executive Board, will be pursued through ICAO and IATA.

The meeting further noted with concern ICAO's proposals to amend Annex 1 (Personnel Licensing), which would affect all licensed personnel in civil aviation, without consulting the ITF, although we have a direct interest in the matter. It was decided that a protest letter should be sent to the ICAO Secretariat regretting that this had happened.

ITF welcomes Bonn agreement on hijacking

The ITF has welcomed the agreement entered into by the seven nations (Canada, France, German Federal Republic, Great Britain, Italy, Japan and United States) attending the Bonn economic summit earlier this month to institute a total boycott of all countries which harbour hijackers and terrorists, confiscate hijacked aircraft or refuse to repatriate hijack victims. The seven Heads of State said in their closing communiqué that they were jointly resolved that their governments should order the immediate suspension of all scheduled flights to offending countries and that steps should be taken to deny the national airlines of such states landing rights at the civil airports of the signatory states.

The ITF statement points out that the Federation has repeatedly expressed its profound and embittered concern at the failure of governments to take effective steps to halt hijacking and other acts of terrorism against civil aviation. Now that the major industrialized nations have pledged themselves to impose sanctions of the kind we have been advocating for many years the ITF has promised that it will cooperate wholeheartedly in this effort to remove a serious threat to aviation safety.

CZECHOSLOVAKIA

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ILO special committee upholds case against Czech government

A special committee of the International Labour Organisation has been examining a complaint against the government of Czechoslovakia, which had been referred to it by the International Confederation of Free Trade Unions. The three-man committee found a clear case that the Czech government had violated ILO Convention No. 111 on Discrimination in Employment and Occupation by ordering the dismissal of workers for the sole "offence" of having signed Charter 77, the human rights document.

The special committee has recommended to the ILO Governing Body, which will take the case further at its next meeting in November, that the text of the supporting documents which it used to reach its decision should be published. These include letters from employers to employees, the text of court decisions and a letter from the official Czech trade union movement.

JAPAN

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ITF protests at punitive action against railway strikers

The ITF has sent a strongly-worded cable to the president of the Japanese National Railways complaining of the unduly severe retaliatory action taken against railwaymen, who participated in this year's spring offensive (see ITF Newsletter No. 5, 1978, page 72). Some five and half thousand railwaymen, who joined in a nationwide transport strike were either suspended, reprimanded or had their pay cut.

The cable also expressed ITF support for its Japanese railwaymen's affiliates and its willingness to come to their defence.

TRANSPORT

FRANCE

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Flight deck crews oppose Air France fleet renewal plans

Air France is currently replacing its ageing fleet of Caravelles and has already been given government permission to lease 13 Boeing 737s, which it hopes to operate with two men on the flight deck. This move is being strenuously resisted by the unions representing pilots and flight engineers (both ITF affiliates) who are insisting that a flight engineer should also be carried to ensure operational safety.

The union opposition has already led Air France not to confirm its options for the B 737s and such is the waiting list for this aircraft that its entire fleet replacement programme could be compromised if it is not able to confirm its orders for the 'planes by September of this year.

GREAT BRITAIN

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Radio officers face bleak future

With the present downturn in maritime trade, employment prospects for radio officers in the British merchant navy are worsening to such an extent that the ITF-affiliated Radio and Electronic Officers' Union is advising serving officers to take up shore-based employment when this is offered. Newly-qualified R/Os are also experiencing great difficulties in finding sea-going employment. If the current trend continues, and an upswing is not expected before the early 1980s, 400 less jobs are likely to be available for R/Os qualifying between 1978 and 1981. Indeed, in the present "deplorable" situation, the union feels that it has no alternative but to advise prospective and actual radio students against undertaking or persevering with their studies.

Oil rig workers win protection of employment legislation

A bill which will give United Kingdom nationals working for British-based oil companies on rigs in foreign waters beyond the UK sector of the continental shelf the protection of British employment legislation has received a second reading. Workers in the Frigg, Staffjord and Murchison fields, which straddle the median line between British and Norwegian territorial waters, are expected to be the first to benefit when the bill becomes law.

