



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. 1

January 1981

IN THIS ISSUE

Page

News and Views from the ITF

Flags of Convenience

2

Trade Unions

U.S. Maritime unions merge

3

Social and Industrial News

ILO Maritime Convention ratifications

3

British seamen take industrial action in support of pay claim

4

Union seeks implementation of ILO minimum rates for Indian seamen

5

Three year agreement for Luxembourg bus drivers

5

Improved pay for Air Malta cabin crews

6

New agreements for Norwegian seamen

6

Advances for Cape Town dockers

6

Spanish railway unions reject 8% pay offer

7

News in Brief

7

Obituary

9

Personalia

9

Forthcoming Meetings

10

Supplement: *ITF Civil Aviation Unions to act on Air Service Deregulation.*

NEWS AND VIEWS FROM THE ITF

FLAGS OF CONVENIENCE
=====

One of the ITF's principal criticisms of flag-of-convenience registers is the failure of the countries which set them up to verify and exercise control over the qualifications of officers manning the ships on their registers. When the Liberian tankers Allegro and Pacific Glory collided off the south coast of England in October 1970 with the loss of 14 lives, the subsequent inquiry revealed that the Allegro's Third Mate who was standing watch at the time of the collision had no Mate's certificate of any kind, while the Pacific Glory's Third Mate, who was also on watch, held no Liberian certificate.

Despite repeated claims by the main flag-of-convenience countries that they have tightened up their maritime administrations, the experiences last year of the German reporter Christian Jungblut demonstrate yet again the gulf between these claims and the reality. Within a few months of deciding to resume his career at sea - 20 years previously he had sailed as a deck boy on a German coaster - Jungblut found himself on the bridge of the 85,549 dwt Panamanian registered tanker ALADIN B as Third Mate, in charge of navigating watches on a voyage from Curaçao to Marcus Hook, Philadelphia.

Jungblut found that the only "qualification" he needed to obtain a Panamanian First Mate's certificate was a pocketful of ready cash. He first purchased false certificates of service for DM 100 each from captains of flag-of-convenience ships in Hamburg docks and a further certificate of service as Second Mate from a Dutch shipowner, without setting foot on his ship. Jungblut next obtained a "Skipper's" document, for pleasure craft, from the Department of Sport of the German Ministry of the Interior. Armed with his "Skipper's" paper, a certificate he had obtained after doing a three-day radiotelephone course and the false certificate of service from the Dutch owner, he had no problem getting a Radiotelegrapher's licence from the Panamanian Consul in Hamburg on payment of a DM 50 fee.

Jungblut's final visit in Northern Europe was to the Panamanian Consul in one of the major Dutch ports. In exchange for a fee of 300 Guilders, he was then in possession of a Panamanian First Mate's certificate, entitling him to take charge of navigating watches on ships of any size worldwide.

Moving down to Piraeus, he made a number of visits to a crewing agent and after a payment of 20,000 drachmas - to be shared, according to the agent, between the company's crew manager, port captain, immigration and the agent himself - he was flying to the Caribbean. Shortly afterwards he was standing the first watch on the bridge of the ALADIN B as it cast off from Curaçao with 70,000 tons of oil on board, destination the BP terminal on the Delaware River.

A full account of Jungblut's voyage is given in the magazine "GEO", January 1981. Registered owners of the ALADIN B are El Hussein Shipping Corp. of Panama and managers are Fadi Maritime Corp. of Athens.

TRADE UNIONS

UNITED STATES

=====

Maritime unions merge

Members of the American Radio Association have voted to approve a consolidation agreement between the ARA and the International Organisation of Masters, Mates and Pilots; both unions are ITF affiliates. ARA President William R. Steinberg becomes a Vice-President of the IOMMP and will represent the new Communications and Electronics Group on the IOMMP executive board and the Group will continue to negotiate and administer its own agreements.

In IOMMP elections, Capt. Robert J. Lowen was re-elected President, Allen C. Scott Executive Vice-President and Lloyd M. Martin Secretary-Treasurer.

