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We take this opportunity of wishing every success in 1980 to ITF affiliates and other organizations fighting for the rights of workers.

No. 12

December 1979

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NEWS AND VIEWS FROM THE ITF

SPAIN

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UGT Transport Workers' Federation holds second Congress

The ITF-affiliated UGT Federation of Transport Workers (FTTEE) held its 2nd National Congress at San Sebastián in the Basque province of Guipuzcoa from 7 to 9 December. In addition to delegates from all over Spain, the Congress was attended by fraternal delegates from ITF-affiliated unions in a number of European countries. The ITF itself was represented by Ken Golding of the Secretariat.

The Congress, which was highly successful, undertook a very wide-ranging review of the activity of the FTTEE, which has among its membership workers from all branches of the transport industry, including the railways, civil aviation, the maritime industry, and the travel bureau sector. The resolutions and decisions adopted by the Congress at the conclusion of its work reflected the all-embracing character of the Federation's membership.

Particular attention was paid by the Congress to the question of international relations. In a resolution on the subject, it stressed the vital importance for Spanish transport workers of international trade union contacts and underlined the rôle played by the ITF in defending the rights and aspirations of FTTEE members. That rôle was further emphasized in reference to Spain's forthcoming entry into the EEC, and to the ratification and application by Spain of ILO Conventions applying to transport workers. The Congress also reaffirmed its strong support for the ITF's international campaign against ships flying flags of convenience. The Federation has already provided an ITF Ship Inspector for this purpose, operating out of the Port of Bilbao.

In elections held at the closing session of the Congress, Victoriano Sánchez became General Secretary of the Federation, in succession to André Asenjo. Bro. Sánchez previously represented the railwaymen in Catalonia. Alberto Perlaço was re-elected as Secretary for International Relations, a post which he had held since the Federation's initial Congress. Agustín Aguirre, the ITF Inspector in Bilbao, was also re-elected to the Federation's Executive Committee.

TRADE UNIONS

UNITED STATES

Jack Otero addresses AFL-CIO Convention on behalf of Hispanic labour in the U.S.

In the course of the 13th Biennial AFL-CIO Convention in Washington last month, ITF Executive Board member Jack Otero had the opportunity to address the assembled delegates for the first time in his capacity as Vice-Chairman of the Labor Council for Latin American Advancement (LCLAA), an organization founded in 1973 to promote the interests of the 25 million-strong Hispanic community in the United States. In his address, Brother Otero -- himself a Cuban-American -- said that the LCLAA had provided United States citizens of Latin American origin with an important vehicle, which was enabling them to participate more fully in the political process and to play a more vital rôle in the American trade union movement. Indeed, union organization among Hispanics was higher than for the general population, although a great deal still remained to be done as the average Hispanic male earned only \$11,000 a year (as against \$15,000 for other workers) and unemployment was significantly higher (at 10%) in this ethnic minority group. Nonetheless, the Hispanic community was very conscious of its rights and responsibilities and wished to play a full and proper part in the affairs of the nation. He expressed his deep gratitude to the outgoing AFL-CIO President George Meany, who had consistently supported the Hispanic community in its fight for social justice and civil rights, and hoped that his successor Lane Kirkland would take over that mantle.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

Cost-of-living award for ratings

New rates of pay have come into operation for Australian ratings covered by the Maritime Industry Seagoing Award following application of an interim 2.5% cost-of-living award. Examples of the new annual aggregate wage from 26 July 1979 are as follows:

<u>Category</u>	<u>Group 1</u>	<u>Group 2</u>
	<u>OVERSEAS CONTAINERS</u>	<u>COASTAL CONTAINERS</u>
	<u>& RO-RO VESSELS</u>	<u>& RO RO VESSELS</u>
bosun	\$ 17,752	\$ 17,868
donkeyman	17,170	17,221
AB	16,463	16,335
greaser	16,463	15,707
OS	-----	14,244

