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NEWS AND VIEWS FROM THE ITF

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ZIMBABWE

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First ITF Seminar for transport workers' leaders in Zimbabwe since independence

Middle-ranking officers from three Zimbabwean transport workers' unions - two of them (the Railway Associated and Air Transport Workers) long-standing ITF affiliates - participated in a five-day seminar held recently in the capital Salisbury to equip them with the skills needed to make effective union leaders and to help them in the task of promoting good industrial relations. The seminar was significant in that it was the first the ITF had organized for its member unions in Zimbabwe since independence. The subjects discussed included: aims of trade unions and dignity of labour; motivational exercise of leadership; trade union organization and leadership techniques; functions of workers' committees; the rôle of trade unions in developing countries; and collective bargaining techniques.

ITF African Regional Representative Ben Roxy Udogwu was responsible for organizing the seminar, together with A.J. Mhungu, who is the railwaymen's union general secretary and, since our Miami Congress, a member of the ITF Executive Board. Brothers Udogwu and Mhungu were assisted as instructors by lecturers from the University of Salisbury, the Head of Industrial Relations at Silveira House (the college where the seminar was held) and by the Chief Industrial Relations Officer of the Zimbabwean Ministry of Labour.

In an opening address, which was also reported in the Zimbabwe Herald newspaper, Brother Udogwu spoke of the ITF's determination to help the new nation develop its unions through education, while the participants themselves in a resolution they adopted commended the new government on its timely action in encouraging the establishment of free and democratic trade unions and went on to call on the three unions represented to merge into one strong national transport workers' federation which all believed would best promote their common interests.

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TRANSPORT

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GERMANY

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Drivers should not have to load and unload heavy goods vehicles, says union

ITF Vice-President Siegfried Merten, in his capacity as vice-president of the ITF-affiliated German Transport and Public Service Workers' Union, has urged the Federal Minister of Transport, Volker Hauff, to consider introducing a legal ban on the loading and unloading by drivers of heavy goods vehicles. Brother Merten argues that having to perform loading and unloading operations in addition to the primary task of steering the vehicle safely on today's overcrowded roads leads to a state of permanent physical and mental stress among drivers. Drivers often have to retire prematurely as a result or else become unfit to drive at an earlier age than would otherwise be the case. They also tend to get overtired because of these additional duties and thus present a danger to themselves and other road users.

The Ministry has reacted positively to the OeTV suggestion and a top official has already had preliminary talks with the union on the best way of bringing about the desired change.

GREAT BRITAIN

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London and Liverpool dockers offered extra severance pay

The British government has announced that an extra severance payment of up to £5,500 will be made available to dockers in the ports of London and Liverpool who agree to leave the industry voluntarily before mid-April. Arrangements will be made for the supplement, which lifts the maximum payment to £16,000, to be financed separately from the national voluntary severance scheme.

NORWAY

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Unions seek investigation into attempt at sanctions busting

The Norwegian Trade Union Confederation (LO) has urged the government to institute an inquiry into how the Norwegian tanker Jane Stove nearly broke an oil embargo against South Africa. The original owner of the vessel's cargo of 125,000 tons of North Sea crude oil -- Norsk Fina -- had resold the oil to an unnamed company and believed -- as indeed did Lloyd's of London -- that the cargo was en route for the US Gulf when the real destination of the Jane Stove was the South African port of Durban where the vessel was caught up with, stopped and ordered not to enter port.

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TRADE UNIONS

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AUSTRALIA

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Unions seek to protect purchasing power

The Australian Council of Trade Unions, concerned that workers' living standards will fall following the decision of the federal Arbitration Commission to abandon the system of wage indexation, has called on its member organizations to give "paramount priority" to ensuring that workers continue to maintain their purchasing power. State branches are being requested to approach state governments and/or tribunals seeking assurances of continued support for the principle of indexation, while individual unions are being urged to lodge claims directly for increases which fully match CPI quarterly adjustments and to press for catch-up awards in cases where real wages have fallen. The ACTU totally rejects the Commission's contention that a balance currently exists between wage levels and increases in prices and productivity since the system was introduced in 1975 and that the unions should therefore exercise restraint.

The Commission's stance is also being interpreted as an attack on the nationwide campaign for a shorter working week, which the unions intend to continue to pursue with their customary vigour.

