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IN THIS ISSUE

Page

News and Views from the ITF

KSSU and ATLAS affiliates meet in Berlin	43
Time for second thoughts? (Liberian flag)	44
British steel strike ends	44

Transport

Air France Airbuses will have 3-man cockpit crew	45
--	----

Social and Industrial News

Sterling pilots and flight engineers strike (Denmark)	45
Finnish seafarers win higher pay, shorter hours	45
Record pay increases for Finnish drivers	46
New salary agreement signed for French railwaymen	46
Successful end to long Paris Métro cleaners' strike	47
Improved pay offer for German rail and public service workers	47
Talks on German deep-sea fishing agreement break down	48
Improved pay and allowances for Pan Am staff	48
20% wage and salary increase for British railmen	49
New agreements for Greek seafarers	49
National industrial dispute paralyzes life in Sweden	49
New York hit by total public transport strike	50

<u>News in Brief</u>	50
----------------------	----

<u>Personalia</u>	52
-------------------	----

<u>Forthcoming meetings</u>	53
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NOTICE TO OUR READERS

Due to the pressure of work in connection with preparations for the forthcoming ITF Congress, it has been found necessary to curtail ITF publications somewhat during the pre-Congress period. The present Newsletter is therefore a combined issue covering the months of April and May. The next-following issue will also be a double one covering June and July. We apologize for this but trust that readers will have understanding for the reasons.

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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KSSU and ATLAS affiliates meet in Berlin

An extremely successful and well-attended meeting of ITF-affiliated civil aviation unions representing employees of member-companies of the two European airline groupings KSSU (KLM, SAS, Swissair and UTA) and ATLAS (Air France, Lufthansa, Alitalia, Sabena and Iberia) was held in West Berlin on 15 and 16 April. The meeting took place at the Berlin-Wannsee Training Centre of the host-organization, the ITF-affiliated German Transport and Public Service Workers' Union (OeTV). Siegfried Merten, Vice-President of the OeTV and a member of the ITF Executive Board, officially welcomed delegates on behalf of his union.

Hans-Bernhard Beyertt of the OeTV's Civil Aviation Workers' Section acted as Chairman of the meeting. Affiliates from Belgium, Denmark, France, Germany, Holland, Italy, Norway, Spain, Sweden and Switzerland were represented.

The meeting had a very full agenda, including reports and discussion on developments within the KSSU and ATLAS groups themselves; work on civil aviation matters within the EEC; and on recent developments in the ITF's case at the OECD concerning the lack of consultation with unions on the part of the airline groupings.

It also discussed the formulation of a minimum programme for the harmonization of working conditions within the airline groupings, to be based on the results of a survey now being carried out, and agreed that the initial work on this should be undertaken by the KSSU/ATLAS working group. In addition, the meeting discussed and received nominations for the future composition of the ITF KSSU and ATLAS group committees.

One of the highlights of the meeting was the formal signing of an ITF agreement on mutual information, assistance and support, and the submission of jointly-agreed demands, by all ITF-affiliated unions in the KSSU group.

It was further agreed that any clarifications, amendments or explanations of the text which may prove necessary during the currency of the agreement in the light of practical experience of its working should be attached to the Agreement in the form of a commentary Annex.

It is expected, on the basis of the discussions which took place in Berlin, that an agreement on the same lines will be signed by ATLAS affiliates in the near future.

The ITF would like to express its thanks to the host-organization for the excellent arrangements made for the meeting, which greatly contributed to its success.

Time for second thoughts?

The ITF has recently received the text of an address given by flag-of-convenience owner Erling Naess at the Conference on African Trade and Shipping held earlier this year in Monrovia. As was only to be expected, this was in the main a long hymn of praise to the benefits (for shipowners) of registration under the Liberian flag. One passage in particular, however, caught our eye and we reproduce it below as representing the (presumably) considered view of a very prominent flag-of-convenience operator:

"One factor of major importance is political stability. Not all the developing countries have the political stability of Liberia. The shipowners and their financing institutions will think twice before they enter their ships on the register of a developing country which has shown political instability".