London dockers fight port closures

London dockers are strenuously resisting the Port of London Authority's plans to close the upper docks -- which are losing money -- and transfer facilities down river to Tilbury. A final decision rests with the government and pressure is expected from the unions involved (the ITF-affiliated Transport and General Workers' Union and others) to have the docks declared an industrial development area to provide the necessary finance to protect dockers' jobs.

TRADE UNIONS

GREAT BRITAIN

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Union sets pay targets for seafarers

At its biennial conference in May in Aberdeen, the National Union of Seamen (an ITF affiliate) committed itself to seeking £3 per hour (to be achieved partly by consolidating certain

existing fringe benefits into basic rates) and a reduced working week for seafarers by 1980. The conference also decided to set up a working party to examine the possibility of harmonizing European seafarers' wages. Delegates condemned the continued existence of racial discrimination at sea, claiming that crews were still selected on ethnic grounds and calls were issued for a speedy progression to pay parity for Asian seafarers on British vessels.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

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Cost-of-living increase for dockers

A cost-of-living award, effective 12 June in most ports, has come into operation in Australian ports. The top terminal rate is increased from A\$ 204.30 to A\$ 207, while the weekly rates for ordinary waterside workers and mobile crane and forklift truck drivers are increased from A\$ 189.40 to A\$ 191.90 and from A\$ 197.70 to A\$ 200.30 respectively. These rates already take account of the A\$4.50 award granted as part of the national wage contract (see June Newsletter).

BELGIUM

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Major improvements for Sabena ground staff

Major improvements in pay and conditions have been obtained by the ITF-affiliated Belgian Metal Workers' Union for ground staff employed by the national airline Sabena. These include: salaries increased by 250 frs per month from 1 January 1978 (first four months' increase being compensated in form of one lump-sum payment of 4 x 250 frs = 1,000 frs), with a further monthly increase of 250 frs from 1 May 1978; end-of-year bonus raised by 1,000 frs to 13,500 frs; 2 additional days' leave, timing to be decided by the individual employee, provided it is outside the busy holiday period; one free day for each six Saturdays worked, beginning 1 May 1978; and early retirement at age 58 from 1 January 1979.

New contract for urban transport workers

The ITF-affiliated Urban Transport Workers' Section of the Belgian Transport and Public Service Workers' Union has negotiated a new contract for its members for 1978. Under the terms of the agreement, seniority bonuses will be consolidated into basic rates and employees with 29 years' service and above will receive a long-service bonus equivalent to two years' pay. The extra leave awarded according to length of service has also been improved giving 1 extra day - 5/9 years; 2 days - 10/14 years; 3 days - 15/19 years; and 5 days for 20 years' service and above. Rest-day working will also attract double pay.

FINLAND

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Coastal trade officers win higher pay and sailing allowances

The ITF-affiliated Finnish Ships' Officers' Union has negotiated improvements, effective 1 May 1978, in the basic rates and sailing allowances paid to its members in the coastal trade.

Details of the new basic rates are as follows:

a) tug and cargo vessels

hp	<u>MASTERS</u>		<u>NAVIGATING OFFICERS</u>		
	<u>lakes</u>	<u>coastal trade</u>	<u>lakes</u>	<u>coastal trade</u>	
201/300	2,117	2,245	1,835	1,866	
301/450	2,157	2,276	1,835	1,884	
451/700	2,245	2,377	1,835	1,904	
over 700	2,314	2,457	1,847	1,922	F mk

b) passenger vessels

	<u>NAVIGATING OFFICERS</u>	
	<u>lakes</u>	<u>coastal trade</u>
under 100 passengers	1,840	1,933
100/200 passengers	1,889	1,988
over 200 passengers	1,959	2,064

Captains receive 2,354 (lakes) and 2,497 (coastal trade).

The revised sailing allowance ranges from 40 to 53 F mk daily for up to 10 hours' and from 104 to 139 F mk daily for over 10 hours' sailing time, the rate varying according to vessel hp and length of service.