CANADA

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"Preventive mediation", the beginnings of an answer to cabin attendants' problems at Wardair?

Relations between the ITF-affiliated Canadian Air Line Flight Attendants' Association (CALFAA) and the charter company Wardair - never very cordial, at best - could well improve considerably if a new venture now being tried proves a success. Prompted by a desire for more enlightened labour relations, CALFAA early last year initiated discussions with company officials aimed at Preventive Mediation - the concept of solving problems by joint action rather than confrontation. Both sides have now endorsed a mediation programme and a number of meetings between the various parties involved have already been held; with the assistance of representatives from the federal government's mediation service, they have laid down certain specific objectives, which union and management are committed to implement over the next few months. Action will also be taken and procedures devised for fostering a better understanding between the parties.

Coincidentally -- and this perhaps bodes well for the new departure -- CALFAA has announced that it has reached a settlement in its long-standing dispute with Wardair on the crewing of charter flights<sup>x)</sup> carrying refugees between pick-up points in the Far East and the refugee centre in Japan. The company has now conceded that it acted against the provisions of the national labour code in offering individual contracts of employment to flight attendants with terms and conditions inconsistent with the collective agreement between itself and CALFAA. All grievance procedures and judicial proceedings instituted in respect of the refugee flight programme have been terminated, including CALFAA's complaint of an unfair labour practice lodged with the Labour Relations Board, which has now been withdrawn. <sup>x)</sup> cf ITF Newsletter No. 3 of 1980, page 33.

CHILE

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International labour movement rallies to support of oppressed people of Chile

The Chilean democratic trade union movement organized a series of street demonstrations in the days leading up to 11 March, the date on which the "new Chilean Constitution" officially came into operation and Pinochet proclaimed himself the "constitutional" President of Chile and took up residence in the Casa de la Moneda (the official presidential residence where former President Allende was assassinated, and a potent symbol of the people's struggle for freedom and democracy).

The International Confederation of Free Trade Unions has re-iterated its unqualified support for the Chilean people in the face of this latest outrage and has urged its affiliated organizations to unite and lodge strong protests against the actions of the Chilean government, using all the channels open to them. It is hoped in this way to bring the sense of fierce indignation felt by the world labour movement to the notice of governments so that they too may be persuaded to denounce the situation as being clearly undemocratic and at complete variance with respect for basic human and trade union freedoms.

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SOCIAL AND INDUSTRIAL NEWS

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AUSTRALIA

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Aircraft refuellers maintain ban on Qantas

As already briefly reported (see page 24 of last issue), Qantas ground staff have resumed normal working after agreeing to a settlement proposal put forward by the Australian Council of Trade Unions that a working party of management and unions be set up to work out an agreed disputes procedure. However,

unions representing refuellers and refinery workers, who stopped supplying fuel to Qantas and cut off a jet fuel supply pipeline at Sydney's International Airport, have postponed a decision on whether to end their sympathy action pending meetings of the other unions involved.

#### New wage rates for waterside workers

New wage rates have come into operation in most Australian ports following the decision of the Full Bench of the Arbitration Commission to apply a 3.7% cost-of-living increase (i.e. a full one per cent below the rise in the Consumer Price Index). Sample weekly rates in the permanent ports are: ordinary waterside worker - A\$ 237.80; mobile crane and forklift truck driver - A\$ 247.90; top terminal rate - A\$ 256.10. In the casual ports, the hourly rate for ordinary waterside workers is raised to A\$ 7.39, with forklift drivers receiving an improved rate of A\$ 7.65. Attendance money in these latter ports goes up to A\$ 9.55.

The deck rate in all ports goes up from 14.24 to 14.77 cents per hour and the 3.7% increase is also applied to the obnoxious cargo rate and the consolidated allowances received by terminal workers. Meal money is increased to A\$ 4.45 in line with the full CPI movement for the six months ended December 1980.

The increases came into effect on 11 January 1981 in respect of the permanent ports and slightly earlier in the casual ports.

#### GERMANY =====

#### Extra annual leave for shift workers on the railways

Up to four days' extra annual leave this year has been won by the ITF-affiliated German Railwaymen's Union (GdED) for railwaymen required to work alternating shifts. For the first time, restrictions on the proportion of shifts that may be worked at night and at the weekend have been laid down in the collective agreement.

