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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

ITF Civil Aviation Section holds highly successful Conference in Paris

At the invitation of our French aviation affiliates, the ITF held a full Conference of its Civil Aviation Section in Paris from 28 to 31 May 1979. The Conference was the largest the Section had ever organized, reflecting the growth of this sector in recent years, and was attended by almost two hundred delegates and advisers from some 28 countries. In conjunction with the meeting, international conferences of cabin personnel, flight deck crew and ground staff were also held, at which various topics of special interest to these different categories were discussed at some length. The Conference was chaired by Jack Wahle, in the absence of the Section Chairman. Also present were ITF General Secretary Harold Lewis, M.S. Hoda, Section Secretary, and K.A. Golding, Secretary of the Research and Publications Department.

The meeting looked closely at developments in Europe, particularly the working arrangements entered into by the ATLAS and KSSU airline groupings for their mutual benefit and formally endorsed the inter-union agreement, now signed by all affiliates with members in KSSU group airlines, which had been drawn up with the intention of presenting an effective counter-balance to the not inconsiderable power wielded by these large and highly-profitable airlines. The Conference also registered its deep dismay at the continuing unwillingness of EEC airline managements to meet with the unions to discuss the social problems facing aviation workers in the Community. This attitude contrasts starkly with the positive efforts of the unions involved, who have held a series of meetings over recent years, leading to the adoption of a memorandum outlining all the major areas of difficulty, which they are now anxious to present to the employers as a matter of some urgency. The meeting therefore decided that considerable pressure should be put on the airline managements concerned to sit with the trade unions on a joint committee, which should meet on a regular basis.

The Conference welcomed the increased interest shown by the ILO in the aviation industry, as evidenced by the convening in 1977 of the Tripartite Technical Meeting for Civil Aviation and, most recently, by the meeting of experts on the professional problems of air traffic controllers.^{x)} However, it was felt that a great deal still remained to be achieved in the areas of occupational safety and health and a resolution asking the ILO to support a Tripartite Experts Meeting on these subjects won the overwhelming approval of the Conference.

The meeting also received a report from the ITF's permanent representative at ICAO, D'Arcy Kennedy, on the organization's recent activities. As a result of this, it was decided to appoint an ad hoc committee of ten members, two each from the following categories:

x) see Supplement

cabin attendants, flight engineers, ground engineers, pilots and flight operations officers. The function of the committee would be to advise the ITF on the problems concerning the revision of ICAO Annex 1 which is now under way at the ICAO Secretariat.

The Section Secretary M.S. Hoda reported on the results of two highly successful regional Conferences for civil aviation affiliates, which had been held in the course of 1978, one in Manila (Philippines), the other in Nairobi (Kenya).

On the questions of hijacking and airport security, the Conference expressed its determination to press for tighter security measures at airports and decided on a minimum airport security programme for implementation worldwide.

The Conference went on in its final stages to adopt a number of resolutions on a wide range of subjects, many of them of vital concern to the future employment prospects of civil aviation personnel. In respect of the flight deck crew, resolutions were adopted on the flight deck layout of future generations of aircraft (stipulating the need for two pilots plus one flight engineer with a side-facing panel) and on the necessity of a three-man flight deck crew complement on new generations of aircraft and small jet aircraft, as well as two resolutions stressing the importance of maintaining high standards of licensing for pilots and of recognizing the vital safety function performed by the flight engineer. Final approval was given to the policy statement on shift work and resolutions relating to pre-flight technical and maintenance inspection of aircraft and the hazards involved in the use of cathode ray screens were also adopted. One of the most pressing concerns of the Section was given added emphasis by the adoption of a resolution calling for the licensing of cabin attendants. Also adopted were resolutions on the air transport of hazardous materials; new aircraft types; and the consequences of new technology. Resolutions were also approved on a number of industrial disputes, notably the use of management personnel to break a JAL cabin attendants' strike; the anti-trade union practices of Iberia; and the Argentine Airlines strike in the United States.^x

x) see item elsewhere in this Newsletter

Unions criticize scope of OECD multinational review

The 24-nation Organization for Economic Cooperation and Development (OECD) has been reviewing the working of the Guidelines for Multinational Enterprises which it adopted three years ago as a charter of conduct, including that in the field of employment and industrial relations, to be used by governments, unions and employers.

In a statement on the review issued this month, the Trade Union Advisory Committee (TUAC) to the OECD, in whose work the ITF participates on a regular basis, expresses strong disappointment that its submissions on the need for more effective and binding rules and regulations have not been met. It considers, too, that its views on these proposals should have been brought to the attention of the OECD Ministerial Council.

