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No 7/8

July/August 1979

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NEWS AND VIEWS FROM THE ITF

Legal victory for ITF flag of convenience campaign

On 26 July the British court of final appeal (the House of Lords) unanimously rejected an attempt by the owners of the Hong Kong-registered bulk carrier "Nawala" to obtain an injunction against the ITF which would have prevented us from seeking an ITF agreement for the crew.

The case was by far the most serious legal challenge ever mounted against the ITF's flag of convenience campaign and although theoretically the outcome affects only the British involvement in the campaign there is no doubt that if the ITF had lost the effects would have had international repercussions.

There are three features of the "Nawala" case that deserve special mention.

The first is that all of the Hong Kong Chinese crew had signed statements that they were happy with their pay and conditions and did not want an ITF agreement: the court decided, in ruling against the owners, that the ITF could still be said to be involved in a genuine trade union dispute with the owners. The ITF has massive and growing evidence that crew members from developing countries are being pressed into signing statements of this nature (including statements that they undertake to have nothing to do with the ITF). It was crucial to the furtherance of the ITF's efforts on behalf of crews that we should be able to show that we were within our legal rights to press for ITF agreements whatever the crews might appear to think. If the ITF had lost on this point it is certain that countless f-o-c owners would have made very sure that no-one was engaged without signing an appropriate statement and that the ITF would be hauled into court on every occasion that it sought to act.

The second point is that the owners were unsuccessful in their attempt to convince the court that the ITF's f-o-c campaign was politically motivated and directed against the interests of Asian seafarers in particular.

Thirdly, there is the matter of the Liberian-flag vessel "Camilla M", the ITF's boycott of which in Glasgow led to a court ruling against us in October 1978. There is every hope that when the full judgment of the House of Lords is available in due course we will find that the "Camilla M" decision has been overturned in our favour.

INTERNATIONAL

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ITF Sub-Committee on Working Conditions of Railway Staff prepares for forthcoming ILO Inland Transport Committee session

A meeting of the ITF Sub-Committee on Working Conditions of Railway Staff was held in Berne, Switzerland from 25 to 27 June 1979. Position papers on working conditions in rail transport and vocational training and retraining of railwaymen were drafted by the meeting and will form the basis of the ITF's stand in connection with the technical items II and III of the ILO Inland Transport Committee session this coming September. Railwaymen's affiliates have been asked their opinion of the papers and a number of replies have already been received, all indicating support for the position the ITF will be adopting in Geneva.

TUNISIA

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Habib Achour pardoned by Tunisian president

Habib Achour, former General Secretary of the Tunisian General Workers' Union (UGTT) and Vice-President of the International Confederation of Free Trade Unions, has been pardoned by the Tunisian president Habib Bourguiba, on the occasion of the latter's 76th birthday, and released from prison, where he had been serving a ten-year sentence with hard labour for his part in organizing the general strike of 26 January 1978. Although freed, Achour is confined to his home and not allowed to receive visitors, apart from his children, and a campaign has been launched to secure his complete freedom. Nine other prisoners were also pardoned. Unfortunately, ITF Executive Board member Abderrazak Ayoub, who was sentenced with Achour, was not amongst them.

TRANSPORT

GERMANY

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Tax-free expense allowance doubled on lorry journeys over twelve hours

The German Ministry of Finance has decided to double (from DM 8 to DM 16) the daily tax-free expense allowance^x to which long-distance lorry drivers are entitled. However, this higher allowance will only apply to journeys of over 12 hours' duration. Journeys of between six and twelve hours are subject to a tax-free entitlement of DM 8.

^x see ITF Newsletter No. 6, 1979, page 72

SWEDEN

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Sweden makes drastic cuts in passenger rail fares

The decision of the Swedish State Railways (SJ) drastically to cut rail fares has led to an enormous upswing in passenger traffic. Under the cut-price fare system, which was introduced in June, single fares have been reduced by 30 per cent, while return fares have been abolished and replaced by two single fares which are 15 per cent cheaper than the old return ticket. At the same time, annual "reduced rate" passes have been introduced, which can be purchased for first or second class travel, at 115 and 75 kronor respectively. Pass holders are entitled to a further 40 per cent fare reduction, except on Fridays and Sundays.