GREAT BRITAIN

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Arab line leaves officers to make own tax arrangements

At the beginning of June, Kuwait Oil Tankers (UK) Ltd informed British officers serving in its vessels that, with effect from the previous month, the company was ceasing to make pension, social security and tax deductions from officers' pay. The decision means that the officers will have to make their own arrangements to meet their tax liabilities, will lose the benefit of previous employer contributions to the industry's pension fund and that they will be considered as self-employed for National Insurance purposes, thereby forfeiting their entitlement to unemployment and sickness

pay. Although salaries are being adjusted in consequence of this decision, the extra pay will of course be subject to income tax and the officers will have less money with which to make the necessary payments to protect their pension rights.

The men's union, the ITF-affiliated Merchant Navy and Airline Officers' Association, has been seriously concerned for some time now at the risks being run by British officers when they accept employment on foreign-flag, foreign-managed vessels that are not covered by UK employment legislation. It is currently seeking to ensure that all such vessels are covered by a national-level agreement negotiated through the National Maritime Board to protect them against owners who take such unfair unilateral decisions.

#### National rail strike threat lifted

The threat of a three-day national rail strike by train drivers belonging to the ITF-affiliated Associated Society of Locomotive Engineers and Firemen (ASLEF) was lifted last month after British Rail agreed to continue double manning of the new class 56 freight locomotives, which have been operating since last year with two men aboard. Earlier, BR had suspended 40 drivers at 3 Midlands depots for refusing to take out the engines without a driver's assistant in the cab.

ASLEF would like to see the new engines, which are being brought in to replace obsolete stock, double-manned and the increased productivity achieved as a result of their introduction used to finance a productivity bonus for all footplate men.

#### JAPAN

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#### JAL cabin attendants' strike

Japan Air Lines cabin attendants staged a 72-hour strike against the airline, beginning 19 June, severely disrupting JAL's domestic and international schedules. Our affiliate is demanding higher mid-year bonuses and has also asked the airline to end the system of employing temporary cabin attendants. This the airline has refused to do.

#### NETHERLANDS

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#### Road haulage companies' operating permits temporarily withdrawn

When the new collective agreement for road haulage workers in the Netherlands was signed in April last year it was agreed that an industry council comprising both employers' and workers' representatives should be established with far-reaching powers, including the overseeing of that agreement. This council, which came into being at the beginning of 1978, has been instrumental in securing a two-week operating ban on four road haulage companies employing a total of 150 drivers after it came to the council's notice that their

employees had not been receiving the agreed rates of pay. The ban has been formally instituted by the official body which grants operating permits after the council had approached it with the suggestion that the hauliers' operating permits be withdrawn for a period of 14 days.

The council hopes that by holding these hauliers up as an example other employers in the industry will be persuaded to treat their employees fairly. Otherwise, they could face similar sanctions.

NORWAY

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#### Higher pay for officers in the home trade

The 1978 collective agreement for officers in the home trade negotiated by the ITF-affiliated Navigating Officers' Association includes the following improvements: basic pay increased by 2.55% plus 86.50 kr; victualling allowance raised to 690 kr; extra leave for officers over 60 years of age.

SPAIN

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#### Major gains for Madrid transport workers

Following negotiations lasting two months, the ITF-affiliated UGT Transport Workers' Federation has signed a new collective agreement for its members employed by the Madrid municipal transport company (EMT). The agreement confers a number of benefits, including: salaries of lowest paid workers increased from 13,500 to 20,000 pesetas; retirement at 60 on full pay; sick pay equivalent to 100% of salary after 4 days' sick leave; and a system of seniority payments. The EMT has made a number of important concessions, notably relating to the freedom of the trade unions represented in the company to communicate freely with their members provided that they have received the necessary authority and their activities do not interfere with the smooth running of the company.

The UGT is also hoping that it will be able to persuade the company shortly to introduce the 40-hour week for its employees.

#### Barcelona busmen call off strike

Barcelona and district busmen called off a four-day strike on 4 July after receiving assurances from the municipal authorities that they would resume negotiations on a new collective agreement. The bus workers, who are organized in the ITF-affiliated Transport Workers' Federation of UGT, struck after receiving no reply to their contract demands, principally for a minimum wage of 36,000 pesetas. The union has warned that the strike will be reimposed if negotiations do not proceed satisfactorily.