A positive feature of the review, according to TUAC, is however recognition by the OECD governments that improved implementation machinery is needed at both national and international levels. This ties in with TUAC's opinion that there is little point in extensive revision of the existing text of the Guidelines before there is a clear commitment by the governments to implement it and, in cases of conflict, to give interpretations to the parties concerned.

TUAC particularly regretted the fact that trade union proposals for consultative arrangements at the company level have not been taken into account, and stresses that the unions will continue to work for such arrangements. TUAC believes also that the recommendation to enterprises to publish details of their compliance with the Guidelines is a step in the right direction. It insists on the need to develop information rights, particularly for the workers. Trade unions, it said, will, wherever appropriate, try to have measures on compliance with the Guidelines included in collective bargaining agreements.

Since the OECD now intends to improve follow-up procedures at the international level, TUAC has underlined its own willingness to intensify its own activities, both regarding the Committee on International Investment & Multinational Enterprises and the latter's Working Group on the Guidelines. Timely responses from the Committee to requests for interpretations of the Guidelines are, however, indispensable if the follow-up procedures are to play a real rôle in solving industrial problems concerning multinationals.

TRANSPORT

INTERNATIONAL

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SOLAS Convention enters into force next year

The 1974 International Convention for the Safety of Life at Sea (SOLAS) will enter into force on 25 May 1980 following its ratification by 25 nations representing over half the world's combined tonnage. The revised convention represents the most concerted effort by the international maritime community to adopt and apply universally acceptable regulations covering a wide range of subjects. It will impose stringent new design requirements for all vessels, as well as incorporating a call for two independent radar systems on vessels over 10,000 grt; duplicate remote steering gear systems on tankers over 10,000 grt; and two or more identical power units for operating the rudder on all new tankers of this size. The convention also calls for new crude oil and oil product carriers over 20,000 dwt to have inert gas systems, while this requirement will be made mandatory for existing oil tankers over 70,000 dwt two years after the entry into force of the Protocol to the Convention.

EUROPE

Combined road/rail transport discussed by ITF with European Commission

A consultation meeting was held between the European Commission and representatives of the Rail and Road Sub-Committees of the Committee of Transport Workers' Unions in the European Communities in Brussels on 8 May 1979 to discuss a working paper on combined transport. The ITF was represented at the meeting by Assistant General Secretary Johann Hauf, who has special responsibility for these two land transport sections. The discussions were regarded as valuable and more such meetings were urged. The workers' side also undertook to deliver a written report to the Commission by July 1979.

GERMANY

Union deplures loss of jobs as shipowners flag out

In a recent issue of its magazine Seefahrt, the seafarers' section of the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has expressed its concern at the growing tendency of German shipowners to flag out. According to the union, more jobs were lost on German ships last year than in any year since 1973. The union first noticed the tendency at the beginning of 1978 and were dismayed to find their worst fears confirmed as the year progressed. According to the latest figures available, there were 617 German-flag ships and 250 previously German-owned vessels under flags of convenience at the end of the third quarter of 1978. This compares with 648 German-flag ships on 1 July 1977 and 186 vessels under convenience flags, according to figures supplied by the German Shipowners' Association.

GREAT BRITAIN

Union seeks investigation into noise levels in lorry cabs

The Road Transport Commercial Group Secretary of the ITF-affiliated Transport and General Workers' Union is to ask the Health and Safety Executive to investigate the effects on drivers' hearing of excessive noise in lorry cabs. Simultaneously, efforts will be made to have deafness caused by cab noise classed as an industrial injury, with compensation paid according to the degree of disability.

TRADE UNIONS

ARGENTINA

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International trade union mission visits Argentina

A high-level international trade union mission visited Argentina towards the end of May to investigate at first hand the trade union situation in the country. In discussions with the Labour Minister and the government "intervener" in certain unions, the delegation sought the release of trade unionists imprisoned without trial and the normalization of trade union activities (including an end to intervention), as well as asking for assurances that planned trade union legislation would conform to ILO Conventions on basic trade union freedoms. The delegation visited six imprisoned trade unionists and held talks with the leaders of various unions, which were still operating. They also met representatives of an organization formed by women whose relatives had "disappeared" since the military take-over. A list of "disappeared" persons was handed over and this was, not surprisingly, found to include the names of a number of trade unionists.

