



In case of reproduction, please mention source (ITF) • En cas de reproduction, veuillez mentionner la source (ITF) • Nachdruck bei Quellenangabe gestattet (ITF) • Var god ange källan vid eftertryck (ITF)

No. 2

February 1980

IN THIS ISSUE

Page

News and Views from the ITF

<i>10th Session of ILO Inland Transport Committee focuses on working conditions and vocational training of railwaymen</i>	15
<i>ITF Cabin Crew Technical Committee meets in Frankfurt</i>	16
<i>US rejoins International Labour Organisation</i>	17
<i>ITF affiliates set up Caribbean Maritime Council</i>	17

Transport

<i>Union black book reveals excessive working hours of French road haulage drivers</i>	18
<i>Horrific road accident leads German union to renew demand that all drivers of dangerous cargoes undergo proper training</i>	19
<i>New road sign will direct dangerous cargoes on a specially marked route in Helsingborg</i>	19

Social and Industrial News

<i>New agreements for Belgian road transport workers</i>	20
<i>Improved conditions for French cabin staff</i>	20
<i>New pay agreement for German seafarers</i>	21
<i>British merchant navy officers commence selective work to rule</i>	21
<i>Lowestoft trawler officers call off strike (Great Britain)</i>	21
<i>British Airways engineering workers get pay increases</i>	22
<i>British Caledonian agreement introduces index-linked pay</i>	22
<i>Settlements for some British dockers</i>	22
<i>New pay deal for British municipal busmen</i>	23
<i>Interim pay increases for Swedish ratings</i>	23
<i>Improvements for Swiss seafarers</i>	23
<i>New pay scales for NMU ratings (United States)</i>	24

News in Brief 25

Personalia 26

Supplement: *Cape Town dockers' fight for decent living and working conditions*

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

=====

10th Session of ILO Inland Transport Committee focuses on working conditions and vocational training of railwaymen

In one of its principal conclusions, the 10th Session of the Inland Transport Committee of the International Labour Organisation held in Geneva from 15 to 24 January 1980, after discussing the world energy crisis and its repercussions on social and labour conditions in the transport industry, called on the ILO Governing Body to impress on member-states the need to work together with employers' and workers' organizations for the introduction of an overall transport policy that took full account of economic, technical, social, environmental and energy factors and the free choice of transport users.

The Committee noted that the unfavourable situation which prevails in other transport sectors - notably road transport - in a number of countries has tended to have a negative effect on efforts to improve the working conditions of railwaymen. ILO member states were therefore urged to do their utmost to reduce the distortions which characterize working conditions in the various sectors of the industry. The meeting was of the opinion that the pay and working conditions of railwaymen were best improved by means of freely-negotiated collective agreements, adding that in countries where the legal status of the railways did not permit such negotiation there should be consultation or joint discussions between all the parties involved.

The meeting further called for an intensification of efforts to improve the well-being and occupational safety and health of railwaymen, with special attention being paid to measures designed to safeguard train crews from nervous tension and fatigue. The introduction of automatic couplings should also be accelerated as this would substantially reduce the number of coupling and shunting accidents involving railwaymen.

The Committee stressed that the accelerating speed of change in railway work made proper vocational training vital. It suggested that broadly-based programmes be introduced as a basis for in-service training and that modern training methods be used, including the active participation of trainees in the learning process.

The Session adopted resolutions on: the Rhine-Main-Danube Canal; trade union rights in the transport industry; working time in the transport industry; urban transport; the problems of drivers in international transport; the labour and social implications of energy issues in the transport industry; permanent tripartite machinery for civil aviation; and the convocation and agenda of the 11th Session of the Inland Transport Committee.

The ITF was represented at this meeting by Assistant General Secretary Johann Hauf, who has special responsibility for our three inland transport sections, and the ITF provided all the principal officers on the Workers' Side.

ITF Cabin Crew Technical Committee meets in Frankfurt

The ITF Cabin Crew Technical Committee held an extremely successful meeting in Frankfurt on 14 and 15 February 1980.