SOCIAL AND INDUSTRIAL NEWS

INTERNATIONAL

=====

ILO Maritime Convention ratifications during the year 1980

- C. 7 Minimum Age (Sea) 1920
St. Lucia
- C. 8 Unemployment Indemnity (Shipwreck) 1920
St. Lucia, New Zealand
- C. 15 Minimum Age (Trimmers and Stokers) 1921
St. Lucia

- C. 16 Medical examination of young Persons (Sea) 1921
St. Lucia, Norway
- C. 23 Repatriation of Seamen, 1926
New Zealand
- C. 69 Certification of Ships' Cooks, 1946
New Zealand
- C. 73 Medical Examination (Seafarers) 1947
Denmark
- C. 92 Accommodation of Crews (Revised) 1949
Israel
- C. 108 Seafarers' Identity Documents, 1958
St. Lucia
- C. 133 Accommodation of Crews (Suppl. Provisions) 1970
Israel
- C. 134 Prevention of Accidents (Seafarers) 1970
Denmark, Poland, Israel
- C. 145 Continuity of Employment (Seafarers) 1976
Morocco, New Zealand
- C. 146 Seafarers' Annual Leave with Pay, 1976
Morocco, Netherlands
- C. 147 Merchant Shipping (Minimum Standards) 1976
Denmark, Federal Republic of Germany,
United Kingdom

GREAT BRITAIN

=====

Seamen take industrial action in support of pay claim

Having rejected the shipowners' offer to ratings on British ships of a 10.5% pay increase, which the owners later increased to 12% and then withdrew, the ITF-affiliated National Union of Seamen instructed its members to take action in a variety of ways in order to exert pressure for a better offer. From 12 January, NUS members have refused to sail foreign-going cargo ships from British ports. Stoppages of work of limited

and indefinite duration have taken place on ferries and coasters in the short-sea trade. The union has also called on its members to take strike action against the ships of 14 companies in foreign ports. The 14 companies selected for action abroad are considered to be taking a hard line and preventing the General Council of British Shipping, the shipowners' organisation, from making an acceptable offer. Deep-sea passenger ships, including cruise ships, owned by Cunard, P&O and Fred Olsen Line are exempt from the union's action.

The union is claiming a substantial increase in basic pay, payment of all overtime at time and a half and the consolidation of Efficient Service Pay for the purpose of calculating overtime rates and pay during leave. The NUS thanks the many ITF affiliates who have sent messages of solidarity and support.

The Merchant Navy and Airline Officers' Association, also an ITF affiliate, has received an offer from the GCBS for its members serving as officers on British ships of a 10.5% increase in basic rates of pay plus an additional 5 days leave per year of service. However, the shipowners have proposed an implementation date of 1 January 1981 instead of 1 November 1980, the anniversary of the previous settlement. Further discussions are taking place.

INDIA
=====

Union seeks implementation of ILO minimum rates for Indian seamen

The ITF-affiliated National Union of Seafarers of India is seeking the implementation of the ILO recommended minimum wage on all ships, irrespective of flag, which are manned by Indian nationals. The recommended ILO minimum monthly rate is £115; the present minimum AB rate for Indian seamen is £78. NUSI general secretary Leo Barnes says he hopes the government will not prevail on owners to deny Indian seafarers the higher rate.

LUXEMBOURG
=====

Three year agreement for bus drivers

Drivers of privately-owned buses and coaches who are members of the ITF-affiliated Federation of Luxembourg Railwaymen and Transport Workers (FNCTTL) benefit from reduced working hours and improved rates of pay under a new three-year agreement recently published and back-dated to 1 July 1980. The former 42 hour basic working week is reduced to 41 hours from 1 January 1981 and to 40 hours from 1 January 1982. Annual leave is 25 working days per year.

Drivers' basic monthly rates of pay from 1 September 1980 range from Belgian Francs 36,391 in the first year of service to Fr. 46,830 after 25 years' service. The agreement provides for across-the-board increases of Fr. 500 per month from 1 March 1981 and a further Fr. 1,000 per month from 1 March 1982; these increases are in addition to the regular cost-of-living adjustments.

MALTA

=====

Improved pay for Air Malta cabin crews

The ITF-affiliated General Workers' Union has successfully negotiated a new collective agreement for cabin crews with the national carrier Air Malta. This provides inter alia, for a backdated pay increase, the introduction of a five-day week, a limit of 65 flying hours per month and improvements in layover, language, denied rest and in-flight meals allowances. The agreement is backdated to 1 April 1979 and expires at the end of March next year.

