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No. 5

May 1981

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SOCIAL AND INDUSTRIAL NEWS

BERMUDA

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Fair wage won for government workers

The strikes that had extensively disrupted life in Bermuda were called off on 7 May after agreement was reached on a 20 per cent pay rise for 1,500 government workers. Shortly before Easter, the ITF-affiliated Bermuda Industrial Union turned down a 16 per cent pay offer, and in the weeks that followed a sixth of the island's labour force - prominent among them transport and hotel workers, and other private sector workers - came out in massive sympathy action. The settlement has been hailed as a victory by BIU President Ottiwell Simmons, who had been seeking a fair wage for his members, who often have to take part-time evening jobs to supplement their earnings in this high cost country.

DENMARK

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Ships' officers win further improvements

After renewed talks with the shipowners, our three Danish merchant navy officer affiliates (the Navigating Officers' Association, the Engineer Officers' Association and the Radio Officers' Union) have reached agreement on improvements to the collective agreements covering their combined membership. The principal change involves the consolidation of the American, ocean-going and tanker allowances into basic pay, which will also enhance overtime rates and eventual pension entitlement. Other improvements include a 15 per cent increase in a variety of allowances (weekend, shift, watchkeeping, responsibility, undermanning, and radio) and a similar increase in the victualling allowance (up 15 per cent over two years). Pensionable salary will be increased from 80 to 90 per cent of the basic rate from 1 April, and the unions are working on pension reform plans that will give seafarers a much wider range of options in the future.

Details of the new monthly basic rates (inclusive of cost-of-living allowance) and overtime pay are given below for each of the three unions involved. The new rates came into effect on 1 April 1981.

Navigating Officers (depending on size of vessel and length of service)

Chief Officer: 8,878 kr to 12,835 kr; 1st Officer: 8,730 kr to 11,373 kr;

2nd Officer: 8,730 kr to 10,127 kr.

half-hourly overtime rates on weekdays and on Sundays and Public Holidays (in brackets):

Chief Officer: 33.36 - 42.98 kr (42.34 - 54.55 kr);

1st Officer: 32.80 - 37.47 kr (41.63 - 47.56 kr);

2nd officer: 32.80 kr (41.63 kr).

Radio Officers

Vessels under 5,000 grt: 8,343 - 11,374 kr; 5,000 to 6,500 grt: 8,487 - 11,518 kr; 6,500 to 8,500 grt: 8,560 - 11,591 kr; over 8,500 grt: 8,632 - 11,663 kr.

Half-hourly overtime rates on weekdays and on Sundays and Public Holidays (in brackets) : under 5,000 grt: 31.35 - 42.73 kr (39.79 - 54.24 kr); 5,000 - 6,500 grt: 31.89 - 43.28 kr (40.47 - 54.93 kr); 6,500 - 8,500 grt: 32.16 - 43.55 kr (40.82 - 55.28 kr); over 8,500 grt: 32.43 - 43.82 kr (41.16 - 55.62 kr).

Engineer Officers (depending on size of vessel and length of service)

Chief Engineer: 11,950 - 18,402 kr;

1st engineer: 8,730 - 12,333 kr;

2nd engineer: 8,730 - 10,931 kr;

3rd engineer: 8,730 - 10,128 kr.

Half hourly overtime rates on weekdays and on Sundays and Public Holidays (in brackets):

1st Engineer: 32.80 - 41.09 kr (41.63 - 52.15 kr);

2nd engineer: 32.80 - 35.82 kr (41.63 - 45.46 kr);

3rd engineer: 32.80 kr. (41.63 kr).

New pay agreement for ships' catering personnel

A new pay agreement has been negotiated by the ITF-affiliated Danish Ships' Catering Personnel Association. Over the next two years, the agreement will provide the following minimum guaranteed salary increases (inclusive of allowances and cost-of-living adjustments): chief steward - 22.5%; cook - 15.2%; stewardess/messman with less than 1 year's service - 25.6%;^{x)} stewardess/messman with over 2 years' service - 19.9%. Basic rate increases, effective 1 April 1981, are as follows: chief steward - 1,200 Dkr; cook-500 Dkr; stewardess/messman - 210 Dkr (plus 40 Dkr on 1 April 1982). All allowances are increased by 15 percent with effect from 1 April 1981. Stewardesses/messmen will receive the same allowance as cooks for work on Saturdays, Sundays and Public Holidays; the tanker allowance paid to this group is abolished and all other catering personnel will receive a tanker allowance of 10 per cent of basic pay.