GREAT BRITAIN
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British steel strike ends

The strike against the British Steel Corporation ended on 2 April when the unions and management agreed to accept a mediator's proposal that wages be increased by 15.5%, a significant advance on BSC's original inadequate offer which prompted the strike at the beginning of the year^{x)}.

On behalf of the British unions involved, ITF General Secretary Harold Lewis has offered sincere thanks to all those affiliates who responded to the Federation's call for international solidarity action in support of the striking steelmen.

x) see ITF Newsletter No. 1, page 2 and No. 3, page 29

TRANSPORT

FRANCE

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Air France Airbuses will have a three-man cockpit crew

European pilots and flight engineers have won their first victory in a campaign to persuade European airlines to retain a three-man flight deck crew on the new Airbus 310 - Air France has opted for a three-man cockpit on its new Airbus fleet^{x)}.

x) see ITF Newsletter No. 7/8, 1979, page 82

SOCIAL AND INDUSTRIAL NEWS

DENMARK

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Sterling pilots and flight engineers strike for higher allowances

Co-pilots and flight engineers employed by the Danish air charter company, Sterling Airways, went back to work on 5 May after having been on strike since 2 May in support of a claim for higher daily allowances during flight duty. They are asking that their present allowances of Kr. 240 a day be raised to the kr. 275 paid to Sterling captains.

Their trade union organization, the ITF-affiliated Danish Salaried Staffs' Union (Dansk Funktionærforbund), has now begun talks on the claim with Sterling management, which initially refused to negotiate on it. Sterling Airways is a wholly-owned subsidiary of Tjaereborg Travel.

FINLAND

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Finnish seafarers win higher pay, shorter hours

Merchant marine ratings in Finland reached a satisfactory settlement of their claims on 30 April after having been on strike for a little over a month. Their strike was preceded

by industrial action on the part of State ice-breaker crews. The strikes basically concerned the question of pay parity with shore-workers and seafarers internationally, as well as the staged introduction of a shorter working week.

On 10 April, the ratings were also joined by the officers, who were seeking substantially higher rates of pay, more in line with those in other Nordic countries, which were between 40 and 60% above those on Finnish vessels.

Details of the officers' settlement are not yet available to us, but in the case of ratings, pay goes up on average by 12% from 1 May, with increases of 10% in allowances and benefits in kind. As from 1 October 1980, rates will again go up by an average of 4%, plus a further 1.5% with effect from 1 March 1981.

Working hours are reduced from 40 to 39 per week as from 1 May, and to 38 hours on 1 October 1981.

The Finnish Seamen's Union has asked us to thank other ITF affiliates which gave support to seamen on strike in ports throughout the world.

Record pay increases for bus and road haulage drivers

Thanks to a twenty per cent increase in membership - following an intensive recruitment campaign - and a more positive attitude on the part of management following a strike threat, the ITF-affiliated Finnish Transport Workers' Union has succeeded in negotiating record increases for 20,000 bus and haulage drivers. In addition to the general increases currently being awarded to Finnish workers (i.e. 90 penni per hour, with a 3 per cent increase in November), hourly rates will rise by between 1.60 and 2.03 Markka from April, by a further 70-74 penni on 1 November and by 30-32 penni on 1 January 1981, giving a total increase of 444.60 - 528.39 Markka per month over the next nine months.

The union is well pleased by the outcome as this is the first time for many years that a pay agreement could be concluded without resort to mediation.

FRANCE
=====

New salary agreement signed for French railwaymen

Following extremely difficult negotiations due to the present economic climate, five French railwaymen's unions -- including those affiliated with the ITF -- have succeeded in obtaining a satisfactory wage and salary agreement for 1980.

It provides for the maintenance of real purchasing power throughout the year, regardless of rises in the cost of living (as a result, between January and April, rates have been increased by 4.25%), plus an increase in real wages for all categories. The latter comes from a lump-sum payment of Frs. 300, the first half of which falls due in June, together with a rise of 0.6% in basic rates as from 1 December 1980.