New agreement for Basque road haulage workers

The ITF-affiliated Spanish Transport Workers' Federation of ELA-STV has negotiated a new collective agreement for 7,000 road haulage drivers in the Basque region. The contract includes the following provisions: an increase of 8,000 pesetas on existing salary scales; a 40-hour week; and 30 days' annual leave.

UNITED STATES

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Four unions reach tentative agreement on new rail contracts

Four of the thirteen unions which have been engaged in negotiations with the US railroads have reached tentative agreement on new national contracts for their members<sup>x)</sup>. The unions involved are the ITF-affiliated United Transportation Union, the Brotherhoods of Locomotive Engineers and Maintenance of Way Employees and the Sheet Metal Workers.

The new agreement provides for the following four increases in basic rates: 3% backdated to 1 April 1978; 2% from 1 October 1978; 4% from 1 July 1979; and 5% from 1 July 1980. Two 19 cent cost-of-living increases (backdated to 1 January and 1 July of this year) are also included as part of the deal. Future cost-of-living rises will be limited to 8 per cent annually, with 1 cent paid for each three-tenths of a point increase in the government's revised consumer price index.

Other features of the agreement include: annual leave increased to 3 weeks after 9 years' qualifying service and to 4 weeks after 18 years; and improvements to medical and dental insurance plans.

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x) see ITF Newsletters Nos. 3, 4 and 5 for earlier details

NEWS IN BRIEF

The ITF has recently appointed two new ship inspectors to help it with its task of monitoring the pay and conditions of seafarers serving in flag-of-convenience vessels. They are Antonio Laureano Baptista de Oliveira of the Portuguese port workers' union, who will be based in Lisbon, and Lilli-Anne Skoogh, who joins Lars Jansson, a long-serving ITF inspector, in Gothenburg.

Lorry drivers staged a five-day blockade at Austrian border crossings earlier this month in an unsuccessful attempt to persuade the Austrian government not to introduce a special surcharge on lorries over five tonnes. The levy is intended to help pay for the upkeep of Austria's main roads, important transit routes for continental goods traffic.

Air Canada pilots called off a threatened one-day strike last month after it was agreed that all pilots travelling on scheduled flights to and from job assignments should be permitted to travel first-class. The airline had previously decided to restrict this privilege to captains, in contravention of a letter of intent signed in 1971, which permitted first and second officers to travel first class while on duty.

French air traffic controllers at Bordeaux staged a 24-hour work to rule on 15/16 July and have warned that they, together with controllers at Aix-en-Provence and Brest, will take similar action each weekend this summer in protest against alleged understaffing of control towers at peak holiday periods, when they are required to handle up to four times the normal traffic movements.

Pilots of the Greek national airline Olympic Airways decided not to go ahead with a four-hour strike scheduled for 12 July after a dispute over demands for increased fringe benefits was referred to arbitration by the Labour Ministry.

Dockers in Italy are boycotting all Chilean-flag vessels putting in at Italian ports in protest against the repressive regime in Santiago. Dockers in Yugoslavia are operating a similar boycott.

Namibia has been admitted as a full member of the International Labour Organisation.

Public employees (including transport workers) staged a 24-hour strike in Holland's four major cities on 23 June in protest against government spending cuts, which will force public sector workers to accept pay increases one per cent lower than those granted to private sector workers for the next three years.

Portuguese merchant seamen are banning overtime at national seaports in an effort to persuade the shipping companies to raise an 11% pay offer. The government has attempted to impose a civil requisition order to compel the men to resume normal working, but this would appear to have had no effect and the dispute has now been extended to Portuguese vessels at foreign ports. The seafarers have already staged one three-hour strike to back up their demands and it is possible that this will be followed by others if the dispute is not settled.

Dockers in Portugal are currently working to rule and are banning overtime and weekend working in support of demands for a new wage agreement. A management offer of a 10 per cent pay increase has been rejected.

The ITF wishes to congratulate the US International Association of Machinists and Aerospace Workers on the occasion of its 90th anniversary which it is celebrating this year.