A verbal report was given to the participants on the progress made by the ITF Ad Hoc Committee on ICAO Annex 1, with special reference to the need to extend the present ICAO Draft Proposal to include cabin crew licensing. The meeting also decided to appoint three experts to assist the two cabin crew members on the Ad Hoc Committee in making recommendations in connection with the review of the ICAO Training Manual for cabin crew. The three experts who will assist J.C. Blachère (French Cabin Crew Trade Union) and P. Stier (deputy for Ms. S. Poole of the Canadian Airline Flight Attendants' Association) are: E. McDermott (British Transport and General Workers' Union), Ms. U. Sparf (Swedish Commercial Employees' Union) and R. Doraisa (Singapore Air Transport Workers' Union).

It was also decided that the Committee's Vice-Chairman K. Poutous (Pan-Hellenic Air Transport Trade Union), O. Thurgard (Swedish Commercial Employees' Union), J. Collier (British Transport and General Workers' Union) and M. Abraham (French Cabin Crew Trade Union), together with Section Secretary M.S. Hoda should be the members of a new resolutions committee which would meet prior to all future sessions of the Cabin Crew Technical Committee to prepare motions for submission to the participants. The meeting further examined the revised ITF policy document on flight and duty time limitations and suggested a number of minor amendments that should be made to take account of the special needs of the category. A draft of the 1980 ITF Survey on Cabin Crew Working Conditions was also presented to the meeting, a few final touches were added and the survey will now be processed by the ITF Secretariat for eventual distribution to cabin attendant affiliates.

Under the agenda item any other business, M. Akiyama of the JAL Cabin Attendants' Union expressed his concern regarding the new high-capacity aircraft being introduced in Japan carrying 550 passengers. The 11 cabin crew on board (one per 50 passengers) were not sufficient, in his union's opinion, in the event of an emergency evacuation or as a general safety precaution. The Belgian cabin crew union also drew attention to Sabena's practice of requiring cabin crews to fly the entire

16-hour route Brussels-Bangkok-Manila, although a relief flight deck crew joined at Bangkok. It was felt that a relief cabin crew should also join the flight at Bangkok and ITF support was sought for this objective. The Belgians also requested information on the proposed cabin crew complement on the new stretched Airbus, which Sabena was known to intend to operate with a reduced flight deck crew.

US rejoins International Labour Organisation

The formal resumption of United States membership of the International Labour Organisation took place on 18 February when the US ambassador in Geneva delivered a letter signed by Secretary of State Cyrus Vance formally accepting the US government's obligations under the ILO Constitution. The United States withdrew from the ILO two years ago.

CARIBBEAN
=====

ITF affiliates set up Caribbean Maritime Council

ITF affiliates representing seafarers and dockers in the Caribbean met in late January in Port of Spain, Trinidad, at the invitation of the Seamen and Waterfront Workers' Trade Union, and decided to form the Caribbean Maritime Council. The objective of the Council is to promote the employment of seafarers at rates of pay and conditions acceptable to the ITF and its affiliates, thus helping to put an end to the current exploitation of seafarers in the region by a number of shipowners. The delegates stressed the need for strong trade union organization aboard ships employing Caribbean seafarers and pledged themselves to mutual assistance to achieve this aim. In particular, they agreed to take positive steps to counter repressive action by governments and multinational companies seeking to restrict the democratic rights of working people in all sectors of the maritime industry. The delegates further undertook to ensure that no seafarer would serve in vessel considered to be unsafe because of inferior manning scales or crew qualifications and, in this connection, decided to urge their respective governments to promote training schemes based on the minimum standards laid down in the International Convention on Training and Certification of Seafarers adopted by IMCO in 1978.

The meeting elected seven Council representatives from Bermuda, Guyana, Jamaica, St. Lucia and Trinidad and Tobago, who will initially be responsible for the drafting of a Constitution for the Council.

ITF Assistant General Secretary Ake Selander, who attended the meeting as an observer, assured delegates of his support for the Council and promised to investigate the possibility of providing ITF technical assistance for the new body, which plans to hold its first meeting in Guyana in mid-March.