Pensions also go up by 0.85% on 1 December and by 2.85% for train staff who have been in operating service for 23 years. Some staff categories will also benefit from improved career prospects.

Successful end to long strike by Paris Métro cleaners

Agreement was reached on 30 April on increases for Paris Métro cleaners who by then had been on strike for a month and a half. The successful conclusion to the action was negotiated by the ITF-affiliated French Transport Workers' Federation (FGTE/CFDT) and will increase the monthly minimum rates of the cleaners to Frs. 2800 (in April 1980 monetary value) in staged rises by 1 July 1982. Before the strike, the minimum rate was only Frs. 2,350.

The Métro cleaners represent a particularly under-privileged group and are made up overwhelmingly of immigrant workers. They are employed not by the Paris public transport administration RATP, but by concessionary companies, and one of the major complaints by our affiliate -- in addition to low pay -- was the fact that the cleaners were unable to enjoy any of the usual facilities available to Métro workers, such as wash-rooms, canteens, etc. The strike itself was complicated by the fact that there was a great deal of buck-passing on the employers' side between the concessionnaires, the RATP and the Minister of Transport. At the conclusion of the dispute a leading French newspaper Le Monde bitterly criticized this attitude, referring to "a greedy and egotistical society which is not prepared to give just remuneration for the work of immigrants which it uses as maids of all work".

At the FGTE/CFDT Congress held from 5 to 9 May in Loctudy (Britanny), the ITF representative Ken Golding, in his fraternal address, paid a warm tribute to this successful union action, and referred to FGTE campaigns on behalf of similarly under-privileged workers.

GERMANY

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Improved pay offer for railwaymen and public service workers

In the fourth round of contract negotiations, the German Railwaymen's Union and the Transport and Public Service Workers' Union (both ITF affiliates) have succeeded in achieving an improved offer for their memberships. Under the new pay agree-

ment, incomes are improved by 6.3%, with all workers who receive less than 110 DM per month being made an additional single payment equivalent to twelve times the difference between the actual increase and 110 DM. New entrants will receive an additional 13 DM each month for the next twelve months, and this sum will also be applied to the salaries of workers who will still be drawing less than 1,900 DM per month, taking account of the 1980 pay increase.

All groups have been awarded an extra two days on their respective leave entitlements.

Talks on new deep-sea fishing agreement break down

Towards the end of April, the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) announced the breakdown of negotiations on behalf of their members in deep-sea fishing.

The negotiations came after long-term efforts by the union to achieve a humanization of conditions in the industry, in particular by reducing working hours. During negotiations on the general agreement for the industry in 1977/8, the union had called for two main improvements. On catcher factory ships it wanted a system which alternated six hours' work and six hours' rest, whilst on fresh fish vessels with shorter but more intensive catch periods, it was pressing for a twelve-hour work period followed by six hours' consecutive rest. A trial period of two years was agreed between the parties, which expired at the end of last year.

When negotiations on a permanent regulation of working time were resumed, an agreement satisfactory to the OeTV was reached in principle, but this was then rejected by the owners. On factory ships during peak catch periods they are demanding an increase in working hours from 12 to 14½ and in the case of departures from the normal watch system on fresh fish vessels a regular working period of 16 hours per day with only six hours' rest. At the same time, they took 16 ships out of service and laid off some 800 fishermen.

OeTV spokesman Siegfried Merten (a member of the ITF Executive Board) said that industrial action could not be ruled out if the owners did not change their tune very quickly.

Improved pay and allowances for Pan Am ground and flying staff

A 6.9% salary increase for both ground and flying staff employed by Pan American Airways in the Federal Republic has been negotiated by the ITF-affiliated German Transport and Public Service Workers' Union (OeTV). Holiday pay is raised to DM 600. Other allowances have been increased as follows: Sunday working - 39.83 DM; Public Holidays - 46.45 DM; night work - 33.22 DM; shift work 8.33 DM or 16.76 DM, as applicable; overtime - 45.17 DM; senior stewardess - 4.80 DM.