NORWAY

=====

New agreements for seamen

A threatened strike in the Norwegian merchant navy (see ITF Newsletter No. 12 of December 1980) was averted when a settlement was reached shortly before Christmas between the ITF-affiliated Norwegian Seamen's Union and the Norwegian Ship-owners' Associations on the terms of new agreements for ratings and radio officers working in the deep sea trade and on supply ships. The new agreements take effect from 1 November 1980. Seafarers in the deep sea trade benefit from improvements worth 23% on average, with some seamen receiving 26%, while crew of supply vessels have obtained improvements worth 30%.

SOUTH AFRICA

=====

Advances for Cape Town dockers

The Cape Town dockers organised in the Western Province General Workers Union are continuing to make progress in their struggle for improved conditions of employment, despite the formidable obstacles the apartheid system presents.^{x)} Their new pay agreement for 1981 gives a 14% increase in guaranteed basic weekly pay and a 26% increase in overtime rates; allowances have also been improved. Negotiations open in February on a bonus scheme.

The benefits of union organisation are demonstrated by the fact that the guaranteed weekly minimum has been raised by 61% since the union won recognition and negotiating rights. Moreover, Cape Town dockers' wages are now some 50% higher than those of dockers in other ports working without a union agreement.

The Western Province General Workers' Union has now also organised some 80% of East London Dockers and has started talks with the employers for an agreement.

x) See Supplement to ITF Newsletter No. 2, 1980 for further information.

SPAIN
=====

Railway unions reject 8% pay offer

The RENFE inter-union committee, including the ITF-affiliated Railwaymen's Union, UGT, has rejected the Spanish state railway undertaking's offer of improved wages and other conditions as the pay increase of 8% proposed by the management is considerably below the increase in the cost of living.

According to the Chairman of RENFE, the undertaking's deficit has increased from 46,500 million pesetas in 1979 to over 60,000 million pesetas in 1980. However, it is stated that 45% of this deficit is due to infrastructure costs which the railways have to bear while the infrastructure costs of the road transport industry, for example, are borne entirely by the State. A further 25% of the deficit represents interest due on credits and the remaining percentage of the deficit arises from public service obligations the railways are required to fulfil.

RENFE has also announced investment plans for the coming year amounting to some 65,000 million pesetas, to be spent mainly on improving safety. Projects include the installation of radiotelephone links between trains and control posts, automatic braking on all rolling stock, level crossing improvements where such crossings cannot be eliminated and the introduction of "black boxes" to record conversations between train and signal box staff.

NEWS IN BRIEF

20,000 British Airways ground staff, including engineering and maintenance workers, ground services and ramp workers, called a 24 hour strike on 23 January and threatened further action over the airline's refusal to increase its "final" pay offer. The ground staff had claimed a 20% increase in rates of pay

from 1 January 1981, the anniversary of the previous increase, but BA offered 8% and said it was only prepared to implement this offer from 1 April.

The British Government has announced its intention to ratify International Labour Organisation Convention No. 133 concerning crew accommodation on board ship (supplementary provisions). It has deferred a decision on ratification of Convention No. 152 concerning occupational safety and health in dock work and on acceptance of Recommendation No. 160 which covers the same subject until it receives advice from the Health and Safety Commission. The Government also states that ratification of Convention No. 153 concerning hours of work and rest periods in road transport is dependent on modification of EEC regulations.

After final cost-of-living adjustments to their salaries in line with the agreement negotiated by their unions, including the ITF-affiliated F.O. Railwaymen's Federation and Administrative Staff Federation, FMC, French railwaymen as a whole received an average 14.53% increase in pay over the 12 month period December 1979 to December 1980. Over the same period, starting salaries in the Paris region increased by 15.4%.

Agreement has been reached between the German shipowners association and the Public Service and Transport Workers' Union (OeTV), an ITF affiliate, for a 5.4% increase on rates of pay for German seafarers, effective from 1 January 1981.

Greek and Italian air traffic controllers called strikes at the end of December, leading to considerable disruption of air service. The Greek action was in support of claims for revised payments for overtime, weekend and holiday working. The Italian controllers, who until recently worked under military authorities, were pressing for the establishment of a government agency to administer air traffic control.

Italian airline pilots began a seven-day strike on 19 January after Alitalia rejected the men's demands for a 20 per cent increase in pay, a doubling of flying allowances and extra pay for night and holiday shifts.