<u>Category :</u>	<u>Group 3</u>	<u>Group 4</u>
	<u>TANKERS</u>	<u>ALL OTHER VESSELS</u>
bosun	\$ 19,244	\$ 17,717
donkeyman	18,155	17,045
AB	17,714	16,219
greaser	17,224	15,570
OS	15,194	14,155

FIJI
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Union blacks Pan American World Airways flights

The ITF-affiliated Federated Airline Staff Association of Fiji started blacking Pan American World Airways on 9 November, in an attempt to persuade the American airline not to go ahead with its plans to lay off its employees on Fiji and replace them with contract labour. A resolution of support for the association was adopted by the Fiji Trade Union Congress, which asked its affiliates to take similar boycott action, and also called for support from the trade union centres in Australia and New Zealand. As a result of the union's action, Pan Am has agreed to postpone its plans for the time being and attempts are currently being made to reach a settlement acceptable to our affiliate.

FRANCE
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Air traffic controllers commence work to rule

At the beginning of December, French air traffic controllers suspended their industrial action to allow negotiations on their demands to begin with officials from the Transport Ministry.^x However, these have not made much headway and the controllers have now decided to impose a strict work to rule at various regional control centres, which will allow operators to fly in to France, but which will nonetheless make Christmas holiday flights subject to considerable delays as only a set quota of aircraft per hour will be handled.

^x) see ITF Newsletter No. 11, 1979, page 128

GREAT BRITAIN
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Ratings and officers accept improved pay offers

Ratings organized in the National Union of Seamen^x have voted to accept a 24 per cent pay offer made by the General Council of British Shipping. The new rates, which come into effect on 2 January 1980, will raise minimum basic pay for a 40-hour week from

^x) an ITF affiliate

£45.65 to £64. A new pay structure will also be introduced, abolishing many outdated gradings and the five annual service increments will be consolidated into basic pay. Earlier, NUS negotiators had asked the shipowners to reconsider a 19% pay offer which was felt to be inadequate.

Merchant navy officers' unions^X have reluctantly accepted a revised offer from the GCBS, which gives them a 17½% increase in pay plus an additional 1½% in the form of five extra days' leave each year. Talks are continuing with the shipowners on the consolidation of existing pay supplements (worth an extra five per cent) into basic rates, with a view to bringing the present offer up to the level of that accepted by the ratings.

^X Including the ITF-affiliated Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers' Union (see page 113 of Oct. issue of Newsletter for earlier details)

PORTUGAL

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TAP crews' strikes

Portuguese cabin staff employed by the national carrier TAP, who are organized in the National Union of Flying Personnel, took strike action on 3, 5 and 6 December in support of their demands that the airline should respect members' rights and not grant the captain unlimited powers over his crew. The dispute has now been resolved and further industrial action cancelled. The union has since cabled the ITF thanking the Federation for its offer of support, which had undoubtedly helped promote a speedy settlement.

At the time of writing, TAP flight engineers were still on strike seeking an improvement in their working conditions. Assistance is being offered by ITF aviation affiliates in France, Germany and Italy, who are refusing replacement services.

A series of staggered 4-hour strikes was staged by TAP ground staff on 27 November in a dispute over the interpretation of their collective contract.

SOUTH AFRICA

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Cape Town dockers seek negotiating rights

On 11 December, some seven hundred dockers gathered outside the offices of the Cape Town Stevedores' Association demanding talks between the Association and a committee of the Western Province General Workers' Union, to which the dockers belong. The dockers were informed that it would be a condition for talks that they

should be separated between "Coloureds" (i.e. mixed race) and Blacks. At this, they walked off the job, announcing that they would be back again the following day when they would re-present their demands. If these were not met, strike action could be expected the following Friday.

The dockers again gathered on 12 December and the management said that it was now ready to talk, whereupon the names of the dockers' committee members were made available. The workers then decided to hold a third mass meeting on 15 December to work out a formal set of rules for the committee and to draw up a list of their demands, which are expected to include the official recognition of their union.

However, the Western Province GWU has since learned that the Stevedores' Association is trying to encourage dockers to set up a new union and that the workers were being offered transport to a rival meeting, timed to co-incide with its own mass meeting. Furthermore, the Association has said that whilst it is prepared to listen to anyone it will only negotiate with a registered union. The Western Province GWU, however, does not intend to apply for registration, which would bind it to the apartheid provisions of the new South African Industrial relations legislation.