GREAT BRITAIN

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20% wage and salary increase for British railmen

The three British railwaymen's unions (ASLEF, NUR and TSSA -- all ITF-affiliated) have negotiated a 20% pay increase for their members. The new pay rates take effect from 5 May. In earlier talks, a settlement was reached on the same amount but in two stages: 16% from 21 April and 4 per cent from 4 June. This was, however, rejected by the Executive of the NUR, and fresh discussions then took place.

GREECE

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New agreements for crews on cruise, coastal and Mediterranean cargo vessels

New collective agreements for the crews of Greek cruise, coastal and Mediterranean cargo vessels have been concluded by the ITF-affiliated Pan-Hellenic Seamen's Federation (PNO). The first two contracts are for twelve months from the beginning of 1980, while the remaining contract runs for 13 months from 1 December 1979. Increases of 20%, 15% and 20% respectively have been won for the three groups, with crews in the coastal trade being awarded an additional increase of Drs 2,000 (25% on the basic rate in the case of the Mediterranean cargo fleet) in return for agreement to reductions in manning levels. The 40-hour week comes into force for all seafarers on 1 September 1980 and common to the three contracts are longer annual leave entitlements and improvements in uniform and victualling allowances. The bonus for Sunday working has been raised (to 17 per cent in the cruise and coastal fleets, 16 per cent in the Mediterranean cargo fleet), as has the special duty bonus (now 15% on coastal, 20 per cent on cruise ships).

SWEDEN

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National industrial dispute paralyzes life in Sweden

A major shutdown of Swedish industry -- described as the worst since the general strike in 1909 -- began on 2 May when the Swedish Employers' Confederation locked out three-quarters of a million workers, following the failure of negotiations on a new national wages agreement. At the same time, the Swedish national centre LO called out 100,000 of its key members in retaliation for the lock-out move. Earlier, on April 25, workers in the public sector had been affected by the dispute.

During the shutdown, which lasted until 12 May, airline and ferry services, public transport and cargo traffic came to a halt. On 9 May, members of the ITF-affiliated Transport Workers' Union also stopped deliveries of oil and petrol.

A settlement was reached under governmental auspices during the late evening of 11 May, although the employers held out until the last possible moment. The agreement reached provides an increase of 6.8%, as against the employers' original offer of 0.5%. In the public sector an increase of 7.3% was negotiated.

UNITED STATES

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New York hit by total public transport strike

For the first time in its history, all public transport in New York came to a standstill on 1 April when 33,000 bus and subway workers, who had come out in support of their contract demands, were joined by railmen on the Long Island commuter service. The railway workers returned two days later as a goodwill gesture to Easter holiday-makers but warned that their action would be repeated if pay talks were not resumed. They later reached a tentative agreement with the Metropolitan Transit Authority (MTA) on a three-year contract providing for increases totalling 24%.

The two unions organizing bus and subway workers, the ITF-affiliated Transport Workers' Union, and the Amalgamated Transit Union, instructed their members to return to work on 12 April after being offered a new contract which would provide increases of around 20% during its two-year currency. The contract proposal is being submitted to a membership ballot. It gives a 9% increase in the first year; 8% in the second year, plus an increase of one cent for each four-tenths of one percentage point rise in the New York cost-of-living index.

NEWS IN BRIEF

The European Commission is proposing measures to prevent sub-standard vessels from using Community waters to the EEC governments. Member States would be encouraged to ban such ships, but those allowed to use EEC ports would have to comply with the relevant international safety standards before leaving. There would also be a system of automatic exchange of information on sub-standard vessels between EEC port authorities.

Australian marine radio officers have been operating a series of 24- and 36-hour bans on Australian-flag ships as part of their campaign for improved salaries. A recent 6% pay Award was considered totally inadequate.