Included on the delegation were representatives of the International Confederation of Free Trade Unions, the American Federation of Labor-Congress of Industrial Organizations, the Canadian Congress of Labor and the Inter-American Regional Labor Organization (ORIT), as well as of the metal and garment and leather workers' Internationals. Latin America was represented by leading trade union officials from the trade union centres of Colombia, Costa Rica, Panama and Venezuela, the last-named country's delegate being Humberto Hernandez, a member of the ITF Executive Board.

GREAT BRITAIN

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Merchant navy officers' biennial meeting sets union targets

The biennial general meeting of the ITF-affiliated Merchant Navy and Airline Officers' Association was held in Wallsend-on-Tyne from 14 to 18 May 1979. The Conference took a number of important decisions, many of them concerned with the present depressed state of British shipping and the obvious threat this posed to officers' jobs. Prominent among union demands was a call for government action to halt the decline in the British fleet, while owners were castigated for their extreme reluctance to accept government subsidies at a time when most of our foreign shipping competitors were receiving some form of government assistance. There was particularly strong feeling against owners who chartered foreign-flag vessels when British-flag ships were being laid up and officers made redundant.

The strongest call, in the area of service conditions, was for early progress in the union's long-standing campaign to secure a one-on one-off leave entitlement. Delegates also gave their unqualified backing to improving manning levels, insisting that no officer should be required, other than in exceptional circumstances, to work more than a twelve-hour day. Another important goal which the union was asked to pursue was the phased reduction of the retirement age to 55 by 1985. The present low levels of pay in the UK shipping industry also came under fierce attack from delegates, who urged that they be brought up to European levels.

K. Mols Sørensen, Chairman of the ITF Seafarers' Section, attended the meeting as a fraternal delegate and reported on the ITF's rôle in the areas of training and manning. The threat to British shipping from flag-of-convenience operators was stressed by John Prescott MP, guest speaker at the opening session, in his address to the assembled delegates.

Air members of the union were given the meeting's full backing for a motion demanding that a flight engineer be carried on the flight deck at all times and that efforts to operate modern sophisticated aircraft with two pilots only be strenuously resisted.

SOCIAL AND INDUSTRIAL NEWS

CANADA

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British Columbian dockers end strike

Dockers at seven key British Columbian ports ended an 11-day strike on 15 June after accepting a new three-year agreement backdated to the beginning of this year, which offers them a guaranteed 90 cents per hour rise in each contract year, with provision for renegotiation if inflation exceeds 20 per cent by the end of 1980. The Canadian division of the ITF-affiliated International Longshoremen's and Warehousemen's Union had called the strike after rejecting an earlier offer.

DENMARK

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Higher rates of pay for radio officers

A new pay agreement, effective 1 April 1979, has been signed on behalf of members of the ITF-affiliated Danish Radio Officers' Association. The revised monthly rates (basic pay plus cost-of-living allowance) for the lowest and highest paid grades are given below. Figures in brackets refer respectively to half-hourly overtime rates on weekdays and on Sundays and Public Holidays.

<u>Under 5,000 grt</u>	<u>5,000 - 6,500 grt</u>
6,116 (22.98/29.17)	6,244 (23.46/29.78)
8,817 (33.13/42.05) Kr.	8,945 (33.61/42.66) Kr.
<u>6,500 - 8,500 grt</u>	<u>Over 8,500 grt</u>
6,309 (23.70/30.09)	6,374 (23.95/30.40)
9,009 (33.85/42.96) Kr.	9,074 (34.09/43.27) Kr.

Subsistence allowance (also including cost-of-living supplement) during vacations, days off, sick leave and duty time on board at home port is 47.63 kr per day, and during duty time on board other than at home port where food is not provided, the daily rate is 112.66 kr.

Agreement reached for ground staff with Greenland Air

The ITF-affiliated Danish Radio Officers' Association has reached an agreement for its ground staff members with Greenland Air and has called off a strike against the airline scheduled for 1 July (see ITF Newsletter No. 4, 1979, page 48). The agreement runs for two years from 1 October 1978 and provides for increases of three per cent on 1 October 1978 and 1979.

FINLAND
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Strike of officers in coastal trade

Ships' officers in the Finnish coastal trade are currently on strike following the breakdown of negotiations for a new collective agreement. The official mediator's proposals for a two-year agreement were accepted by the employers, while the officers' union^{x)}, although willing to enter into a contract of this length, wished to see some of the improvements envisaged for 1980 brought forward to this year. The employers flatly refused to enter into further talks and declared the entire agreement null and void.