TRANSPORT

FRANCE

=====

Union black book reveals excessive working hours of road haulage drivers

The ITF's new French affiliate, the Fédération Générale des Transports et de l'Équipement (CFDT) last month published a black book revealing the excessive working hours of road haulage drivers. The union quotes the figure of 62½ hours per week on average (11½ hours per day) given by the French National Road Safety Organization (ONSER) following a survey conducted at the end of 1977. The long hours are reflected in the number of deaths of drivers and road users: there were 250 driver deaths in 1977, and 1,711 road users died in traffic accidents involving at least two vehicles, one of which was a road haulage vehicle. The black book lists the factors responsible for the present situation: the low basic wage of drivers, and, more importantly, the salary structure itself, which permits 25% of pay to be made up of bonuses for mileage, number of trips undertaken, tonnage carried etc; the fact that the clauses of the European Agreement concerning the Work of Crews engaged in International Road Transport (AETR) relating to maximum driving periods and the length of rest periods are virtually never applied, although France ratified the AETR in January 1978; the structure of the industry, with large undertakings engaging sub-contractors who exploit their drivers relentlessly in the pursuit of profit; and the low level of trade union membership, 80 per cent of undertakings having no unions and half of the seats on workers' councils being occupied by non-union members. The union sees a glimmer of hope in talks now continuing with the Transport Ministry on the reduction of working hours, but does not expect to see the 35-hour week introduced in the near future.

GERMANY
=====

Horrific road accident leads OeTV to renew demand that all drivers of dangerous cargoes undergo proper training

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) is currently conducting a detailed investigation into a dreadful road accident involving a lorry driver who was "eaten to death" by his treacherous cargo of hydrochloric acid and caustic soda. The accident occurred in late January when the vehicle he was driving was in collision with a brewery truck. In contravention of the regulations, the lorry's load was unsecured and the impact caused the containers to penetrate the cab where he sat trapped. It has already been established that the dead driver had undergone no special training in the transport of dangerous goods and that he was only permitted to drive lorries of up to 2.8 tons laden weight. The lorry involved in the accident had a maximum permissible laden weight of 7.49 tons.

Appalled by this terrible accident, the OeTV has repeated its demand that the government introduce professional training for all drivers of dangerous cargoes. The new road transport ordinance, which provides for training of road tanker drivers only, is obviously totally unsuited to the present situation. The union also points out that even the best regulations are useless unless implemented by road transport employers.

SWEDEN
=====

New road sign will direct dangerous cargoes on a specially marked route in Helsingborg

This spring, a new officially-approved road sign directing vehicles carrying noxious substances along a specially marked route between the town's various chemical plants and the docks is to be introduced in the Swedish port of Helsingborg. The sign is in the form of an orange square bounded by a black rim and with a black dot in the centre. The driver will simply have to pick up the first road sign which will be well outside the town and then follow the road signs to his destination. He will not be permitted to make any detour from the prescribed route, which has been chosen because it can be reached easily by the rescue services in the event of an accident. Among the substances to which the new route will apply are cargoes of chlorine, ammonia and sulphuric acid.

SOCIAL AND INDUSTRIAL NEWS

BELGIUM

=====

New agreements for road transport workers

A new agreement for employees of coach operators came into force on 1 January. The agreement provides for the following minimum hourly rates: 148 F from 1 January; 152 F from 1 April to 30 September 1980. The guaranteed weekly pay for a 40 hour week, including payment for waiting time and the away-from-home allowance, is:

7,100 F from 1 January; 7,300 F from 1 April to 30 September 1980. The end-of-year bonus for 1980 has been fixed at 16,000 F.

In furniture removals, a new agreement effective from 1 January provides the following examples of minimum hourly rates: packer's starting rate - 159.50 F; driver on international journeys - 164.50 F; skilled packer and foreman - 167.50 F. The agreement also gives an initial thirteenth month's salary equal to 70 times the hourly rate of pay.

FRANCE

=====

Improved conditions for French cabin staff

Under a new agreement valid until 31 December 1983 signed between the ITF-affiliated French Cabin Staff Union (SNPNC) and the Committee of French Air Transport Companies (comprising Air France, UTA and Air Inter), cabin staff benefit from a wide range of improvements in their conditions of employment. Each year, 16% of employees in each grade will receive promotion to the next higher grade. There are improvements in pay for cabin staff on reserve duties and on sick and maternity leave. Also, short-haul crews are guaranteed 74 hours flight premium pay per month (formerly 60.5 hours).

