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Supplement: ITF Asian Seafarer Affiliates propose
establishment of Regional Seafarers
Committee.

The submission, presented to the OECD Committee on International Investment and Multinational Enterprises at a consultation with TUAC unions held on 6 March in Paris, concerns the flight deck layout proposed for the Airbus A310 under jointly-agreed KSSU and ATLAS specifications. Made on behalf of flight engineer and pilot organizations within the groupings (with the support of Europilote, an IFALPA regional organization), it draws attention to the fact that the unions have been given no opportunity of having their views taken into account by the companies. This despite the fact that the cockpit has been designed for a two-man rather than a three-man crew, a move to which pilot and flight engineer organizations alike are strongly opposed.

The ITF/TUAC submission also requests the OECD Committee to invite KSSU and ATLAS representatives to express their views on matters dealt with in this and previous submissions.

These questions will first be raised within the national contact points on the OECD Guidelines which have been established, or are in process of being established, in the countries of the OECD area. The ITF has requested all its affiliates in KSSU/ATLAS airlines to follow this up in their respective countries.

At the same consultation, notice was also given to the Committee that it might be necessary at a later stage to raise a case concerning Tjaereborg Travel and its establishment of a Swiss company of convenience to avoid Danish trade union organization of its travel guide personnel (see Newsletter No. 10, 1979, page 107). In the meantime, the question has been taken up with the Danish Government via the Danish national contact point. This is, in fact, a joint case involving both the ITF and the Danish national centre LO.

The ITF was represented at the consultation by Capt. Max Venet (French Airline Pilots' Association), Wim Buying (KLM Flight Engineers' Association) and Ken Golding, ITF Secretariat.

GREAT BRITAIN
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ITF Executive Board calls for redoubled efforts in support of British steelworkers

At the time of writing, the strike of steelworkers employed by the British Steel Corporation, now almost three months old, was still continuing. The call by the ITF and the International Metalworkers' Federation for a cessation of steel exports to Britain for the duration of the strike met with a good response

from many ITF affiliates, but steel is still finding its way to Britain, making it harder for the striking unions to give their action the maximum impact. Accordingly, the ITF Executive Board, at its meeting on 18 and 19 March, unanimously adopted a resolution calling upon affiliates "to redouble their efforts to prevent all movements of steel to Great Britain". The resolution specifically asked that all movements of steel destined for Britain by road or rail should be stopped and that none should be loaded on ships bound for Great Britain.

The British trade union movement is deeply concerned that a defeat for the steelworkers' unions could have very grave repercussions in view of the anti-union stance of the present British government.

TUNISIA
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ITF Executive Board member Abderrazak Ayoub is released on parole

The ITF is very pleased to be able to announce that Abderrazak Ayoub, Assistant General Secretary of the Tunisian Railwaymen's Federation and a member of our Executive Board, was released from prison on parole on 19 March. It will be remembered that he was sentenced to a prison term of five years with hard labour in October 1978 for his part in the general strike on 26 January of that year.

This development undoubtedly owes much to the international pressure exerted on his behalf by ITF affiliates, to whom General Secretary Harold Lewis has already conveyed our deep appreciation, in Ayoub's name.

TRANSPORT

NORWAY
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New regulations on transport of dangerous goods by road come into force

On 1 April, new regulations governing the transport by road of dangerous cargoes come into operation in Norway. These are in line with the regulations laid down in the European agreement on the international transport by road of dangerous cargoes (the ADK Convention) and will apply to the transport of such cargoes as are covered by the Convention within Norway itself. Under the new regulations, the consignor will be required to properly pack and label all dangerous consignments and to inform the consignee

that the goods are about to be despatched, as well as to record details of the load on a separate freight document. In the case of certain cargoes, he will also have to inform the road traffic department in advance. Owners will be responsible for ensuring that their drivers receive the necessary training to enable them to handle dangerous cargoes safely and drivers will be obliged to report all accidents immediately to the local police. Following such an accident, the vehicle owner will have to submit a written report to the road traffic department. Vehicles used to transport dangerous cargoes will require special authorization. The regulations also extend to road tankers, which will be inspected annually, and new requirements relating to the construction of the tanks themselves have also been introduced.