Although the union is not totally satisfied with the mediated agreement, it was felt that it would be pointless to press its demands to a strike and strike notices issued to the Shipowners' Association have therefore been withdrawn.

x) the higher increases for stewardesses and messmen with less than one year's service result from the abolition of the previous starting rate. The starting salary is now the same as for stewardess/messmen with less than two years' service.

FRANCE
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Air Inter cabin crew protest at temporary grounding of chief stewardess

The ITF-affiliated French Cabin Crew Union (SNPNC) called Air Inter flight attendants out on strike on 17 April in protest at the grounding of a chief stewardess for four days without pay for alleged infringements of company discipline. The airline had originally decided that the stewardess should be grounded for seven days without pay, but this was subsequently reduced to four days on appeal.

Officers and ratings rally to strike call

French officers and ratings have voted overwhelmingly in favour of their unions' joint call for a series of 3-day stoppages between 7 April and 7 June in support of pensions improvements.^{x)} Cross-Channel services and sailings to Corsica will be halted from 13 to

x) see ITF Newsletter No. 4, 1981, page 44 for more details

15 May, when port-based seamen will join the action. Meanwhile, European maritime unions have been approached by the French unions and asked to offer support to crews of vessels who go on strike in their national ports.

GERMANY

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Lufthansa talks break down

Talks between the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) and the management of Lufthansa, Lufthansa Service GmbH and Condor on new basic and pay agreements for ground staff have broken down. In addition to higher pay, the union is seeking six weeks' annual leave for all, regardless of age, and shorter hours, longer leave and earlier retirement for shift workers. Negotiations began in January and when they failed to make any significant progress staff staged a series of short warning strikes, which ended the weekend before Easter.

Pay talks for flying staff employed by the three companies have been equally unsuccessful.

Improved pay and allowances for Pan Am and British Airways staffs

A 4.4% 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). Allowances have been increased as follows: Sunday working - 41.39 DM; Public Holidays - 48.27 DM; night work - 34.62 DM; shift work - 8.66 DM or 17.42 DM, as applicable; overtime - 46.94 DM; senior stewardess - 4.99 DM.

British Airways ground and flying staff have also won a 4.4% pay increase. Holiday pay has been raised by 150 DM to 800 DM.

GREAT BRITAIN

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Improved overtime rates for seafarers

The independent arbitration panel set up following last winter's five-week selective strike campaign^{x)} by members of the ITF-affiliated National Union of Seamen has ruled that the new overtime rate of time and a half already agreed for Sunday working should be extended in two stages. From 1 September, all actual overtime worked on Saturdays and Public Holidays will qualify for the new rate and, effective 1 January 1982, all overtime after the first two hours worked on weekdays will be paid at time and a half. The decision, which is binding on both parties, has already won NUS approval.

The employers' body, the GCBS, and the union have been asked by the panel to examine the extent to which the new rates can be applied to those sectors of the industry that are the least competitive, namely passenger liners, coasters, short-sea cargo boats and ferry vessels.

x)

see ITF Newsletter No. 1, 1981, page 4, also No. 2, page 18 for further information on the selective strike campaign

New pay deal for Cunard crews

The ITF-affiliated National Union of Seamen has negotiated a flat-rate increase of £570 per year for the crews of the Cunard-owned Queen Elizabeth II and the Cunard Countess. Other cash payments have also been obtained, putting an end to the anomalies arising from the introduction last year of a consolidated pay structure.

BR pay claim goes to arbitration

The rail unions' 13 per cent pay claim has been referred to the industry's arbitration body, the Railway Staff National Tribunal, following last month's rejection of British Rail's seven per cent offer (see page 46 of last issue).

Southampton docks pay dispute

Southampton dockers are refusing to work overtime, weekends and night shifts after rejecting the employers' offer of £12 per week on basic rates, because it fails to meet their demand for pay parity with non-registered workers at the port.^{x)} The dispute is seriously disrupting cargo handling and two cruise ships, the QE2 and the P&O liner Canberra, have had to be diverted, following failure to reach agreement on special payments for handling the vessels.