TRADE UNIONS

GREAT BRITAIN

=====

Transport union to continue fight for recognition at Laker Airways

The independent arbitration service ACAS, thwarted by Laker Airways management's refusal to divulge to its officials the names and addresses of the company's cabin staff, has been reluctantly forced to admit that it has been unable to gather sufficient evidence to make a recommendation in the case for union recognition referred to it by the ITF-affiliated Transport and General Workers' Union. However, ACAS has revealed that, of the limited number of replies received to its questionnaire inviting the views of Laker Airways personnel, the majority were in favour of free collective bargaining and representation by the TGWU. Our affiliate has already recruited 160 cabin crew members and has made it clear that it has no intention of abandoning its recruitment drive, however many obstacles Laker Airways may place in its path.

SWEDEN

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Engineer officers merge with Supervisors' Union (SALF)

Effective 1 July 1979, the ITF-affiliated Swedish Engineer Officers' Association (SMBF) merged with another of the ITF's Swedish affiliates, the Supervisors' Union (SALF). The union will retain its former name and continue to function as a separate entity, representing its members' interests independently. The purpose of the merger was to give the union access to the wider facilities available to a larger union and thus offer its members a better service.

UNITED STATES

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Longshoremen's union pledges support for Vietnamese "boat people"

A strongly-worded resolution calling on the US government to organize immediate and massive efforts to save the thousands of "boat people" fleeing Vietnam and warning that "appropriate action" would be taken against shipping companies whose vessels refused to take the refugees on board was approved by the 44th Convention of the ITF-affiliated International Longshoremen's Association (ILA) held in July in Bal Harbour, Florida. Other key resolutions adopted by the meeting included one of support for a job security programme for Great Lakes dockers, as well as a resolution reiterating the association's demand for a strong merchant marine policy designed to combat the threat of foreign-flag domination. The convention also decided to establish an ILA scholarship fund, named after the union's president Thomas Gleason (also an ITF Vice-President), which would be open to the children of ILA members.

SOCIAL AND INDUSTRIAL NEWS

EUROPE

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European pilots against smaller flight deck crews

Pilots of nine European airlines^X, who are members of Europilote, have reiterated their total opposition to the operation of new aircraft such as the Airbus 310 and the Boeings 757 and 767 with less than a three-man cockpit crew. A press communiqué issued following a one-day meeting last month pledged support for member airline pilots who might become involved in industrial action as a result of their company going ahead with plans to reduce the flight deck crew complement when the new aircraft were introduced.

The threat is a real one in that Swissair and Lufthansa have already stated their intention to operate the A310 -- a shortened version of the A300 Airbus -- with two pilots only on the flight deck and British Airways intends to follow suit in the case of the B 757.

^X Air France, Alitalia, Iberia, Sabena, Lufthansa, KLM, Swissair, SAS and UTA

AUSTRALIA

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Waterside workers stage all ports strike

Dockers belonging to the ITF-affiliated Waterside Workers' Federation of Australia began an all ports strike at midnight on 30 July, stepping up their long-standing campaign for a single waterfront union. The strike over union jurisdiction was brought to a head when one of the major port employers in Fremantle dismissed 80 grain handlers, who had resigned from the Australian Workers' Union in order to join the WWF. Our affiliate had already staged a brief national stoppage earlier in the month, after the same employer stood down men who had opted for WWF membership.

A partial settlement was effected on 8 August and normal working was quickly resumed in all but six Western Australian grain ports. The issue at the centre of the dispute is now the subject of arbitration.

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 August 1979. Skippers' rates of pay now range from 25,794 to 37,842 B frs, depending on the size of vessel and type of navigation; certificated mates receive 27,483 B frs on vessels up to 1,000 tons and 27,966 B frs on larger vessels and uncertificated mates 26,759 and 26,999 B frs respectively.

Able seamen now have a salary range of 22,183 to 25,074 B frs, depending on size of vessel and type of navigation, and ships' boys with more than one year's service get from 19,559 to 21,725 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 41,410 B frs (excluding allowances). The corresponding rates for 1st mates are 37,549 B frs and for second mates 35,345 B frs. ABs are paid 32,033 B frs.