When on extended sick leave, staff will be kept on the employer's books for three years rather than being laid off when their entitlement to sickness benefit expires. If loss of licence is attributable to duty, staff will be given ground employment immediately; if not attributable to duty, they will have priority for ground employment. Other improvements concern - flight time limitations; an end to interchange assignments; flight duty time

in the event of flight change or cancellation; dead-head flights; an increase to 7 consecutive days in the monthly rest period for long-haul crews; additional rest when normal flight and duty times are exceeded.

GERMANY

=====

New pay agreement for seafarers

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has signed a new one-year agreement for seafarers, providing for a 4.5% increase in pay; an extra 57 DM per month for certificated ratings (36 DM for uncertificated ratings) on the previous sailing allowance of 171 DM; an increase from 2.50 to 3.75 DM in the loading allowance and from 1.20 to 2 DM in the passenger allowance. Other allowances go up by six per cent. The agreement expires on 31 December 1980.

GREAT BRITAIN

=====

Merchant navy officers commence selective work to rule

The ITF-affiliated Merchant Navy and Airline Officers' Association is currently discussing at company level with individual shipowners the possibility of consolidating existing pay supplements into basic rates, following the refusal of the General Council of British Shipping to re-open talks on the issue after the conclusion of last year's pay round (see page 9 of last issue of the Newsletter). Shipowners who do not accede to the officers' demands will face the effects of the new MNAOA policy of selective non-cooperation over the introduction of new working practices and the reduction of manning levels.

Lowestoft trawler officers call off strike

Skippers and mates on trawlers operating out of Lowestoft^{x)} have now put back to sea after winning a flat-rate fall-back pay of £16.50 per week for both skippers and mates. The local owners' association has also further agreed to recognize the ITF-affiliated Merchant Navy and Airline Officers' Association as representing the 100 trawler officers, provided it can be proved that at least 51 officers can be shown to be fully-paid up members of the union.

x) see page 9 of last issue for further information

British Airways engineering workers get pay increases

With effect from 1 January 1980, British Airways' engineering^{x)} and maintenance workers' basic rates of pay have been increased by an average 17%. In addition, a self-financing productivity supplement negotiated in 1979 has been consolidated into basic rates. The agreement covers sixteen categories of staff and examples of the new weekly rates are:

Lead Tradesman (starting rate)	£111.44
" " (top rate)	£127.82
Maintenance Worker C (starting rate)	£ 81.74
" " " (top rate)	£ 91.22

Annual holiday entitlement has been increased to 20 days (4 weeks) after 1 year's service, rising to 23 days after 5 years' service.

The agreement also provides for a working party to be set up to recommend means by which a reduced working week can be introduced.

x) see page 11 of last issue of the Newsletter for details of earlier industrial action in support of pay claim

British Caledonian agreement introduces index-linked pay

An agreement between British Caledonian Airways and the civil aviation trade unions, effective for two years from January 1980, provides for an immediate increase of 15% in rates of pay and 2 or 3 days additional annual holiday according to category. The agreement also provides for a 4% increase in pay for each 4% increase in the Retail Price Index over the period, with the proviso that if the index does not increase by 10% by the end of 1980 there will nevertheless be a 10% increase from January 1981. The agreement covers some 4,500 employees - all the company's workforce except managers and overseas staff.

Settlements for some dockers

Dock workers in the port of Bristol have reached agreement on a 15½% increase in basic rates of pay, effective from 1 January 1980. Teesside dockers had earlier settled for 17% over 13 months.

In separate negotiations between the trade unions and employers, the national minimum weekly rate was increased from 47.50 to £55, backdated to 24 September 1979.

Meanwhile, there have been strikes in the port of London as a result of dockers employed there turning down the employers' 12% offer.

New pay deal for municipal busmen

A new pay deal giving time-and-a-half for Saturday working and four weeks' annual leave, as well as improvements in basic rates and shift allowances, has been negotiated by the ITF-affiliated British Transport and General Workers' Union on behalf of municipal busmen. The improved weekly basic rates plus shift allowance are as follows: drivers - £58.50; conductors - £57.37; one-man operators (double deck buses) - £73.13; one-man operators (single deckers) - £70.20.