The officers' grievances concern their pay and employment conditions, which compare unfavourably with those of their fellow officers in the overseas trade. The starting rate for mates is currently 2,100 markka per month and while this can be boosted by overtime in summer to provide a decent living wage, during the winter months -- when ports are icebound for months on end -- pay is at the basic rate, which the officers clearly feel is far from adequate. The men work for twelve hours each day (six on, six off) and although they are paid overtime, they do not, in contrast to officers in the overseas trade, receive a shift premium. Seniority bonuses are also less than in the distant trades.

x)

the ITF-affiliated Finnish Ships' Officers' Union

The strike is at present limited to coastal tugs but as ports become ice-free river and lake traffic will be affected. Indeed, some passenger and cargo vessel owners, fearful of the consequences of a prolonged strike, have already expressed their willingness to enter into separate agreements with the union.

GERMANY

Union to press for higher expense allowance for long-distance lorry drivers

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) is to press for the immediate opening of negotiations with the employers on the raising of expense allowances for long-distance lorry drivers. This move follows a Ministry of Finance decree -- based on the assumption that a driver's "place of work" is his cab and that he has no entitlement to tax relief on his expenses -- that, with effect from 1 July 1979, drivers who return home each night will be entitled to a tax-free daily expense allowance of only 8 DM. Following strong protests from those who will be affected by the change, the Ministry has conceded that drivers who spend several nights away from home will receive relief of tax on their entire expenses. As there is no immediate hope of persuading the government to change its mind on this issue, the union will be demanding substantial increases in expense allowances as a means of offsetting the substantial loss of income incurred by some drivers.

Union seeks government protection for German fishermen on Argentine-flag factory ships

A "house agreement" unilaterally imposed by the Hamburg shipping group Pickenpack on the German crews of its Argentine-flag factory ships working off the Argentine coast has been vigorously condemned by the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) as a "step back into the nineteenth century". Under the terms of the agreement, the fishermen will be obliged to work a regular 12-hour day, including Saturdays, Sundays and Public Holidays, rates of pay will fall, and the holiday bonus will be suspended in favour of a share in the proceeds from the sale of the catch, at the low prices this will fetch in local markets.

OeTV Vice-President Siegfried Merten, who is a member of the ITF Executive Board, has written to the competent Minister, demanding in the strongest possible terms that the German government fulfil its promise made in 1977 that, when German taxes are used to support the formation of such joint venture companies, every effort would be made to ensure that German levels of pay and conditions are observed, whatever the flag of ships deserting overfished European waters for the more well-stocked areas of the world.

Railwaymen win improved pay rates

In the third round of talks, agreement was reached on a new 12-month agreement for members of the ITF-affiliated German Railwaymen's Union (GdED), which gives them salary increases of four per cent plus an increase of 150 DM in holiday pay.

GREAT BRITAIN

London Tube strike called off

A threatened all-out strike by 15,000 members of the ITF-affiliated National Union of Railwaymen on London Transport's tube network was averted earlier this month when union negotiators agreed to accept an arbitration award made by an ad hoc wages board, which had been specially convened to investigate their claim. The Associated Society of Locomotive Engineers and Firemen and the white-collar Transport Salaried Staffs' Association (both ITF affiliates), which between them have over 5,000 members on the Underground, have also reacted positively to the board's recommendations, which represent a considerable improvement on LT's earlier offer, the rejection of which had led to a strike call for 18 June, subsequently postponed for a week to allow the informal arbitration panel time to complete their deliberations.

The new package, worth an average 14 per cent, is made up of an 11 per cent increase on 1978 basic rates, consolidation of a £2 pay supplement and a "relativities adjustment payment". New sample weekly rates are as follows: railman: £52.23; guard/motorman: 62.73; motorman: £77.71; automatic train operator: £89.42.

However, London Transport has said that it will have to consider the implications of the award before giving it its approval and pending that decision the possibility of a renewed strike threat cannot be ruled out.

Fleetwood dockers welcome new agreement

Thanks to the timely intervention of the then Labour Minister of Agriculture, John Silkin, dockers^{x)} in the hard-hit Lancashire fishing port of Fleetwood have been able to negotiate an important new agreement with a consortium of interested parties formed following the collapse of the local Fishing Vessel Owners' Association. The deal gives the dockers a guaranteed £80 for a 32½ hour week, and an assurance that earnings will not be allowed to fall below £2,500 in the next six months.

x) members of the ITF-affiliated Transport and General Workers' Union

Aberdeen deep-sea trawlermen win major victory

A ten-year campaign by the ITF-affiliated Transport and General Workers' Union has ended in total victory with the announcement late last month that deep-sea trawlermen working out of Aberdeen will be decasualized at the end of the summer.