SWEDEN
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Cost-of-living agreement for private sector workers

Just three-quarters of an hour after 1.4 million private sector workers belonging to the Swedish Trade Union Confederation (LO) and the Private Salaried Employee Cartel (PTK) had instituted an overtime ban against companies affiliated to the national employers' federation (SAF) the two sides were able to announce that they had accepted the mediator's final proposals on the level of the cost-of-living increase paid to compensate workers for this year's rise in prices, the last such increase due under the national wage agreement signed in March 1978 (see ITF Newsletter No. 4, 1978, page 60). The mediated settlement gives LO members increases of 48 öre per hour (approximately 1.5% more each month. In the case of salaried employees belonging to the PTK), plus a single lump-sum payment of 240 kr. The unions immediately called off their sanctions against the employers and withdrew all strike notices, and SAF in return cancelled its plans for a lockout of workers.

Negotiations will start shortly on a new national wage agreement for 1980.

UNITED STATES
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Seven unions sign contracts with Boston and Maine Railroad

Seven unions, including the ITF-affiliated Brotherhood of Railway and Airline Clerks, have signed contracts with the ailing Boston and Maine Railroad, which has been in bankruptcy proceedings since March 1970. Previous contracts expired on 31 December 1977. B & M employees will receive immediate pay increases of \$1.50 an hour

under agreements which are similar to those negotiated last year for the major railroads. Retroactive payments will be made for 1978 and 1979, although some of the money due for 1978 will be given in the form of "personal days off".

NEWS IN BRIEF

Australian-registered and -manned vessels are currently subject to a sailing delay of twenty-four hours as a result of action by members of the ITF-affiliated Institute of Marine and Power Engineers, who are protesting at the lack of progress in contract talks. The engineers are aggrieved that the Federal Arbitration Commission has granted them an interim pay increase of only 2.5%, which they argue is totally inadequate. They are also disappointed at the employers' apparent unwillingness to grant members study leave.

A one-day general strike was staged by workers belonging to the Belgian Socialist trade union federation, the FGTB, on 7 December to protest against the government's economic policies.

Dockers in the deep-sea section of Dublin port in the Irish Republic ended a two-week strike on 26 November after accepting a Labour Court pay recommendation, under which the basic rate is increased by £13.95, bringing weekly pay (inclusive of bonus and service pay, but excluding overtime) to approximately £141. The payment to dockers for whom work is not available goes up by stages to £90.83 per week (an increase of £23.98).

Italian railwaymen staged a 24-hour strike on 30 November following the collapse of contract negotiations.

Employees of the Mexican domestic airline Mexicana called off their strike on 27 November after reaching agreement with the company on new rates of pay (see last issue of Newsletter).

OBITUARY

Leif Lerstad, general secretary of the Norwegian Ships' Engineers' Union from 1958 until 1971, has died, aged 71.

PERSONALIA

Jørgen Eiberg has been elected president of the Danish Commercial Employees' Union (HK) in succession to Max Harvøe, who left the union to take up the post of treasurer of the Danish Trade Union Confederation (LO).

Lars Skytøen, formerly president of the Norwegian Metal Workers' Union and now Industry Minister, celebrates his 50th birthday on 30 December.

Jim Rice-Oxley, director of the International Shipping Federation and a director of the General Council of British Shipping, is to retire in August 1980. Mr. Rice-Oxley is also shipowners' chairman and British shipowners' representative on the Joint Maritime Commission of the International Labour Organisation.

FORTHCOMING MEETINGS

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|--------------------------------------|----------------------------------|
| ITF ad Hoc Committee on ICAO Annex 1 | - London, 5-6 February 1980 |
| Cabin Crew Technical Committee | - Frankfurt, 14-15 February 1980 |
| Executive Board | - London, 18-19 March 1980 |
| ITF 33rd Congress | - Miami, 17-25 July 1980 |

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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