Meanwhile, dockers in Felixstowe have agreed to return to work following a two-week stoppage to enable talks to begin with the employers on their objections to the introduction of new working practices. The management has also withdrawn the letter in which it sought to make the changes without union consent. It is unlikely that all the problems at the port will be settled by negotiation and any outstanding differences will probably go to arbitration.

x) see ITF Newsletter No. 4, 1981, page 45 for earlier details of both disputes

TGWU moves to protect dock jobs

The ITF-affiliated Transport and General Workers' Union is to hold a recalled docks delegate conference in the coming weeks to discuss a new ports policy aimed at securing jobs. The union will be calling for government action to extend the scope of the dock labour scheme and will also be pressing for the introduction of an early retirement scheme. It has already voiced its objections to what it calls government "interference" in the industry - the special arrangements made for dockers in London and Liverpool, without consultation of the unions or other interested parties^{x)} - and will be urging that severance payments should be raised for all dockers, irrespective of the port in which they work.

x) reported in ITF Newsletter No. 3, 1981, page 26

NORWAY
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Air traffic controllers re-impose overtime ban

Norwegian air traffic controllers have re-imposed their ban on overtime cover for sick colleagues.^{x)} The Communications Minister has conceded certain of the controllers' claims, but the key demand - for higher pay - remains unmet. The government has agreed to meet union representatives for further talks, probably in mid-May.

x) see also ITF Newsletter No. 3, 1981, page 31

PHILIPPINES
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Philippine Airlines pay talks run into difficulties

The ITF-affiliated Philippine Air Lines Employees' Association (PALEA) has run into difficulties whilst attempting to negotiate a new three-year collective contract for its members, who include engineering and maintenance workers, technicians, in-flight catering service workers, and administrative and clerical personnel. Faced with company intransigence in the shape of a derisory offer and aware of Philippine Airlines difficult economic position, PALEA has now submitted revised pay demands in an effort to achieve an early settlement. In support of its affiliate, the ITF has cabled the airline management urging that it re-open negotiations on the basis of these new and modest demands.

PORTUGAL

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Strikes hit deep-sea fleet

Sea-going officers employed by Portugal's state-run shipping company CTM and the tanker company Soponata, two of the country's largest, have announced plans for a series of two and three day stoppages during the period 5 to 27 May in furtherance of a pay dispute. A settlement was effected with CTM shortly after the strikes began, but the officers are still in dispute with Soponata. Shore-based personnel of the two companies also struck on 8 May.

SWEDEN

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Why do so many train drivers die from heart attacks?

A major hospital in Gothenburg is seeking government finance to enable it to carry out a research project to find out why more locomen die from heart attacks than other groups of workers. Records of all deaths from heart attacks kept in the city since 1968 show an overrepresentation of this category. If the clinic gets the necessary funding, the researchers will examine the health record sheets kept on all locomen and look at the life style of drivers to establish possible causes. Field studies, with researchers travelling with the driver in the cab, will also be undertaken to see whether footplate staff are subject to undue stress or whether there are other factors involved.

The project has the backing of the ITF-affiliated Swedish State Employees' Union (SF), which organizes the country's railwaymen, and is pressing for the hospital to be given the funds to go ahead as soon as possible.

Higher pay for haulage drivers

New weekly rates of pay for road haulage drivers have been negotiated by the ITF-affiliated Swedish Transport Workers' Union. The new weekly rates range from 1,254 kr to 1,304 kr for drivers in Stockholm and Gothenburg and from 1,224 kr to 1,274 kr in the rest of Sweden.