CANADA

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Settlement at Wardair

The ITF-affiliated Canadian Airline Flight Attendants' Association (CALFAA) has successfully negotiated a new two-year contract, effective 1 April 1979^x, for 400 employees of the major charter airline Wardair, who are based in Montreal, Toronto, Edmonton/Calgary and Vancouver. Pay will be increased by between 11.3% and 13.5%, according to category, in the first contract year, followed by a general increase of 8.27% in 1980. A totally revised grievance procedure has been agreed, and virtual pay parity with cabin attendants employed by the national carrier Air Canada will also have been achieved by the end of the contract term -- one of the major aims of the negotiating team.

The new contract has already been ratified by the union membership.

^x see ITF Newsletter No. 1, 1979, page 5 for details of the previous Wardair contract

DENMARK

New agreement for catering personnel

New pay rates came into operation on 1 April 1979 for catering staff represented in the ITF-affiliated Danish Ships' Catering Personnel Association. The following salary ranges (basic pay plus cost-of-living allowance) apply: chief steward: 7,777 kr to 9,268 kr per month; cook: 5,718 kr to 6,083 kr; messman and stewardess: 4,890 - 5,154 kr. Overtime rates (per half hour) are 29.22 kr weekdays and 37.09 kr Sundays and Public Holidays for chief steward; 20.66 and 26.44 for cook; and 17.67 and 22.61 for messman and stewardess.

FRANCE

New pay agreement for railwaymen

A new pay agreement for 1979 has been concluded by the ITF-affiliated French Railwaymen's Federation (FO), which protects the purchasing power of its members, and provides for a 3.5% increase from 1 June. The negotiating partners will meet as and when necessary to discuss the level and timing of future cost-of-living increases in the light of movements in the prices index. In the Paris area, assuming a rate of inflation of 9.5% in 1979, these increases will amount to a total of approximately 12 per cent this year on the starting rate of railwaymen.

GERMANY

OeTV agrees to reduced-manning experiment on four container ships of Hapag Lloyd

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) and the German Shipowners' Association have agreed that, beginning this autumn, four container vessels belonging to Hapag Lloyd will be manned, on a trial basis and for a limited period, by a reduced crew complement of 18, seven less men than usual. In the meantime, the vessels involved will be modified so that they can be safely operated by fewer men.

In return, it has been conceded that crews should be allowed to remain together for the entire trial period and that part of the work will be transferred ashore, where it will be performed by a rotating six-man multi-purpose maintenance team, who will be stationed on land for periods of between three and six months to further develop skills already acquired on board, after which they will return to their ship, to be replaced by another similarly qualified crew member. The crews will also receive an extra 1½ days' leave each month, and their conditions of service will be brought into line with those of workers enjoying salaried employee status (i.e. as regards periods of notice,

fixed rates of pay and guaranteed overtime payments). For the first time, they will have the right to take their wife (or girl friend) and children with them free on Voyages if they so wish.

Higher rates of pay for inland navigation workers

With effect from 1 July 1979, the monthly rates of pay of inland navigation workers organized in the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) were increased by 4.8%. The married man's allowance has been rounded up to the nearest DM and the lump sum payment made when vessels are undermanned also goes up by the same amount as the monthly rate.

GREAT BRITAIN

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British Rail shopmen win substantial improvements

A substantially improved pay settlement for railway shopmen, giving average pay increases of 15%, has been negotiated by the ITF-affiliated National Union of Railwaymen with the British Rail Board. A nine per cent increase has been applied to basic rates, with £2 of a previous £6 pay supplement being consolidated on 23 April 1979 and the remaining £4 on 21 April 1980. The agreement further increases the basic (by a total of 6.1%) under a formula designed to boost the basic rate at the expense of bonus earnings -- a key union objective in the negotiations, as the value of bonuses is reduced when workers are absent through sickness or for other reasons.

Other details of the settlement are: an improved formula for calculating holiday pay; a minimum earnings level of £55.50 a week for staff over 18; and an increase in London weighting from £350 to £382. Management has also agreed to undertake a review of the present pay structure.