UNITED STATES

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FAA acts to combat ozone sickness

The US Federal Aviation Administration has issued rules requiring airlines to reduce the ozone entering aircraft, following an increasing number of complaints of shortness of breath, coughing and chest pains reported by both passengers and crew members on flights in the ozone layer between 40,000 and 50,000 feet.

TRADE UNIONS

EUROPE

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European Trade Union Institute produces report on basic trade union rights within enterprises

The European Trade Union Institute in Brussels - the research, information and education branch of the European Trade Union Confederation - last month published a comparative report on basic trade union rights within enterprises in fifteen countries in Western Europe. The report, in one of its principal conclusions, suggests that employees should be consulted much earlier than at present on decisions affecting investment, rationalisation, recruitment, training etc. so that ideas still in the formative stage may be influenced by trade union thinking. The greater degree of enterprise-level bargaining existing in several European countries represented in the survey was considered by the Institute as indicative of one approach which, if organized in a flexible and decentralized manner, might prove a practical and relatively effective way of defusing potentially

explosive conflict situations as they arise. Workers' councils and other joint management-employee bodies come in for considerable criticism and the report advocates a review of the entire system, as indeed is already happening in a number of the countries investigated. With regard to the rights of shop stewards, the ETUI recommends the adoption of national legislation in line with ILO standards to make their task easier. As experiences in those countries which grant external experts - either by legislation or collective agreement - the right to participate in enterprise meetings have proved of positive benefit, the report concludes that this practice might usefully be extended to other countries in Western Europe. Trade union representation at board level has become increasingly widespread in the last decade, but practical facilities for trade unionists still need to be improved, ETUI believes, and companies should be more willing to disclose the "confidential" information workers must have to help them reach informed decisions. Indeed, the supply of all the relevant data by companies might well provide the key to more effective and meaningful participation in collective bargaining, works councils, board meetings and health and safety committees. The Institute report ends with a plea for increased cooperation among unions where a number of workers' organizations are represented within a given enterprise.

GREAT BRITAIN

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Seafaring unions oppose public expenditure cuts and Establishment Office closures

The ITF-affiliated Merchant Navy and Airline Officers' Union has written to the Department of Trade, protesting at the proposed axing of the ships' food inspection service, part of the Conservative government's extensive programme of public expenditure cuts. The union is alarmed at the possible dangers to seafarers' health if the random checks made by the Inspectorate were to end, as these inspections have, in the past, led to the rejection of considerable quantities of unsatisfactory food supplied to ships.

Elsewhere, the recession in the shipping industry has led the General Council for British Shipping to close a number of Merchant Navy Establishment Offices in various ports. The latest of these involves the busy Avonmouth office providing seafarers for the port of Bristol, which is extensively used by British ships. This move has prompted the National Union of Seamen (also affiliated) to protest at the lack of consultation over the closures and to ask the Council to spell out its long-term manpower policies.

SOUTH AFRICA
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ICFTU seminar investigate codes of conduct for companies
operating in South Africa

A seminar was held at the headquarters of the International Confederation of Free Trade Unions in Brussels last month for the purpose of examining and suggesting improvements to the various codes of conduct governing the investment activities of companies operating in South Africa. The seminar established that employers had failed to make more than token gestures in carefully selected areas and that an increasing number of companies were actively promoting the creation of in-company (or "responsible") unions as a means of undermining independent trade unions that had the support of the labour force. Companies generally were either not disclosing or deliberately overlooking vital information on the number of employees dismissed; the right of workers to join the union of their choice and to secure rights of access to the workplace for their representatives; and on the victimization of migrant workers for their trade union activities. To overcome this, national trade union centres were urged to persuade their respective governments to improve the codes in the key areas of reporting and sanctions. It was strongly urged that a common publishing date and a uniform format for reports be fixed for all EEC countries, with companies which failed to abide by the codes being pressed to improve conditions or pull out of South Africa.