Two French national centres, including the CFDT whose Transport Workers' Federation is an ITF affiliate, called a day of action on 13 May in protest against the government's proposed cuts in the social security system, particularly the health service.

The German Federal Parliament has ratified ILO Convention No. 147 concerning minimum standards on merchant ships.

Two British merchant navy officers' unions, the MNAOA and the REOU (both ITF-affiliated) report that a working group set up to prepare a merger between them in making good progress. A proposed Constitution is being drafted and will be submitted to membership approval at a later stage.

British transport workers were prominent among those who responded to a call from the country's national centre, the TUC, for a "Day of Action" on 14 May to express trade union opposition to the policies of the Conservative government in the fields of employment, social security and industrial legislation.

The British Associated Society of Locomotive Engineers and Firemen (ASLEF) celebrated its centenary in April. The ITF extends its heartiest congratulations and every good wish for the future. The ITF was represented at the celebration by Assistant General Secretary Johann Hauf.

The Norwegian Engineer Officers' Union (an ITF affiliate) has rejected draft regulations on manning of engine-rooms which would permit them to be unmanned on a periodical basis in the case of passenger vessels and ferries.

The Swedish Supervisors' Union (SALF) celebrated its 75th anniversary in March. The ITF would like to join other workers' organizations in offering its congratulations and wishing the union every success in the future.

St. Lucia has ratified the IMCO Convention and thus become the 116th full member of IMCO.

A strike by employees of the Turkish airline THY which had been in progress since February ended on 11 May with an agreement between the company and the ITF-affiliated Civil Aviation Workers' Union Hava-Is, which will provide a 107% increase over the next two years.

The governments of the United Arab Emirates and the People's Republic of Benin have both deposited instruments of acceptance of the IMCO Convention with the Secretary-General of the United Nations. IMCO now has one hundred and fifteen full members and one associate member.

United States airline pilots' President J.J. O'Donnell has strongly opposed two-man crewing of the new generation of medium-range airliners at the Civil Aviation Conference in New York. He said: "We cannot understand how manufacturers and airlines can consider reducing safety for the sake of a paltry saving in cockpit crew costs".

The United States United Farm Workers' union is appealing, through the Plantation, Agricultural and Allied Workers' International, for the support of European workers in a boycott of Red Coach label lettuce (Bruce Church Inc.). The support call comes as the UFW enters the second year of a bitter and often bloody strike against lettuce growers in California and Arizona who are refusing to negotiate with or recognize the union. It reports that Red Coach lettuce, entering Europe via the Port of Rotterdam, is being sold in British, German and Scandinavian outlets.

PERSONALIA

Sverre Kortvedt, President of the ITF-affiliated Norwegian Railwaymen's Union celebrated his 60th birthday on 6 May.

Ragnar Kvanne, legal adviser to the Norwegian Seamen's Union (an ITF affiliate) is 65 on 18 May and will therefore be retiring from the union at the end of the month. He is, however, continuing in private practice and we wish him every success for the future.

Kurt Haussig has succeeded Willi Murche as head of the Transport and Communications Section of the German Transport and Public Service Workers' Union. Murche has left to become Administrator of the Trade Union Assistance Institute for Transport Occupations (GUV). Taking over from Haussig as Section Heads for private road haulage and private passenger transport respectively are Hanns-Detlev Höhne and Herbert Wenger.

Georg Poulsen, president of the Danish Metal Workers' Union, has been elected president of the Central Organization of Metal Workers (CO.). The Metal Workers have rejoined the CO after a split lasting four years.

Philipp Seibert, former President of the German Railwaymen's Union and member of the ITF Executive Board, celebrated his 65th birthday on 20 March. The ITF sends its heartiest congratulations.

Ed Sette has retired after thirty-three years as Executive Director of the United Seamen's Services, the US agency providing recreational, health and welfare services for seamen in thirty ports around the world. Sette is the only American ever to receive the Order of the Golden Albatross, an Italian award bestowed for services to seamen. He is succeeded by Mace Mavroleon.

FORTHCOMING MEETINGS
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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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