Following confusion over the date for the introduction of new taxi fares in Lisbon, which led to a stoppage of work by taxi drivers, increased tariffs became effective from 5 January. The new tariffs are 14 Escudos for the first 340 metres (272 metres between 22h00 and 6h00) and 2 Escudos for each subsequent 190 metres (152 metres at night).

Portuguese port workers staged a three-day go-slow earlier this month. The action was called off after a new pay agreement was signed.

In the U.S.A. the Inland Boatmen's Union (IBU) has affiliated with the West Coast Dockers' organisation, the International Longshore Workers' Union, and will be known as the Inland Boatmen's Union of the Pacific, Marine Division of the ILWU. The IBU, with 3,700 members, organises crew members of coastal and river ferries, harbour and sea-going tugs, barges and harbour craft as well as other miscellaneous maritime-related workers on the U.S. Pacific Coast and islands.

OBITUARY

André Braconier, general secretary of the International Federation of Free Teachers' Unions, died on 1 January, following a brief illness. The ITF has expressed its deepest condolences to his family and to his colleagues in our sister International.

PERSONALIA

Lennart Bodström, president of the Swedish white-collar national centre, the TCO, has been elected president of the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development in succession to Svend Bache Vognbjerg, whose death was reported in an earlier issue of the Newsletter.

AFL-CIO President Lane Kirkland has been elected vice-president of TUAC.

Kare Kristoffersen, retired from the presidency of the Norwegian Seamen's Union at the end of last year. Brother Kristoffersen was vice-chairman of the ITF Fishermen's Section until our recent Miami Congress. He was also formerly vice-chairman of the Swedish Transport Workers' Federation. He is succeeded by Edvin Ramsvik, who will hold the post at least until the union's next Congress in 1982.

Clyde Lane, one of the founding presidents of the US United Transportation Union, retired in December. Brother Lane was president of the former Order of Railway Conductors and Brakemen and subsequently a UTU assistant president.

Erik Nygaard Jespersen has been elected president of the Danish Railwaymen's Union in succession to Børge Aanaes who died last November. Brother Jespersen, who was elected at an extraordinary Congress of the union, will hold this post until the next regular union congress in 1984.

FORTHCOMING MEETINGS

=====

- | | | |
|--|---|-----------------------------|
| Flight Deck Technical Committee | - | London 10 February 1981 |
| ITF Standing Committee on Cruise Ships | - | Bermuda 17-18 February 1981 |
| Road Transport Section Steering Committee | - | Zurich 18-19 February 1981 |
| ITF Executive Board | - | Vienna 17-18 March 1981 |

AFFILIATED UNIONS REQUIRING FURTHER
INFORMATION ON ANY ITEM IN THIS
NEWSLETTER MAY OBTAIN IT ON REQUEST
FROM THE SECRETARIAT OF THE I.T.F.

-----oooo0oooo-----

ITF CIVIL AVIATION UNIONS TO ACT ON AIR SERVICE DEREGULATION

A meeting of major civil aviation unions from Europe and North America was held at London Heathrow from 13-15 January. Countries represented were Austria, Belgium, Canada, France, Germany, Great Britain, Greece, Italy, The Netherlands, Portugal, Spain, Sweden, Switzerland and the United States. Alternate Chairmen at the meeting were Bill Gill (USA), Section Chairman, and Hans-Bernhardt Beyertt (Germany), Section Vice-Chairman. The Committee of Transport Workers' Unions in the European Community (the Brussels Committee) was represented by its Secretary Clive Iddon.

The main question dealt with was that of the adverse effects on both the air transport industry and employment of the policies of air service deregulation implemented or supported in the United States and other countries. The meeting heard reports from most of the countries represented on how such policies were causing instability in the industry, threatening the financial situation of many scheduled airlines, leading to route closures and forced mergers, together with large-scale lay-offs of aviation employees; and putting at risk badly-needed investment in new equipment, as well as safety, operating and working environmental standards.

In a strongly worded statement, the civil aviation unions pledged themselves to a programme of mutual information and assistance on route closures or changes and the social problems resulting from them, and to press governments to ensure that there are proper labour protective provisions safeguarding aviation employees against the effects of route closures or airline mergers. The statement also calls for the ILO to undertake an early study of the social problems caused by air service deregulation and to convene a tripartite meeting on the subject. (The full text of the statement is attached to this report.)