ICELAND

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Merchant navy officers end strike

The Icelandic president has signed special provisional legislation (parliament is currently in recess) banning the two-month-old strike by merchant navy officers^{x)} following a stalemate in negotiations with local shipping companies. Normal working was resumed on 20 June.

Earlier, the employers' federation had declared and then postponed for seven days a lock-out of the strikers, who were joined on 5 June by ratings seeking higher pay.

x) see ITF Newsletter No. 5, 1979, page 60

JAPAN

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Higher pay for seafarers in ocean-going trade

The ITF-affiliated All-Japan Seamen's Union has negotiated a new agreement, effective 1 April, for its members in the ocean-going trade, which provides for basic rates to be increased by an average of 3.48%, inclusive of the annual increment.

UNITED STATES

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TWU strike against Argentine Airlines

Ground staff employees of Argentine Airlines in New York, who are members of the ITF-affiliated Transport Workers' Union of America, have been forced into strike action from 11 May as a result of the airline's obstinate stance in contract negotiations, which have been continuing since the previous agreement expired on 31 August 1978. The management has refused to enter into genuine collective bargaining, demanding that the TWU concede certain well-established protective clauses in its agreement before it would consider increasing levels of pay. In particular, the company wanted to exclude certain categories from the agreement, while forcing the remaining employees to work overtime as required. It was also demanding the right to hire part-time workers to replace full-time employees. When the union rejected these tactics out of hand, the airline sought to buy off individual employees by offering them tempting pay rises.

The Conference of the ITF Civil Aviation Section, which met in Paris last month, adopted a resolution condemning the high-handed attitude of Argentine Airlines, expressing the solidarity of civil aviation affiliates with their American colleagues and offering practical support wherever possible.

New York tug crew strike nears end

Tentative agreement has been reached on a new contract which could end the New York tug crew strike^{x)} that has been continuing since 1 April. The contract provides for total increases of 32 per cent over a 34½-month period and will be submitted to the members of Local 333 of the United Marine Division of the ITF-affiliated International Longshoremen's Association for their approval in the course of the next few days.

x) see ITF Newsletter No. 5, 1979, page 61

NEWS IN BRIEF

Trade unionists throughout mainland Australia, including thousands of transport workers, obeyed the Council of Trade Unions' call for a one-day national strike on 21 June following the arrest of ten trade unionists after addressing a meeting of mining workers in an outback town in the iron ore mining region of Western Australia. The men were detained for contravening a state law forbidding anyone to address a meeting of three or more persons without first having obtained official police permission. As the result of the strike, which cut rail, bus and air links between the state and the rest of Australia, a review of this controversial piece of legislation will now be undertaken.

Great Britain: registered dock workers in the port of Bristol have accepted a productivity deal giving them minimum increases of £5 per week. A ten per cent pay increase has also been achieved for non-registered dockers in the port.

Officers and engineers on British Rail's Sealink car ferries operating between Portsmouth and Lymington on the mainland and the Isle of Wight have agreed to operate a full schedule of summer sailings after accepting a new offer made to the ITF-affiliated Transport Salaried Staffs' Association.

The Irish Congress of Trade Unions has rejected the national understanding on pay policy, clearing the way for free collective bargaining for the first time in ten years.

Italian air traffic controllers began a one-week work to rule on 18 June to force an improvement in their working conditions, while an estimated fourteen million workers followed their unions' call for a one-day general strike on 19 June to back up their contract demands.

Dutch workers staged a day of protest on 19 June against the government's proposed public spending cuts affecting salaries in the public sector. Most public transport in Amsterdam and The Hague was halted by the strike, as were many local bus services in the west of Holland. Dockers were among the many other groups of workers, who also participated in the day of action.

Portuguese railwaymen have staged a series of strikes over recent weeks in protest at the lack of progress in contract negotiations.

Iberia pilots called off an indefinite strike from 30 June after reaching a three-year agreement with the Spanish airline on a reduction in working hours.

Members of the ITF-affiliated US International Association of Machinists and Aerospace Workers have ratified the tentative agreement reached with United Airlines last month and normal operations by the airline have now been resumed (see ITF Newsletter No. 5, 1979, page 61).

United States: the New York tug crew strike ended on 27 June when union members ratified the new contract (see item elsewhere in this Newsletter).