Initial recognition agreement for workers on Brent "D" oil production platform

An initial recognition agreement has been granted by Shell to the ITF-affiliated Transport & General Workers' Union covering 70 operatives on the Brent "D" oil production platform in the British sector of the North Sea. The first recognition agreement for an oil company production platform was signed at the end of last year by another ITF-affiliate, the Association of Scientific, Technical and Managerial Staffs, with Occidental for the Piper platform. Full collective bargaining rights will be conceded when a majority of employees in the two fields (in the case of Occidental, both the Piper and Claymore platforms are involved) agree in a ballot to accept representation by the union concerned.

Underground strike threat removed

Members of the ITF-affiliated National Union of Railwaymen working on London Transport's underground system have lifted their strike threat after reaching agreement on a formula which allows immediate implementation of their June pay award, while talks continue on the single-manning of trains and other related productivity issues (see also ITF Newsletter No. 6, 1979, page 73). The Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs' Association (both ITF affiliates) were also involved in the negotiations and eventual settlement.

New productivity deal for British Airways flight engineers

A productivity package providing increases of up to twenty per cent, backdated to the beginning of this year, has been negotiated by the ITF-affiliated Merchant Navy and Airline Officers' Association for 600 British Airways flight engineers. The salary scale has been shortened from 20 to 12 annual steps, with provision for an additional step after 20 years' service.

British Airways flight simulator pilots have also won productivity increases of up to 16.3 per cent, effective from the same date, with corresponding increases in other payments.

Air India suspends flights to Britain

Air India suspended flights in to and out of London airport earlier this month when the company's 400 British-based staff, members of the ITF-affiliated Transport and General Workers' Union, began a go-slow^x, in an attempt to persuade the airline to abandon its policy of redeploying staff without prior consultation with the union. The dispute first flared up four months ago when employees demanded parity with British Airways staff. Agreement was reached on a 14 per cent rise, but talks have now broken down on the redeployment issue. The matter has been further complicated by the fact that Air India has dismissed approximately 50 employees, presumably as a result of their trade union activities.

At the request of the TGWU, the ITF has cabled the Indian Civil Aviation Minister and the Managing Director of Air India, asking them to intervene to promote a speedy and satisfactory settlement.

^xsubsequently escalating into a full-scale strike

UNITED STATES
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Mediator appointed to help settle Argentine Airlines strike

An official mediator has now been appointed to help settle the strike by 230 US ground staff employees of Argentine Airlines^x,

^xsee ITF Newsletter No. 6, 1979, page 74 for earlier details

following the company's persistent refusal to enter into meaningful negotiations. Argentine Airlines has hired scabs to enable the company to continue operating flights in to the United States and has harassed striking workers, many of whom are of Argentine origin, by taking pictures of them on the picket line and hinting at retaliatory action against families and relations in Argentina. The workers have also been warned that their Argentine passports might not be renewed.

A rally was organized by the ITF-affiliated Transport Workers' Union outside the United Nations on 26 July to win public support for the strike. Passengers by were handed leaflets describing the background to the dispute and asking for their support against Argentine repression. Striking TWU members also staged a demonstration outside the Airline's New York headquarters. Meanwhile, the union has called on the Civil Aeronautics Board to revoke the company's operating permit.

New wage scales for masters and mates

New wage scales, effective 16 July 1979, have come into operation for masters and mates organized in the ITF-affiliated US International Organization of Masters, Mates and Pilots.

On dry cargo passenger vessels, the monthly rates range from \$3,329.45 to \$4,823.93 for masters; from 1,758.85 to 2,636.95 for 1st officers; from 1,583.36 to 2,229.54 for 2nd officers; and from 1,407.81 to 1,822.14 for 3rd officers. Hourly overtime rates are as follows:

\$28.82 - \$41.76	masters
\$15.23 - \$22.83	1st officer
\$13.71 - \$19.31	2nd officer
\$12.18 - \$15.77	3rd officer

On tankers, the following improved rates apply:

	<u>Basic rate</u>	<u>overtime rate</u>
<u>Class A</u>	(25,001 - 38,000 power tons)	
Master	\$3,537.70	\$30.62
Chief Officer	\$2,236.69	\$19.37
2nd Officer	\$1,977.89	\$17.12
3rd Officer	\$1,719.08	\$14.88
<u>Class B</u>	(12,001 - 25,000 power tons)	
Master	\$3,225.42	\$27.92
Chief Officer	\$2,086.13	\$18.06
2nd Officer	\$1,854.68	\$16.05
3rd Officer	\$1,623.16	\$14.06

Class C (12,000 and under)

Master	\$3,172.74	\$27.47
Chief Officer	\$2,033.57	\$17.60
2nd Officer	\$1,804.18	\$15.62
3rd Officer	\$1,574.82	\$13.64.