#### GREAT BRITAIN =====

#### Merchant navy officers are balloted on latest pay offer

Britain's merchant navy officers and cadets are being balloted on the General Council of British Shipping's latest offer<sup>x</sup> of a 12 per cent increase in pay from 1 November 1980, linked to an undertaking to continue discussions on the claim for "substantial" increases in both pay and leave, which the four unions involved - including the Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers' Union

x) see also page 19 of last issue

(both ITF affiliates) - say could well result in further improvements this year.

Meanwhile, the arbitration hearing into the ratings' outstanding claim for improvements in overtime compensation is expected to end later this month (see also page 18 of February issue of Newsletter).

Government orders probe into "cheap labour" allegations on North Sea rigs

A full-scale ministerial inquiry has been ordered by the British government following allegations by the unions operating in the industry that an American-based company Universal Services International is employing about a hundred South American and Spanish workers on its North Sea oil rigs at rates of pay and on conditions that are substantially inferior to those of its British personnel.

IRISH REPUBLIC

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Oil tanker drivers' strike ends

Oil tanker drivers in the Irish Republic -- organized in the ITF-affiliated Irish TGWU -- called off their two-week-old strike<sup>x)</sup> on 6 March after accepting a Labour Court recommendation of a new basic rate of £134 per week (an increase of £23), backdated to September 1980.

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x) see February issue, pages 20 and 21 for strike details

MEXICO

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Record salary increases for railwaymen

The ITF-affiliated Mexican Railwaymen's Union (STFRM) has recently negotiated a record new pay agreement for employees of the six national railway companies. This provides for the following benefits: 10 per cent increase in the salaries of serving railwaymen, effective 1 April 1980; 10 per cent increase in pensions paid to railwaymen who retired up to 30 June 1980, payable from 1 April 1980 or from the date of retirement if prior to 1 April; 300 pesos rent allowance to both serving and retired railwaymen. The union has also achieved improvements in the daily travelling allowance, with the previous rates of 1 and 1.50 pesos, and 5 pesos being increased to 3.50 and 7.50 pesos respectively. Funeral benefits are likewise improved, being doubled to 10,000 pesos with effect from 1 July 1980.



NETHERLANDS

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Rotterdam dockers postpone threatened strike

Dockers in the port of Rotterdam, who belong to the ITF-affiliated Dutch Transport Workers' Unions FNV, have extended their deadline on strike action against the port's two largest bulk cargo and container companies Unitcentre and Europe Container Terminus (ECT). Talks have resumed on the union demand that the two per cent inflation surcharge agreed with the port employers and subsequently prohibited by the government - in other industries apart from the docks - should be used to give dockers a shorter working week and more time off, thereby creating more jobs. As we went to press, ECT had agreed to introduce a five-gang continuous working system on 1 April (six months earlier than originally planned) and Unitcentre, as well as promising to initiate a similar system before the year end, had offered workers an extra 3 days off.

The FNV is also hoping to re-open negotiations on the surcharge issue with the three grain companies GEM, Grainwave and Maashaven Silo.

NORWAY

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Air traffic controllers call off overtime ban

Following talks with officials from the Communications Ministry and the Civil Aviation Authority, which resulted in a promise to study the Conclusions of the ILO Meeting of Experts on Problems concerning Air Traffic Controllers, Norway's 240 air traffic controllers have agreed to call off their three-week-old ban on overtime cover for sick colleagues imposed to draw attention to their demand for higher pay in compensation for the shortness of their working life and earlier retirement (at age 55). The controllers are seeking a maximum rate of 230,000 kr (including allowances).

The ILO Meeting of Experts held in 1979 advocated the recognition of the principle of early retirement for atcs in view of the special nature of their profession and the overriding demands of air safety. The experts also stressed in their conclusions the importance of ensuring that remuneration was commensurate with the degree of responsibility exercised and noted the link that existed in at least one country between the pay of atcs and that of airline pilots.

PORTUGAL

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Engineers launch strike wave

Portuguese merchant navy engineer officers have staged two 72-hour strikes in as many weeks in an attempt to force the government and the shipowners to give effect to various agreements entered into last July. The first stoppage affected the entire merchant fleet, while in the case of the second strike wave - which was joined by the ratings' unions - vessels of the largest state-run company (CTM), which had reached a settlement with the unions, were exempted from the action. A third three-day strike, which began on 9 March, ended the following day after management conceded most of the strikers' demands.