SOCIAL AND INDUSTRIAL NEWS

CANADA
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Cabin attendants' dispute over crewing of Wardair refugee
flights

The ITF-affiliated Canadian Air Line Flight Attendants' Association is engaged in a bitter dispute with the charter company Wardair, which recently laid off twenty of its members and announced its intention to engage foreign nationals to crew its regular weekly charters flying refugees between the pick-up points in Bangkok and Singapore and the refugee centre in Japan. The company took this action because CALFAA had rightly refused to accept an inferior cost-saving agreement covering all conditions other than pay and applying solely to these flights. Wardair claims that its contract with the union does not extend to the refugee flights as they take place wholly outside Canadian territory; it has also refused to accept the findings of a federal conciliation officer, who was willing to mediate between the two

parties, as it holds the view that he had no jurisdiction in the case. Our affiliate, in its turn, has formally charged the company with an unfair labour practice under the national labour code and has pointed out that Air Canada and CP Air, which also operate refugee flights, have not found it necessary to enter into special agreements for their cabin crews. It is clear that the foreign C/A s Wardair plans to hire will not benefit from conditions comparable to those of CALFAA-organized crews, notably in respect of pay, fortnightly flights home and the 1 in 4 (one hour's pay for every four hours on the ground) provisions of the contract. The union has picketed the airlines ticket office in central Toronto and its ticket counter at Toronto International Airport to draw public attention to its grievance and has also sent protest cables to the Ministers of Labour, Transport and Immigration.

DENMARK

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Ships' engineers pay rises

Improved rates of pay, effective 1 March 1980, have been successfully negotiated by the ITF-affiliated Danish Engine Crew Union. The following new monthly rates (basic pay plus cost-of-living allowance) now apply: donkeyman and pumpman: 6,636.54 kr.; stoker and motorman: 6,301.54 kr. Overtime rates (per half-hour) on weekdays are 23.98 kr. for donkeymen and pumpmen and 22.77 kr. for stokers and motormen. The corresponding rates for overtime performed on Sundays and Public Holidays are 30.69 kr. and 29.14 kr. respectively.

The seniority bonus for motormen and higher grades and seniority pay for "company" employees remain unchanged, while the allowance for service on tankers has been improved and now goes from 401.32 kr per month to 474.77 kr. for donkeymen and from 357.77 kr. to 431.22 kr. for stokers and motormen.

FRANCE

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Flight engineers' dispute against Euralair on cockpit crew

The ITF-affiliated French Flight Engineers' Union (SNOMAC) was compelled to postpone a strike against French airlines, set for 12 March, after the proposed stoppage was declared illegal on the grounds that the charter company Euralair does not currently employ flight engineers on its Caravelle fleet, which is now being phased out. It was this airline's determination to operate its replacement fleet of 737 Boeings with a two-man flight deck

crew despite the total opposition of all French flying staff unions which lay at the centre of the dispute. SNOMAC immediately announced its intention to appeal against the court decision, which it views as a serious attack on its right of strike action.

Earlier, ITF aviation affiliates had promised their support, in pursuance of ITF policy on crew complement.