IN MEMORIAM

Adolph Kummernuss
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Adolph Kummernuss, one of post-war Germany's leading trade unionists, died on 7 August, in Travemünde, aged 84. Brother Kummernuss came from a large family and started work in the Hamburg docks, joining the then German Transport Workers' Union, of which he was an active member, and in the late 20s and early 30s a local full-time official. Putting his life in jeopardy, Kummernuss continued his "illegal" underground trade union activities, in cooperation with the ITF, from 1933 to 1935, when he was arrested on a charge of high treason and spent the next two years in concentration camps and in prison, during which time he suffered grievous ill-treatment. On his release, he was kept under surveillance by the Gestapo, although this could not deter him from continuing to maintain contacts with trade unionists outside Germany, for which he later received the Diplôme d'Honneur de la Résistance. When the war ended, Brother Kummernuss was a leading figure in the reconstruction of the German trade union movement. He helped found both the German Trade Union Confederation (DGB) and the Transport and Public Service Workers' Union (OeTV), and became the OeTV's first president, at its founding Congress in 1949. He was re-elected at each subsequent Congress, finally retiring in 1964.

Brother Kummernuss was a well-known and greatly respected figure in ITF circles. He was elected on to the General Council shortly after the war ended and also served as a much-valued Executive Board member from 1962 until the Copenhagen Congress in 1965. In 1960, he was presented with the ITF's highest honour, the Gold Badge, a fitting token for a man who had rendered such great services in the international trade union cause.

Brother Kummernuss was also a prominent figure in the Public Services International and served as its president from 1956 until 1964, after spending many years as a member of the PSI General Council.

In accordance with his last wishes, Adolph Kummernuss was buried at sea, in the presence of his close relatives and friends. He had expressly asked that no wreaths be sent. Instead, it was his wish that donations be made to Amnesty International to further its work.^x

^xUnions wishing to make an appropriate donation to the work of Amnesty International should make cheques payable to Amnesty International, Bank für Gemeinwirtschaft, Lübeck (West Germany) A/C No. 56 100.

NEWS IN BRIEF

We extend our most sincere congratulations to the German Railwaymen's Union (GdED), which celebrated its 30th anniversary in Stuttgart on 22 June.

The Irish Congress of Trade Unions has voted at a special delegate conference to accept the draft revised national pay agreement. The agreement provides for a total wage increase of 16% (9% this year, followed by 7% in 1980). PAYE tax cuts will also take effect in December.

Ground staff of the Portuguese national airline TAP in Lisbon staged a two-hour strike on 21 June, and a further stoppage took place on 13 July in a dispute over pay and social benefits.

At the beginning of July, workers employed by the Portuguese National Railways (CP) staged a series of strikes, totalling 34 hours spread over four days, in protest at the delay in negotiating a new pay agreement. Bus and tram service in Lisbon were also halted for 90 minutes in the morning of 3 July by workers seeking the restoration of the lost purchasing power of their wages.

Members of the ITF-affiliated Trinidad Seamen and Waterfront Workers' Trade Union imposed a 48-hour overtime ban on 17 and 18 July in protest at the delay in negotiations for a new collective agreement. The ban was re-introduced one week later and a work to rule instituted after no further progress was noted.

Pay negotiations with US railroads have been brought to a successful conclusion as the last of thirteen unions, the Train Dispatchers, agreed to sign a new 39-month pay agreement for its 2,800 members, reached with the assistance of a presidential emergency board, following an unusually protracted bargaining round lasting for the greater part of two years.

The ITF-affiliated Brotherhood of Railway, Airline and Steamship Clerks (BRAC) has urged the US government to rethink its plans to cut the operations of the National Railroad Passenger Corporation (Amtrak) by almost half. To go ahead with such a plan at a time of national energy shortages, union president Fred Kroll said, would be "evidence of a government totally unresponsive to the needs of the individual citizen and society as a whole".