PERSONALIA

Henrik Aasarød, president of the Norwegian Seamen's Union, celebrates his 50th birthday on 28 July. Brother Aasarød has been a member of the ITF Executive Board since our Vienna Congress in 1971. He also serves on the Committee of the Seafarers' Section.

Manuel García has been elected General Secretary of the Braniff International Workers' Union of Peru. Brother García is a member of the Committee of the ITF Civil Aviation Workers' Section.

S. Bøje Larsen, president of the Danish Navigating Officers' Association, celebrates his 50th birthday on 24 July.

The widow of former ITF Executive Board member, the late C.S. Nair, was presented recently with the Distinguished Labour Service Award, which the Singapore National Trades Union Congress had bestowed posthumously on her husband in recognition of his years of service to the national labour movement.

FORTHCOMING MEETINGS

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|--|--------------------------------------|
| Seafarers' Section Manning Committee                 | - Baltimore, 12-16 September 1978    |
| Fishermen's Section Sub-Committee                    | - Faroe Islands, 9-11 October 1978   |
| Executive Board                                      | - Vienna, 17-18 October 1978         |
| Road Transport Workers' Section Steering Committee   | - Vienna, 19 October 1978            |
| Sub-Committee on Working Conditions of Railway Staff | - Stockholm, 26-27 October 1978      |
| Travel Bureau Section Committee                      | - London, 31 October-1 November 1978 |

AFFILIATED UNIONS REQUIRING FURTHER INFORMATION ON ANY ITEM IN THIS NEWSLETTER MAY OBTAIN IT ON REQUEST FROM THE SECRETARIAT OF THE I.T.F.

ROAD TRANSPORT AND DOCKERS' ISSUES DISCUSSED AT ILO GENERAL CONFERENCE

The 64th Session of the ILO General Conference took place in Geneva from 7 to 28 June. The agenda included two items of great importance to transport workers: the first concerned working hours and rest periods in road transport and the second the revision of an old ILO Convention dealing with the protection of dockers against accidents.

The road transport item involved the preparation of new instruments to replace the existing ILO Convention No. 67. The outcome was the production of the first draft of a new Convention and a supplementary Recommendation which the ILO will shortly circularize among ILO member-states, on the basis of whose comments new texts will be prepared and submitted for final consideration at the 1979 General Conference. The breathing space this procedure involves can be used by the ITF's road transport unions to press their governments to seek improvements to what in many respects are very unsatisfactory texts. The workers' representatives on the conference committee that produced the drafts found themselves outvoted on a number of crucial issues by an unholy alliance of reactionary employers and obstructive governments. The workers particularly deplored the attitude of the government representatives from the European Common Market countries who throughout acted as a bloc and were consistently unhelpful.

The workers' members on the dockers' committee, on the other hand, managed to win the support of the majority of the government representatives on almost all the important issues and the texts of a new Convention and Recommendation to replace the old ILO Convention No. 32 are in most respects very good. These too will be the subject of governments' comments before the final reading next year, but in this case the ITF's affiliates will be asked to persuade their governments to give the texts their general support.

The ITF's unions were, as usual, very well represented on the workers' side and the leading positions on the committees concerned were taken by officers and other prominent members of the ITF's Road Transport and Dockers' Sections. On the road transport committee Hans Ericson, President of the Swedish Transport Workers' Union and Chairman of the ITF Road Transport Section, was the workers' Vice Chairman and spokesman. Johann Hauf, Assistant General Secretary, was Secretary to the workers' group. Karl Rebsamen of the Swiss Transport and Commercial Workers' Union was the workers' Vice Chairman of the dockers' committee. Charles Fitzgibbon, General Secretary of the Australian Waterside Workers' Federation and Chairman of the Dockers' Section, acted as secretary to the workers' group. The group's plan to have him act also as its spokesman was frustrated on procedural grounds - and Urs Hauser of the Swedish Transport Workers' Union stepped very ably into this breach.

(The ITF's road transport and dockers' affiliates are being circularized with detailed reports on the discussions and results.)

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