SPAIN

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Rail strikes end; Metro workers vote on pay offer

Railwaymen on the Spanish national network RENFE, who have been staging a series of strikes and works to rule in recent weeks in support of pay demands in the current pay round, have now accepted an arbitration award giving a 10 per cent increase in salaries and other allowances. However, further industrial action planned for March by the rail unions - which include the Transport Workers' Federation of UGT (an ITF affiliate) - could go ahead if no progress is made on certain other claims not included in the arbitration award.

Meanwhile, Madrid Metro workers, whose strikes and go slows have disrupted commuter services on a number of occasions since mid-February, are currently voting on whether to accept the management's 12.5% pay offer, which includes a 1.5% increase in return for an undertaking to look at future staffing levels and one per cent for attendance and time-keeping.

Key wage agreement concluded

The Spanish General Workers' Union (UGT) has concluded a wage agreement with the national employers' federation, giving around four million union members increases of between eleven and fifteen per cent for 1981. The agreement, which is likely to influence all private sector negotiations on pay this year, includes for the second year running a commitment to improve productivity, underlining UGT policy of cooperating with management in order to protect the job security of workers at a time of deepening recession.

The strong position of the UGT nationally is reflected in the successes it won in works council elections held throughout 1980. In factory elections across the country, the UGT has moved from a position of representing 21.17 per cent of the delegates elected in 1979 to 29.19 per cent in 1980. Incidentally, it should be noted that in the Basque region, ELA-STV came well ahead of all other groups in these last elections.

SWEDEN

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New agreement for private sector workers

A new national wage agreement was concluded in early February between the Swedish Trade Union Confederation (LO) and the Employers' Federation (SAF) on behalf of around 900,000 workers in the private sector. The agreement gives members average pay increases of 3.6 per cent in 1981 and 3.5 per cent in 1982. The employers have also agreed that any increase in consumer prices of more than 8.9% in the year December 1980 to December 1981 and of more than 6.5% next year will result in an additional pay award equivalent to 65% of the actual increase.

UNITED STATES

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Pan Am ground staff win pace-setting contract

Following months of difficult negotiations, during which it seemed that the airline was intent on forcing the union into strike action, the ITF-affiliated Transport Workers' Union of America has announced that it has reached agreement with Pan American World Airways on the terms of a new 36-month contract for nearly 10,000 ground personnel. The pact provides the following economic benefits: six general increases totalling 26 per cent and three cost-of-living adjustments adding up to a maximum of 75 cents per hour, i.e. total increases worth 33 per cent; licence premium raised to 45 cents per hour on 5 May 1981 and to 65 cents per hour on 2 April 1982, with licence pay consolidated for the purposes of calculating overtime, effective 5 April 1982; and top rate seniority pay raised to 15 cents per hour. Other gains include: longer vacations (4 weeks after 10, 5 weeks after 17, and 6 weeks after 22 years); improvements in the medical and dental plans as they affect dependants; improved sick pay; and a leave day on the employee's birthday. The agreement further stipulates that all employee pension contributions (with compound interest) will be returned within three months of the contract being ratified. This clause also applies to contributions paid by National Airlines' former employees into its pension plan. It has further been agreed by the parties that a permanent joint committee will be established to review PAA's contracting-out practices.

The agreement covers maintenance workers, ground service employees, flight despatchers, commissary and port steward workers.

New pay scales for NMU ratings

New pay rates, effective 16 December 1980, 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 cost-of-living allowance, are as follows:

<u>Category</u>	<u>Dry Cargo Vessels</u>	<u>Tankers</u>
<u>Deck Department</u>		
Bosun+	\$ 1,626.40	\$ 1,569.57
Carpenter++	1,468.03	1,448.67
AB	1,120.00	1,133.16
OS	874.36	898.13
<u>Engine Department</u>		
Electrician	1,731.74	1,732.33
Oiler	1,120.00	1,246.22 (day)
Wiper	1,040.23	1,040.26
<u>Stewards Department</u>		
Chief Steward+	1,626.40	1,575.86
Chief Cook	1,307.90	1,361.43
Messman	868.21	868.18

Comparative rates on mechanized and semi-mechanized vessels are:

Deck Department: bosun (10,000 grt and above) \$1,789.04; carpenter (10,000 grt and above) \$1,614.83; AB: \$1,232.00; OS \$961.80.