OBITUARIES

Erich Gygax, president of the Swiss Transport and Commercial Workers' Union (VHTL) from 1966 until his retirement in 1975, died, of a heart attack, on 31 July, aged 63. Brother Gygax was also a former Executive Board member of the Swiss Trade Union Confederation (SGB). He served for three years in the early seventies on the Committee of the ITF Road Transport Workers' Section.

Thore Olsen, national secretary of the Norwegian Railwaymen's Union from 1953 until 1963, died on 13 June, aged 80.

PERSONALIA

Emil Amft, of the German Railwaymen's Union (GdED), who helped organize the ITF's Wiesbaden Congress in 1968, retired on 22 June 1979.

Ole A. Bjerkestrand, former director of the London office of the Norwegian Seamen's Union, celebrated his 70th birthday on 11 August.

Arne Bruun has been elected chairman of the Danish Ships' Catering Personnel Association. He succeeds Finn Løwert, who retired on 31 July.

Al. H. Chesser, president of the United Transportation Union, retired at the union's convention in June after deciding not to seek re-election. Brother Chesser, who had served as UTU president since 1971, is a deputy member of the ITF General Council. He is succeeded by Fred A. Hardin, a vice-president of the union since its formation in 1969. Brother Hardin is a deputy member of the ITF Railwaymen's Section Committee.

Alexandre Goncalves, president of the Portuguese Port Workers' Federation, has been invested by the Portuguese president with the Order of Agricultural and Industrial Merit in recognition of his services to the country.

Jean Ingrao has been elected the first woman secretary-treasurer of the AFL-CIO Maritime Trades Department.

Alain Tissot has been elected vice-president of the Swiss Public Service Workers' Union (VPOD).

FORTHCOMING MEETINGS

Meeting of Greek and Turkish Railwaymen - Athens, end October 1979
ITF "Inland Transport Committee" - Basle, 4 December 1979
ITF Experts on Urban Transport - Basle, 5 December 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.

FORTHCOMING MEETINGS

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- | | |
|--|-----------------------------|
| Seafarers' Manning Committee | - Stockholm, 1 October 1979 |
| Seafarers' Section Conference | - Stockholm, 2-3 Oct. 1979 |
| International Seminar on the
Travel Trade | - Amsterdam, 9-10 Oct. 1979 |
| Executive Board | - Miami, 23-24 Oct. 1979 |
| Meeting of Greek and Turkish
Railwaymen | - Athens, end Oct. 1979 |
| ITF "Inland Transport Committee" | - Basle, 4 Dec. 1979 |
| ITF Experts on Urban Transport | - Basle, 5 Dec. 1979 |

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L A T E I T E M

OBITUARY

We have just learned the sad news that Priya Gupta, president of the All-India Railwaymen's Federation, died, following a heart attack, on 12 August, at the age of 59. Brother Gupta was associated with the railway trade union movement in his native country for over thirty five years and also served as a Member of Parliament from 1962 to 1967. He was well-known to many in the ITF and was a much-valued member of the Railwaymen's Section on whose committee he served for three years in the early seventies. ITF General Secretary Harold Lewis has sent a message of condolence to the union, deeply regretting his passing.

Supplement to ITF Newsletter No 7/8 of 1979

ITF WINS TWO NEW CONVENTIONS AT ILO GENERAL CONFERENCE

At the 65th ILO International Labour Conference, which took place in Geneva during June, the ITF finally succeeded in its attempts to have a Convention on Hours of Work and Rest Periods in Road Transport formulated and adopted. This was the successful conclusion to years of work within the ITF Road Transport Section aimed at the replacement of Convention 67 (Hours of Work and Rest Periods in Road Transport) by a more flexible, more easily ratifiable instrument. The Convention is supplemented by a Recommendation.

The Convention covers salaried drivers and with the exception of provisions concerning maximum continuous time at the wheel and the definition of working time, also owners of vehicles and unpaid members of their family. Certain categories of transport may be excluded from the scope of the instrument: urban, agricultural, medical, national defence, police, taxis, as well as various other forms of transport.

The instrument fixes the maximum total driving time at nine hours a day and 48 hours a week permitting calculation of these total driving times as an average over a number of days or weeks. It lays down an obligatory break to be specified by national authorities after four hours of continuous driving time allowing this limit to be exceeded by no more than one hour under certain conditions.