OBITUARY

A. Philip Randolph, founder of the US Brotherhood of Sleeping Car Porters and a member of the AFL-CIO Executive Council from its establishment in 1955 until his retirement in 1974, died on 16 May, aged 90. The Brotherhood now forms a division of the Brotherhood of Railway and Airline Clerks.

PERSONALIA

Lars-Gunnar Bengtsson was elected president of the Swedish Engineer Officers' Union in succession to Morgan Andersson at the union's Congress last month.

Heinz Frieser, vice-president of the German Railwaymen's Union (GdED) and a member of the ITF Executive Board, has been elected vice-president of the Board of the German Federal Railways.

Börje Heggstad, president of the Swedish Commercial Employees' Union, celebrated his 60th birthday on 31 May.

Wim Kok, first president of the new Dutch trade union centre FNV, has been elected president of the European Trade Union Confederation. He succeeds Heinz Oskar Vetter, president of the German Trade Union Federation (DGB), who has been ETUC president since mid-1974.

We offer our sincere congratulations to Jim Slater, general secretary of the British National Union of Seamen, who was awarded a CBE in the Queen's Birthday Honours List.

FORTHCOMING MEETINGS

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| Management Committee | - London, 24 July 1979 |
| Urban Transport | - Stuttgart, 24-25 July 1979 |
| Seafarers' Manning Committee | - Stockholm, 1 October 1979 |
| Seafarers' Section Conference | - Stockholm, 2-3 October 1979 |
| International Seminar on the
Travel Trade | - Amsterdam, 9-10 October 1979 |
| Executive Board | - Miami, 23-24 October 1979 |

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

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ILO MEETING OF EXPERTS ON PROBLEMS CONCERNING AIR TRAFFIC CONTROLLERS

The International Labour Organisation (ILO) convened a meeting of Experts on Problems concerning Air Traffic Controllers in Geneva from 8-16 May 1979. Fifteen government and fifteen workers experts participated in the meeting and, after discussing in depth a wide range of problems facing this group of workers, agreed to put forward an agreed recommendation concerning industrial relations, social and labour aspects of ATC systems, hours of work, remuneration, age of retirement and pensions, occupational safety, health and welfare, legal liabilities, manpower and career planning, training and retraining and employment security.

The ITF was invited to attend as an observer and was represented by the Secretary of the Civil Aviation Section, M.S. Hoda, who acted as the Secretary to the Workers' Group at the Experts meeting.

The recommendation starts by recognising that ILO Conventions Nos. 87, 98 and 151 concerning trade union rights are applicable to ATCOs and goes on to say that settlement of disputes should be sought through negotiations between the parties or through independent machinery with a view to making it unnecessary for the organisations representing ATCOs to have recourse to industrial action.

Another recommendation emphasised that in areas where civil air traffic predominates, a civilian ATC system is preferable to a military one. It further states that recourse should not be had to replacement ATC staff who do not have the required national or international qualifications.

The experts stressed the fact that long working hours and inadequate rest periods for ATCOs are potential threats to the safety of aviation and therefore recommended that maximum working hours per day, per week and per month with minimum rest periods should be laid down for ATCOs by the governments of all states in consultation with the trade unions. They further added that overtime work is undesirable from the safety as well as from the social point of view and therefore it should be avoided and that minimum international standards should be set for working hours and rest periods as has been done for flight deck crews of airline companies.

The experts recognised that although the profession of Air Traffic Control was unique, it was necessary, in order to ensure remuneration commensurate with the level of responsibility involved, for a comparison to be made with airline pilots.

In view of the special nature of the ATCO's profession and in the interest of air safety, the principle of an early age of retirement was also recognised by the meeting.

The meeting called for studies and research on all aspects of the occupational safety, health and welfare of ATCOs, including ergonomics and equipment design, particularly research to identify causes of stress and measures for preventing, diagnosing and treating its manifestations.

On the question of legal liability, the meeting agreed that the ILO should call ICAO's attention to the need to safeguard the ATCO's legal interest when considering a convention on the liability on air traffic control agencies.

The experts also made useful recommendations concerning manpower planning and training and retraining. The profession of ATCOs being highly specialised and in view of the fact that they are exposed to the constant risk of losing their licence on grounds of medical or technical incapacity, the experts recommended that employer-sponsored loss of licence insurance schemes and employer-sponsored second career programmes should be encouraged for all ATCOs in all countries.

The conclusions and the recommendations of the ILO Experts meeting were considered quite satisfactory from the workers' point of view, provided they are implemented by the member states of the ILO.

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