SWEDEN

=====

Interim pay increases for ratings

Under an agreement of 1 November 1979 between the ITF-affiliated Swedish Seamen's Union and the Swedish Shipowners' Association, ratings have received interim pay increases to cover the period before general negotiations between the seafarers' unions and the shipowners are concluded. The agreement provides for lump-sum payments for those in service at 31 October 1979 of Kr.240 for seamen paid prior to 1 October and Kr. 120 for those paid between 1 and 16 October as well as for additional monthly payments of Kr. 170 for both November and December 1979.

SWITZERLAND

=====

Improvements for Swiss seafarers

The ITF-affiliated Swiss Transport and Commercial Workers' Union (VHTL) has agreed with the Swiss Shipping Federation a number of improvements in the pay and conditions of the country's seafarers. Basic rates, seniority pay and overtime rates have all been increased by five per cent; the subsistence allowance rises from 15 to 19 Swiss francs per day; and, effective 1 January 1980, the annual leave entitlement goes up by 4½ days and by a further 4½ days from the beginning of 1981. Other improvements include: a rise in compensation for time off,

leave days and sickness; the reimbursement by the shipowner of extra costs incurred in port as a result of sailing delays; and additional payment for the performance of loading duties by deck and engineroom personnel.

UNITED STATES

=====

New pay scales for NMU ratings

Newpay rates, effective 16 December 1979, have come into operation for ratings belonging to the ITF-affiliated National Maritime Union of America on dry cargo vessels and tankers. Sample new rates, inclusive of cost-of-living allowance, are as follows:

<u>Category</u>	<u>Dry Cargo Vessels</u>	<u>Tankers</u>
<u>Deck Department</u>		
bosun ^{x)}	\$ 1,403.97	\$ 1,354.91
carpenter ^{xx)}	1,267.26	1,250.55
AB	966.83	978.19
OS	754.78	775.30
<u>Engine Department</u>		
Electrician	1,494.90	1,495.42
Oiler	966.83	978.19
Wiper	897.97	898.00
<u>Stewards Department</u>		
Chief Steward ^{x)}	1,403.97	1,360.35
Chief Cook	1,129.03	1,175.24
Messman	749.47	749.45

Comparative rates on mechanized and semi-mechanized vessels are:

Deck department: bosun (10,000 grt and above): \$ 1,544.37; carpenter (10,000 grt and above): \$1,393.99; AB: \$1,063.51; OS: \$830.26. Engine Department: electrician: \$1,644.39; oiler: \$1,063.51; wiper: \$987.77. Stewards Department: Chief Steward (10,000 grt and above): \$1,544.37; Chief Cook: \$1,241.93; Messman: \$824.42.

x) 10,000 grt and above (dry cargo vessels), 25,500 dwt and above (tankers)

xx) 10,000 grt and above (dry cargo vessels)

SPECIAL ANNOUNCEMENT

=====

The International Department of the ITF-affiliated General Workers' Union of Malta will be publishing with effect from next month a new bi-monthly English language magazine called Labour Post. This replaces the previous newsletter "GWU Information Service". The union is anxious that the new publication should have as wide a circulation as possible and for this reason is urging all affiliated unions who would be interested in receiving it free of charge to contact the GWU. Communications should be addressed to:

Carmel S. Consiglio, International Secretary,
General Workers' Union,
Workers' Memorial Building,
South Street,
Valletta,
Malta.

NEWS IN BRIEF

Taxi drivers in Paris staged a two-day strike over the week-end of 19-20 January in protest against the authorities' refusal to grant a 15% increase in fares; only a 10% increase had been authorised. According to the inter-union committee, a taxi driver needed to make 1,182 journeys in 1968 to buy a Peugeot 504, while he now needs to make 2,000 journeys.

Great Britain : Shell tanker drivers have now accepted a pay offer similar to the one made to Texaco, Esso and BP drivers, which was reported in the last issue of the Newsletter (page 9).