GERMANY
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New guidelines advocated to protect shift workers

In pursuance of a resolution adopted at its last Congress, the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has published a booklet setting out the measures which should be taken by employers and the Federal government to improve the conditions of shift workers and those working irregular hours. The booklet is divided into four sections, the first of which lists points for inclusion in future OeTV collective agreements for these categories, including a maximum 40-hour week; 12 days' annual leave extra for night shift workers; the introduction of a programme of health care, with provision for a medical checkup prior to the commencement of shift working and at regular intervals thereafter; and a guarantee that no loss of income will be suffered by workers assigned to other duties on becoming unfit for shift work. The second section incorporates the union's legislative demands, principally the outlawing of permanent night work and also of piece work; retirement at age 55 for shift workers; and adequate health and social provisions. In the third section, it is suggested that companies employing shift workers should endeavour, as far as possible, to grant continuous time off at weekends and in connection with public holidays and that they should ensure that facilities such as canteens and recreation rooms are open at times which enable them to be used by shift workers. A final section defines the various shift systems currently in operation in the Federal Republic.

The union recognizes that the measures it advocates all cost money but stresses the debt owed to OeTV members, most of whom are employed in jobs which involve them frequently being on duty during "unsocial hours".

Improved conditions for inland boatmen

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has recently negotiated a new agreement for inland boatmen. The following improvements have been obtained: introduction of the 5-day week; a lump-sum payment of 23 per cent of basic rate for overtime worked Mondays to Fridays; annual leave increased by 3 days (2 days in 1981, 1 day in 1982), bringing entitlement to 27 days; one half-day's free time for work performed before noon on Saturdays; the introduction of a 1:1 relieving system in continuous navigation by 1 January 1982 at the latest; and a uniform and lengthened period of notice for all crew members.

Similar improvements have also been won for the crews of passenger vessels on inland waterways.

GREAT BRITAIN

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New pay deal for road haulage drivers in nationalised sector

The ITF-affiliated British Transport and General Workers' Union has negotiated significant pay increases for drivers employed by member companies of the National Freight Corporation. The basic rate of top-grade drivers rises from £64 to £77 per week under the settlement. This represents a 20 per cent increase; other grades have received 18 per cent.

SWEDEN

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New agreement for dock workers

Following fifteen months of negotiations, a new agreement for the period 1 March 1978 to 31 October 1979 has been signed by the ITF-affiliated Swedish Transport Workers' Union on behalf of its members in the free ports of Stockholm, Gothenburg and Malmö. The agreement unfortunately expired some three and a half months before agreement could be reached on its provisions, but nonetheless provides for increases of 9.7 per cent on basic rates (equivalent to approx. 485 kr more each month), including a cost-of-living adjustment for 1977.

UNITED STATES

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First pay pact for mechanics with Republic Airlines

The ITF-affiliated International Association of Machinists and Aerospace Workers has negotiated its first pay pact for 1,300 mechanics and related workers employed by Republic Airlines. The three-year contract raises mechanics pay

from \$10.46 to \$14 an hour and also provides for a cost-of-living adjustment of 40 cents. Other benefits include: a licence premium of 90 cents; medical insurance cover of \$300,000 and company-paid life insurance cover of \$50,000; staged improvements to pension benefits designed to give retiring mechanics \$27 per month for each year of service by the end of the contract. For the first time in the industry, all employees not regularly scheduled Saturdays or Sundays as days off will receive premium pay of 10 cents per hour for all hours worked and this will be considered as part of the basic for the purpose of calculating other allowances and entitlements.

Republic Airlines, which was formed by a merger of North Central Airlines and Southern Airways, began operating on 1 July 1979. North Central employees had been represented by the IAM for many years, while workers on Southern had no collective contract.

Flight attendants ratify Eastern Airlines pact

A new three-year contract has been negotiated by the ITF-affiliated Transport Workers' Union of America for 5,500 flight attendants with Eastern Airlines. This provides for the following pay rises: 6 per cent backdated to April 1979 and 2.5 per cent from October 1979; 4 per cent in both May and December 1980; 5 per cent in July 1981, followed by a final increase of 6 per cent in January 1982. Cost of-living adjustments up to a maximum of \$20 per month will be made at the beginning of 1981 and 1982, on the basis of \$1 per month for each .03% rise in the retail price index. Other improvements include: increase in over-water pay from \$1.05 to \$1.50 per hour; away-from-base expense allowance raised by 35 cents to \$1.25 per hour; the introduction of a new pay step for flight attendants with 13 years' service, under which approximately one-quarter of the workforce is expected to benefit immediately; and the return of employee contributions made to the pension plan prior to 1977, when the plan became non-contributory, together with an increase in monthly benefits paid under the plan.