Every wage-earning driver, the Convention continues, shall be entitled to a break after a period of five hours of continuous work. The duration of work is defined as time spent driving and subsidiary work.

Daily rest of drivers should be at least ten consecutive hours during a 24-hour period. It can be calculated as an average over periods to be determined by the competent authority but should never be less than eight hours and shall not be reduced to eight hours more than twice a week.

A supplementary Recommendation applies not only to drivers but to wage earners engaged in transport (mates, conductors, attendants). It contains more detailed provisions than the Convention covering subjects such as normal weekly hours of work, normal daily hours of work, weekly rest and overtime.

It lays down that the normal weekly hours of work of wage earners should not exceed 40 hours. This objective may be attained in stages. With regard to daily hours of work, these are fixed at eight hours average (ten hours maximum is when weekly hours are unevenly distributed over the days of the week).

The minimum duration of weekly rest should be 24 consecutive hours minimum preceded or followed by the daily rest. Finally overtime should be remunerated according to national practices. Indicating the objectives to be attained, the Recommendation is more demanding than the Convention concerning certain points such as raising the duration of daily rest to 11 hours minimum in every 24.

Both texts contain provisions for supervision of driving time, working time and rest periods and indicate the role of the public authorities and employers as well as compulsory inspections and eventual sanctions.

The Convention was adopted in the face of determined opposition from the employers who rejected the idea of any Convention out of hand and sought to weaken the provisions of the supplementary Recommendation. The workers' members finally won the day by their persistence and discipline and were led by Hans Ericson (Swedish Transport Workers' Union) as chairman, Jan Berghout (Dutch Transport Workers' Federation) as spokesman, and Johann Hauf (Assistant General Secretary of the ITF) as secretary.

The ITF scored a further success with the almost unanimous adoption of a Convention and Recommendation concerning safety and health in dock work. These instruments replace a former Convention which dated back to 1932 and which inevitably no longer corresponded to modern methods of cargo handling.

The Convention - the longest text adopted on safety and health since the second world war - envisages a range of technical and administrative measures designed to ensure the prevention of occupational accidents and diseases to which port workers might be exposed.

It sets out in general terms the objectives to be attained and technical measures concerning installations in docks (surfaces, passageways, container terminals, electrical installations, fire-fighting and first aid facilities), on board ship (holds and cargo decks, hatch covers and hatchways) and lifting appliances and loose gear used in the loading and unloading of ships.

Measures are included concerning the design and use of lifting appliances and loose gear such as slings and palettes, and also on precautions to be taken in operations carried out in holds and between-decks, notably regarding ventilation and means of escape when power-operated vehicles or equipment are used.

Several measures concern the handling, packing, marking and labelling, storing and stowing of potentially toxic or otherwise dangerous cargoes and substances. Others cover work in confined areas or the prevention of the dangerous effects of excessive noise. Use in certain cases of personal safety equipment and clothing is envisaged.

Administrative steps foreseen by the Convention are aimed essentially at the mutual recognition by ratifying States of certificates relating to the testing of lifting appliances and loose gear forming part of a ship's equipment, and at measures to overcome problems that might arise in certification. In this respect the Convention stipulates that ship's lifting appliances shall be retested at least every five years, that these appliances and loose gear shall be examined thoroughly every 12 months, and all loose gear shall be inspected regularly before use. A register shall be kept of certificates issued or recognised by the national testing authority and the records of examinations and inspections.

Finally, the Convention invites competent national authorities to act in consultation with concerned employers' and workers' organisations to apply the instrument. It envisages, in addition, that safety and health committees comprising employers' and workers' representatives should be set up in ports, where no worker shall be employed in dock work unless he has been given adequate instruction or training as to the potential risks attaching to his work and the main precautions to be taken.

The Recommendation complements various aspects of the Convention in a number of technical details.

The Conference also adopted a Resolution inviting the ILO to increase its assistance to countries wishing to establish training centres for developing instruction in occupational safety and health for dockers.

The workers' chairman and spokesman was Urs Hauser of the Swedish Transport Workers' Union. Charles Fitzgibbon of the Australian Waterside Workers' Federation (and Chairman of the ITF Dockers' Section) was the workers' group secretary and its much valued adviser on technical and drafting matters.