UNITED STATES

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New pay scales for SIU ratings

New pay rates, effective 16 December 1980, have come into operation for ratings belonging to the ITF-affiliated Seafarers' International Union of North America. Sample new rates, inclusive of cost-of-living allowance are as follows:

<u>Category</u>	<u>Freight Vessels</u>	<u>Tankers</u>
<u>Deck Department</u>		
Bosun	\$ 1,473.74	\$ 1,512.67 ^{x)}
Carpenter	1,355.90	-----
AB	1,122.02	1,135.20
OS	877.05	900.18
<u>Engine Department</u>		
Chief electrician	1,733.74	-----
Oiler	1,122.02	1,135.20
Wiper	1,042.24	1,042.31
<u>Stewards Department</u>		
Chief Steward	1,473.74	1,518.95 ^{x)}
Chief Cook	1,309.90	1,363.45
Messman	870.21	870.20

x) vessels under 25,500 dwt

Strike of Great Lakes ships' officers

Ships' officers on Great Lakes vessels - who belong to the ITF-affiliated National Marine Engineers' Beneficial Association - went on strike in mid-April in support of demands for improved pensions and medical benefits and better vacation pay. Their contract originally expired in August of last year, but had been extended to 15 April. The strike was called off on 27 April; details of the settlement will be reported as soon as they become available.

ERRATUM
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Air France stewardess wins dismissal case (pages 44-45 of last issue)

We have been asked by the French Flight Engineers' Union (SNOMAC) to point out an error in the last sentence of this item. Air France flight engineers are permitted to retire at 50, and retirement is obligatory at 60. What was recently changed was an Air France company regulation preventing them from taking a new type qualification course after reaching 50. We apologize to SNOMAC for this mistake, which occurred in the magazine article on which the item was based.

NEWS IN BRIEF

Cabin attendants employed by Australia's internal airlines Ansett and TAA staged a 24-hour strike on 15 April in a dispute over pay and other conditions. Strike action was re-imposed a week later and a satisfactory settlement was finally concluded on 5 May.

Danish air traffic controllers^{x)} are still working to rule in support of demands for higher pay for overtime duties and more staff. The government has offered to set up a working party to look at their grievances, but at the time of going to press official union reaction to the suggestion was not known.

x) see also page 48 of last issue

The ITF-affiliated German Railwaymen's Union (GdED) has rejected a revised 3.5% pay offer made on 10 April. The previous pay agreement expired at the end of February.

The British Trades Union Congress organized a highly successful "week of protest" in April, with well-attended marches, rallies and demonstrations held in cities nationwide testifying to the workers' dissatisfaction with the Conservative government's policies, which are pushing up the unemployment figures relentlessly month after month, causing untold hardship to many thousands of families. Transport workers staged a mass lobby of parliament during the action week demanding greater government investment in public transport.

Air traffic controllers^{x)} in England and Scotland began a rolling programme of half-day strikes on 27 April. Most Civil Aviation Authority airports - including London's two airports - will be drawn into the action - part of the civil servants' selective strike campaign for higher pay - as controllers, air traffic assistants, teleprinter operators and communications staff are brought out. Staff at the Oceanic Control Centre in Scotland and at the London Control Centre at West Drayton are also involved.

x) see ITF Newsletter No. 3, 1981, page 36 for details of one-day national strike of civil servants

Great Britain: dockers in the port of Bristol have rejected a revised 11% pay offer.

Northern Ireland: Belfast airport was closed for two days last month when ground staff and firemen seeking pay parity with personnel at mainland airports took strike action.

A strike over seniority by Icelandair pilots was abandoned last month after the government adopted emergency legislation banning the action.

Alitalia's operations were seriously disrupted last month by a seven-day pay strike of pilots, which was followed by a series of short stoppages involving flight controllers, cabin crews and counter staff and baggage handlers at Rome's two international airports.

Railwaymen employed by the private railway companies in Japan have won a 7.7% pay rise.

Portuguese locomotive drivers and ticket collectors staged a 2-day strike in late April to protest at the refusal of the management to implement certain clauses of their collective contract.

The ITF-affiliated US International Longshoremen's Association has re-affiliated with the AFL-CIO Maritime Trades Department. 43 unions representing 8 million workers in the maritime industry belong to the MTD.