Engine Department: electrician: \$1,904.91; oiler: \$1,232.00; wiper: \$1,144.25.

Stewards Department: Chief Steward (10,000 grt and above) \$1,789.04  
Chief Cook: \$1,438.69; Messman: \$955.03.

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

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

### Higher pay for merchant navy officers

New monthly rates of pay in the following salary ranges (according to grade of vessel) have been negotiated by the ITF-affiliated International Organization of Masters, Mates and Pilots for masters and officers on dry cargo and passenger vessels: Master: \$4,011.20 - \$5,811.70; Chief Officer: \$2,119.00 - \$3,176.90; 2nd Officer: \$1,907.57 - \$2,686.06; 3rd Officer: \$1,696.08 - \$2,195.25. The corresponding rates on mechanized, semi-mechanized and retrofit vessels are: Master: \$4,412.35 - \$6,392.87; Chief Officer: \$2,330.90 - \$3,494.59; 2nd Officer: \$2,098.33 - \$2,954.67; 3rd Officer: \$1,865.69 - \$2,414.78.

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### NEWS IN BRIEF

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The government of El Salvador has deposited an instrument of acceptance of the IMCO Convention with the Secretary-General of the United Nations. IMCO now has one hundred and nineteen full members and one associate member.

A new two-year framework agreement under which salaries will be increased by a total of 12.5 per cent in four six-monthly stages between 1 March 1981 and 1 September 1982 has been accepted by the majority of Finnish unions belonging to the national centre SAK. A cost-of-living adjustment will be made on 1 February 1982 if prices rise by over six per cent in the period March/December 1981 and again on 1 January 1983 if the index rises by over seven per cent in the period December 1981/November 1982.

Finnair pilots staged a 24-hour strike from 06.00 on 5 March in support of demands for higher pay and improved pension arrangements.

Drivers on trains serving the northern suburbs of Paris staged a spontaneous strike on 26 January after a driver of a train travelling at nearly 80 mph on the Paris - Charles de Gaulle Airport route was killed when a chunk of concrete thrown from a road bridge smashed through the cab windscreen. Acts of vandalism on the French railways have been growing alarmingly, with over 1,000 incidents recorded last year.

French railway unions called their members out on strike in late January in protest at plans for one-man operation on certain trains on single-track sections of the network. The unions are also seeking better working conditions and improved career prospects for their members.

The Paris Metro was hit by a one-day strike in mid-February when workers walked out in protest at a decline in safety standards following the introduction of a new signalling system which they claim has caused several accidents, including one in which a young woman was killed.

London's Heathrow and Gatwick Airports and most other major airports in Britain were closed on 9 March when air traffic controllers joined a nationwide stoppage called by all nine British civil service unions seeking a 15 per cent rise which would bring the salaries of their members into line with those of workers in similar jobs in the private sector. The unions are angry that the present government has abandoned the established practice of basing the pay of civil servants on comparisons with rates in private industry and is attempting to impose a settlement based on cash limits, as for the many other groups in the public sector.

Public transport workers in most major Italian cities (excluding Rome) staged a 24-hour strike on 3 March demanding pay increases. Rome was hit by a transport strike on 5 March and airport technicians, railway engineers and ferry workers have announced plans to stage similar walkouts. Air traffic controllers are also set to strike on 17 March.

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PERSONALIA

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Thomas Smith, former president and chief executive of Farrell Lines, has been elected chairman of the United Seamen's Service. He succeeds James Kellog, who died in December.

FORTHCOMING MEETINGS

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|--|---|-------------------------------|
| African Railwaymen's<br>Conference     | - | Nairobi, 30 March-4 April '81 |
| Travel Bureau Section<br>Sub-Committee | - | Stockholm, 19-20 May 1981     |
| KSSU/ATLAS Committees                  | - | Zürich, 2-3 June 1981         |
| Fair Practices Committee               | - | London, 12-13 May 1981        |
| ITF Ship Inspectors Seminar            | - | London, 14-15 May 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.