A series of strikes during February by Portuguese air traffic controllers has caused severe disruption to airline services. The air traffic controllers are trying to secure immediate payment of some £12,000 back pay under a retroactive award, as well as reductions in the age of retirement to 50 and in the working week from 35 to 32 hours.

Fishermen in the Portuguese coastal trawler fleet struck in the first half of February in support of claims for an increase in monthly pay of 2,100 Escudos (approx. £20), fixed holiday and Christmas bonuses and an increase in the stand-by rate of pay.

Strong protests were made against the action of the Spanish Government which by-passed the Cortes in issuing a decree ordering railwaymen to maintain essential railway services. The 72,000 RENFE workers called a series of strikes in February in support of a claim for a 16%

increase in pay. The UGT said the Government's action was militarisation under another guise, reminiscent of Francoism. ITF General Secretary Harold Lewis also cabled a protest to the Government calling upon it to rescind the decree and allow settlements to be reached through collective bargaining.

PERSONALIA

Wilfried Schneider has resigned from his post as head of the International Department of the German Transport and Public Service Workers' Union (OeTV) on being appointed Social Attaché for the German Federal Republic in Spain.

FORTHCOMING MEETINGS

=====

Asian Seafarers' Conference	- Hong Kong, 6-8 March 1980
Executive Board	- London, 18-19 March 1980
ATLAS/KSSU Group	- Berlin, 15-16 April 1980
Flight Deck Technical Committee	- Paris, 24-25 April 1980
Standing Committee on Cruise Ships	- Rome, 28-29 April 1980
Fair Practices Committee	- London, 22-23 May 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.

---ooo0ooo---

Cape Town dockers' fight for decent living and working conditions

The South African apartheid system makes life very difficult for the Cape Town dockers and the Western Province General Workers' Union^{x)} which despite all the odds has now managed to organize 450 of the 600-strong labour force working at the quayside.

Home for the vast majority of the dockers, who are mostly Blacks with some Coloureds, is a company compound four miles from the docks where conditions are primitive when compared with the comfortable houses inhabited by the white community of what is by any standards an extremely affluent society. Four to six persons share a spartan room with very basic cooking facilities, for which they have to pay rent out of their meagre wages. Workers have to produce their company identity card before being permitted to enter the complex. Union officials seeking access to their members are faced with a high barbed wire fence, the only access being through a single gateway where guards are permanently on duty. Visitors have to show their "passes" (national identity booklets) and have to name the worker they wish to visit and the purpose of the visit. No outsider is allowed in after 8 p.m. So, talking to your members becomes a matter of subterfuge.

At work, the dockers are subject to much the same harsh treatment. They are classed as casual labour and subject to the exploitation which has traditionally been the lot of those who do not enjoy established status. They may be interchanged between the companies operating in the Table Bay docks and yet still remain subject to 24 hours' notice. They must sign on for work on five days each week in order to pick up the princely guaranteed wage of Rand 32 (approx £ 15) which is paid for three or less days' work. An additional 10 Rand per day is paid for the remaining two days, but if no work is available there is no pay, not even a travelling allowance for the journey to and from the docks. The previous attendance money of Rand 6 per day was withdrawn some time ago by all but one company, which now makes a daily token payment of R1. Not surprisingly, one of the union's key objectives at the present time is to secure the introduction of fall-back pay.

Only one of the three stevedoring companies operating in the docks, SASCO, is wholly South African-owned. The other two: Rennies (Jardine-Mathieson) and Grindrod-Cotts (Mitchell-Cotts) both have strong British connections.

x) see Newsletter No. 12 of 1979, page 137

As the docks are crucial to both the local and national economy, South African dockers have always been subject to constraints imposed by both governments and employers that have not necessarily applied to other groups of workers. It is thus to the great credit of the Western Province GWU that it has been able to overcome the many obstacles placed in its way and has achieved a pre-eminence which has forced the employers to grant it de facto recognition as the workers' representative.

But the battle is not over yet and we hope to be able to return to this subject at a later date. The Cape Town dockers have a long history of militancy and with strong union support something they have been lacking for the past fifty years, we expect to hear much more of their struggle to get a fair deal from their employers.