The new agreement has already been ratified by the membership.

SPECIAL ANNOUNCEMENT

A study entitled Seafarers' Health: a Review of Medical and Training Facilities in the United Kingdom and Other Countries has been produced by the ITF-affiliated British Merchant Navy

and Airline Officers' Association and may be obtained from the union, at the following address:

750-760 High Road
Leytonstone
London E11 3BB

The price is £4.50, inclusive of postage and packing.

ERRATUM

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We regret that we erroneously stated in the last issue of the Newsletter (page 18) that the first meeting of the Caribbean Maritime Council was to be held in Guyana. The meeting will in fact take place in St. Lucia. We apologize to our Caribbean affiliates for this mistake.

NEWS IN BRIEF

Dockers belonging to four unions representing over 12,000 workers, including administrative personnel, in the Brazilian port of Santos came out on strike on 17 March to press their demands for higher pay. The men voted to return to work on 22 March after accepting the employers' improved pay offer of an extra 2,552 cruzeiros per month.

Workers in the Faroe Islands staged a 24-hour strike on 5 March in protest at government proposals to reduce the value of the automatic cost-of-living adjustments currently made to salaries. The strike was supported by all the trade unions in the islands.

The ITF-affiliated British National Union of Railwaymen has called its members on the London Tube network out on a 24-hour strike on Saturday 29 March to register its disquiet at the growing number of violent incidents on the London Underground and the lack of effective measures to protect London Transport staff. Last year, there were 291 assaults on Tube workers.

Busmen in Jakarta, Indonesia, who went on strike recently, were informed that their action, as public service employees, was illegal and that they should take up their pay grievance with the management. The men are seeking the right to fourteen monthly salary payments each year in line with civil service pay.

Pilots with GARUDA Indonesian Airways staged a lightning strike on 29 January, when they held meetings with government representatives aimed at settling the dispute, which arose because of the discharge or early retirement of four of their number. The pilots have also been dissatisfied with their pay and conditions of service for some months now.

Italian air traffic controllers are currently working to rule in support of a long-standing campaign for civilian status.

The government of Liberia is proposing to raise the tax on ships registered under its flag of convenience. The present tax of 10 cents U.S. per gross registered ton per year has not been increased since it was first fixed in 1949. Liberia's current earnings from the tax are some \$15 million per year.

The staff of Eurocontrol (the European air traffic control centre) at Beek near Maastricht in the Netherlands staged a half-day strike earlier this month in protest at the Dutch government's refusal to relinquish control of air traffic movements over its territory. This move is likely to cost Eurocontrol 400 jobs as other European countries are now expected to withdraw their previous agreement to the hand-over of air traffic control to the centre.

Technical personnel with the Portuguese national railways cancelled a strike scheduled for 12 March after reaching a satisfactory settlement with the management. Engine drivers have staged two 48-hour stoppages this month in support of their demands for improvements in their working conditions.

The African Transport Workers' Union, which organizes drivers in the Rand and Free State Goldfields, has become the first black union to be granted full recognition by the South African government.

OBITUARIES

Former ITF Executive Board members Yonah Yagol died at the beginning of February. Brother Yagol represented Israel on the Board from November 1967 until May 1972, when he took up the appointment of Histadrut's European Representative.

Alfred Braunthal, former Assistant General Secretary of the International Confederation of Free Trade Unions, died on 4 February, aged 84. When the ICFTU was founded Braunthal became first head of the Economic and Social Department, a post which he held until his retirement in 1968. He was elected AGS at the 7th World Congress, Berlin 1962.