The meeting also discussed the present situation regarding policies on civil aviation within the EEC and took decisions on the composition of the Committee of Civil Aviation Employees to be established at EEC level. The decisions reached are designed to achieve a balanced union representation of both the EEC member-countries and the various categories of airline employees, both flying and ground staff (it being understood that any individual national representative could, where necessary, also defend the interest of other categories than those directly represented).

The meeting also considered a number of developments concerning the two European airline groupings ATLAS and KSSU. An agreement on mutual assistance and the formulation of common demands between unions in the ATLAS group, on the same lines as that already entered into by KSSU unions at an ITF meeting in Berlin in April 1980, was formally accepted or pledged of signature given by all ATLAS unions represented, except in one case where further consultation with the union's airline council was needed.

Decisions were also taken on the comparison of conditions relating to various categories of airline employees of the KSSU and ATLAS companies, with the eventual aim of formulating a programme of joint demands for the upwards harmonization of pay and working conditions.

The meeting also welcomed recent developments in the case concerning the ATLAS/KSSU groupings brought by the ITF and OECD Trade Union Advisory Committee (TUAC) before the OECD under the Guidelines on Multinational Enterprises drawn up by OECD governments, and congratulated the ITF representatives who had been involved in processing the case.

Finally, the meeting also considered recent developments in the union campaign to combat the development by KSSU and ATLAS companies of a two-man flight deck for the new airbus A310. It noted with satisfaction the success of the French flight deck affiliates SNOMAC and SNPL in achieving a reversal of this development in Air France, and the joint union/company evaluation of the A310 flight deck which has been secured within KLM.

The meeting reiterated the total opposition of civil aviation unions, on safety and working environmental grounds, to the introduction of two-man flight deck crews on new generation aircraft, such as the A310, B757, B767 and DC9-80.

-----ooo0ooo-----

STATEMENT ON THE EFFECTS OF AIR SERVICE DEREGULATION POLICIES

This meeting of North American and European ITF Civil Aviation unions, held in London from 13 to 15 January 1981,

Having considered the situation in several countries where US and other international airlines have announced the termination of certain scheduled services, with consequent threatened loss of jobs for locally-employed staff; and

Having noted that these measures are mainly a direct result of the policy of air service deregulation being followed by some governments, a policy strongly criticized at the ITF's 1980 Miami Congress as being against the interests of air transport, airline users and those employed in the industry, as well as inimical to proper levels of investment in the industry necessary to the maintenance of the highest standards of safety and responsible technical development in regard to both safety and working environment acceptable to civil aviation unions.

Underlines the total opposition of aviation unions to the deregulation of air services and calls upon all governments to abandon such policies without delay.

At the same time, and in response to the existing situation, the meeting urges any affiliates whose members' livelihoods are currently being threatened as the result of these policies to enter into immediate consultations with aviation affiliates in the countries of the parent airline companies with a view to considering what joint action can be taken, with ITF support, to counter such cut-backs in scheduled air services.

It should also be made clear to the airlines concerned that in the event of redundancies being declared and implemented, the cost to the airlines will be made as expensive as possible in terms of the size of severance pay sought.

In addition, and in order to reduce to the maximum extent the social consequences of any modification in air services, the civil aviation affiliates of the ITF demand that airline companies should only consider such changes after formal and complete consultation and agreement with the representatives of all workers involved in each country.

Furthermore, all civil aviation unions undertake to inform one another, through ITF Headquarters, concerning any such development of which they have knowledge and which is likely to affect airline personnel in any way, and where necessary undertake to support each other in case of industrial disputes in every manner possible to them within the framework of their existing legal and contractual obligations.

The unions concerned also undertake to discuss at regular and frequent intervals industrial problems arising out of deregulation issues with a view to formulating joint policies appropriate to the solution of such problems.

In addition, civil aviation affiliates should press their respective government to introduce protective labour provisions to safeguard the situation of aviation employees who may be adversely affected by route closures or airline mergers.

Recognizing also that deregulation policies have serious social consequences for personnel employed in the civil aviation industry throughout the world, this meeting calls upon the ILO to give immediate and serious attention to this important social problem, and to convene an early tripartite meeting to consider the issues involved and to formulate policies in the social interests of civil aviation workers.