PERSONALIA

We extend our heartiest congratulations to former ITF President Roger Dekeyzer, who celebrates his 75th birthday on 18 June. Brother Dekeyzer, who was formerly president of the Belgian Transport Workers' Union (BTB), will be attending the BTB Congress, which opens on his birthday. Affiliates wishing to send birthday greetings should therefore address their communications to the Belgische Transportarbeidersbond, at the following address:

Paardenmarkt 66,
2000 Antwerp,
BELGIUM

Louis Eggers, BTB President and national secretary of its Inland Navigation Section, will also be retiring at the forthcoming Congress. Brother Eggers has been a member of the Committee of the ITF Inland Navigation Section since its inception and, prior

to that, in the 1950s, of the small panel of trade unionists with which contact was maintained concerning the affairs of the Section.

We extend our most sincere congratulations to Peet Mol, Chairman of the Inland Navigation Section of the Dutch Transport Workers' Union FNV, who has been created a knight of the Order of Orange Nassau. Brother Mol is Chairman of the ITF Inland Navigation Section.

Frank Drozak has been formally elected by ballot to the presidency of the Seafarers' International Union of North America, the post he has occupied since the death of former president Paul Haul.

Robert Herdin, secretary of the Finnish Seamen's Union, celebrated his 50th birthday on 18 April.

OBITUARY
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Frank Fitzsimmons, president of the US Teamsters' Union, died on 6 May, aged 73.

FORTHCOMING MEETINGS
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- | | |
|--|------------------------------|
| Travel Bureau Section
Sub-Committee | - Stockholm, 19-20 May 1981 |
| KSSU/ATLAS Committees | - Zürich, 2-3 June 1981 |
| ITF Asian Seafarers' Regional
Committee | - Tokyo, 15-17 June 1981 |
| Cabin Crew Technical Committee | - Madrid, 8-9 September 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.

LATE ITEM

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Swedish private sector pay strike ends

On 22 April, the Swedish Salaried Employees' Cartel (PTK) rejected the mediator's "final" pay offer, while agreeing to postpone its strike notice^{x)} until 11.00 on 5 May, in the hope that further negotiations on certain points in the complex offer would result in additional gains for its members. In the event, only marginal improvements could be achieved and the strike of some 17,000 employees in five key firms - and Swedish merchant navy officer affiliates of the ITF - went ahead as planned.

A satisfactory settlement was effected on 11 May, thereby avoiding a further escalation of the dispute, which was due to take place the following day. The main features of the new two-year agreement are as follows:

- salary increases of 2.4% for 1981 and 3% for 1982;
- new minimum salaries;
- compensation of up to 1.6% for wage drift during 1980;
- guaranteed pay progression for 1981 and 1982;
- guaranteed cost-of-living compensation for 1981 and 1982; and
- a lump-sum payment of 750 kr for 1981.

x) see late item (page 50) in last issue for earlier details

ITF FAIR PRACTICES COMMITTEE MEETS IN LONDON

90 representatives of Seafarers' and Dockers' affiliates from 30 countries attended the ITF Fair Practices Committee meeting held in London on 12 and 13 May. The meeting approved a new ITF wage scale for world-wide application on flag-of-convenience ships calculated on the basis of seafarers' rates of pay on national flag ships of the main countries of beneficial ownership. The new wage scale will come into force on 1 September 1981 and shipowners will be advised of this soon. A further revision of the wage scale will take place at the end of 1981. The Committee also decided that a review should be made of other conditions of employment provided by the ITF collective agreement.

The Fair Practices Committee expressed great concern at shipowners' and crewing agents' increasing attempts to intimidate crew members from developing countries in order to prevent them claiming or receiving the benefits of agreements signed by owners. The meeting also noted that some owners were trying to hide the fact that they were systematically cheating seamen of large amounts of pay by using fraudulent accounting methods.

On the recommendation of the ITF Seafarers' Section, the Committee decided to review policy in order to facilitate action with respect to non-domiciled seafarers. It also decided to formulate an ITF agreement adapted to cruise ships including catering concessionaire crews and to approach flag-of-convenience cruise ship owners to secure the application of such an agreement.

It was decided to include the Isle of Man registry in the list of countries considered to be offering flag-of-convenience facilities and to investigate further the use of the Costa Rica, Hong Kong and Maldives registries.

Finally, the meeting thanked William Van Zuylen of the Dutch Seafarers' Federation (FWZ) for his many years of practical help to seafarers and the ITF and offered best wishes on his retirement.

The Fair Practices Committee meeting was followed by a two-day meeting of ITF Inspectors.

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