PERSONALIA

Frank Drozak, while remaining executive vice-president of the Seafarers' International Union of North America, has assumed the presidential responsibilities of Paul Hall, who remains gravely ill in a New York hospital. The AFL-CIO Maritime Trade Department has elected Drozak as its new President in succession to Hall, after consultation with SIUNA and Hall's family.

Fernando Giorgi has decided to retire, for health reasons, from his post as National Secretary and head of the Foreign Flags Section of the Italian Seamen's Union, after serving with the union for the past thirty-five years. Brother Giorgi was an active member of both the ITF Fair Practices Committee and the Committee of the Seafarers' Section, and also acted as the ITF's Ship Inspector in the port of Genoa. We extend our best wishes to Brother Giorgi in his retirement.

Øystein Ringvold, Assistant Treasurer of the Norwegian Seamen's Union and the ITF's Ship Inspector in Norway, has been appointed Vice-President of the National Seamen's Welfare Service.

Ole Tennfjord, general secretary of the Norwegian Navigating Officers' Association, retires at the end of April. He will be succeeded by Bjørn Sivertsen. The union's recent national conference elected Arne Michalsen as president and Egil Aukan as vice-president. Brother Tennfjord currently represents Norway on the Committee of the ITF Seafarers Section.

FORTHCOMING MEETINGS
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ATLAS/KSSU Group	- Berlin, 15-16 April 1980
Flight Deck Technical Committee	- Paris, 24-25 April 1980
Ad Hoc Working Group on Catering Concessionaire Crews in 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.

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ITF ASIAN SEAFARER AFFILIATES PROPOSE ESTABLISHMENT OF
REGIONAL SEAFARERS COMMITTEE

An Asian Seafarers' Conference was held under ITF auspices in Hong Kong on 6, 7 and 8 March this year. A total of 36 representatives from 23 seafarer unions in Australia, Hong Kong, India, Indonesia, Japan, Kiribati, Korea, New Zealand, Pakistan, Philippines, Singapore and Taiwan attended the Conference as did the Co-Chairmen of the ITF Fair Practices Committee, C.H. Fitzgibbon (Australia) and K. Mols Sørensen (Denmark), together with Y Murakami (Japan), Member of the ITF Executive Board, D. U'ren (ITF Asian Representative) and E. Masuda (ITF Japanese Office). The ITF Secretariat was represented by H. Lewis, General Secretary, and A. Selander, Assistant General Secretary. An observer from the Hong Kong Labour Department was also in attendance.

The Conference provided an excellent opportunity for a full and frank discussion of the problems of Asian seafarers serving in flag-of-convenience ships and other foreign flag ships which had become more accentuated as a result of the decline in certain sectors of the shipping industry. The Conference was successful in uniting the aspirations of the ITF's Asian seafarer affiliates into common goals for the achievement of better standards for their respective members and it was generally felt that, in particular, the methods of recruiting seafarers from the region left a lot to be desired. Also better man-power planning was a must if security of employment of Asian seafarers was to be achieved.

At the end of their deliberations the Asian seafarer unions, having ascertained that there was a need to review ITF policy on flag and crew-of-convenience operations, adopted a resolution in which they recommended that the ITF should establish a regional committee for Asian seafarers for the purpose of investigating, among other things, an Asian minimum rate for recommendation to the ITF Fair Practices Committee. The resolution also asked that the suspension of the National Union of Seafarers (Bombay) be lifted^{x)} and that the ITF should give favourable consideration to applications for affiliation from certain seafarer unions in the Asian region. In another resolution the Conference noted with concern reports of atrocities on members of the National Union of Seamen of India, Calcutta, by the political party in power in the state of West Bengal and urged the Government of India to ensure that legitimate trade union activities are not subjected to political violence.

^{x)} At its meeting in London on 18 and 19 March the ITF Executive Board agreed to re-instate the National Union of Seafarers, Bombay.