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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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ITF Cabin Crew Technical Committee meets in Madrid

The ITF Cabin Crew Technical Committee met in Madrid on 8 and 9 September 1981, attended by representatives from seventeen countries. E. McDermott (British Transport and General Workers' Union) was elected as the Committee's new Chairman and J. Woltering (Dutch Cabin Crew Association) as Vice-Chairman in succession to K. Poutous, who had decided, for personal reasons, not to stand again for office.

The meeting adopted a resolution of support for US cabin crew unions in their rejection of FAA proposals for the blocking off of passenger seats and the reduction of the cabin crew complement in relation to passenger load, as well as approving proposals for the revision of the current ICAO Training Manual for cabin crew. On being informed of the latest developments in the CALFAA dispute with Wardair,^{x)} the Committee passed a resolution expressing total support for its Canadian affiliate and the right of its members to return to flying duty. Further details of the recent investigation into the working environment of SAS cabin crew (summarized in Panorama No. 3 of 1980) were also given to the meeting, which decided to ask the Secretariat to write to the ILO Director-General underlining the need for governments to support such studies, in line with the conclusions of the 1977 ILO Tripartite Technical Committee meeting on Civil Aviation.

The meeting closed with a vote of thanks to the Spanish hosts for their excellent arrangements and generous hospitality.

x) see also ITF Newsletter : July, August and September issues

Steering Committee meets in Stockholm

A meeting of the Steering Committee of the ITF Road Transport Workers' Section was held in Stockholm on 7 and 8 September 1981. The Committee approved a report submitted by the small working group on the carriage of dangerous goods by road and suggested that the future work of this group should be widened to include, inter alia, the monitoring of the technical and mechanical condition of vehicles used for the transport of dangerous goods.

The Committee further suggested that an enquiry should be made among ITF road transport affiliates to establish the extent to which obligations were already placed on employers via collective agreements or national legislation to provide insurance cover for their drivers against sickness, accident or prosecution abroad. It was felt that though action was needed in the short term, the only real permanent solution lay in the adoption of an appropriate ILO Convention.

On the question of the design of drivers' cabs, the Committee was of the opinion that designers' traditional priorities should be reversed, with layout and equipment being designed for safety and convenience first, with economic load factors and aesthetic appeal taking second place. With this in mind, employers were urged to give full weight to the views of drivers when choosing new vehicles.

TRANSPORT

SOUTH EAST ASIA

=====

Improved protection sought for ships' crews against pirates in South China Sea

In recent months, several vessels sailing in the Phillips Channel, south west of Singapore have been attacked by gangs of armed pirates, who have raided ships' safes and made off with the personal possessions of crew members. In some instances, masters and members of the crew have been threatened.

Unions and shipowners in a number of countries have become increasingly concerned at reports of such incidents involving ships of their national flag and have been pressing for effective measures to be taken to give ships and their crews added protection. The British government's monitoring group, set up following similar pirate raids off the West African coast, has said that it will now investigate all reports of acts of piracy worldwide, and it is hoped that other western governments -- and indeed the Singaporean and Indonesian authorities -- will give this growing problem their serious and urgent attention.

FRANCE

=====

Government announces campaign plan for return to full employment in civil aviation

In a statement issued towards the end of September, the French Transport Ministry expresses its concern at the effects of the

recession on French charter and regional airlines - a situation it says the previous government did nothing to rectify and that has been made even worse by deregulation - and announces details of a government campaign plan aimed at putting the industry back on a sound economic footing. The statement deplores the recent loss of jobs in civil aviation and the lack of employment security for those who are left after airlines on the verge of collapse have implemented economy measures. At the same time, stop-gap solutions are rejected because they provide no real answer to unemployment and fail to satisfy the requirements of the public.

Instead, the Ministry proposes the convening of an urgent meeting with the airlines and aviation unions with a view to the drawing up of a joint plan of action for a speedy return to full employment in civil aviation. The statement speaks of mobilizing the ideas and solidarity of all concerned in order that the necessary reforms on a broad front can be undertaken. Also envisaged is the establishment of a working group of qualified persons whose task it would be to evaluate and develop proposals that would ensure a return to regular and sustained development within the aviation industry. The aim would be to have both national and regional airlines working together and offering complementary services that would meet the diverse and constantly changing needs of users.

GREAT BRITAIN
=====

New manning legislation introduced

With effect from 1 September, all vessels operating in British coastal waters must carry certificated deck officers and engineers for all watches. The new regulations apply to all vessels, regardless of size - with the sole exception of vessels with less than 350 kilowatts of power, which do not have to carry a certificated engineer.

Fishing vessels and pleasure craft are exempt from the legislation.

TRADE UNIONS

CHILE
=====

ITF protests at attack on dockers' rights

In a cable to General Pinochet of Chile, ITF General Secretary Harold Lewis has strongly condemned a recent decree, which

cancels all collective agreements covering Chilean port workers and places the port workers under contracts of employment of twenty days' duration, which may or may not be renewable. Effectively, the dockers have been deprived of benefits to which they had been entitled for many years and have been made virtually into casual workers - totally at the mercy of the employers and without any job security.

In his cable, the General Secretary calls the new labour law "indefensible by all international standards" and accuses the régime of a gross violation of ILO Conventions on freedom of association and protection of the right to organize and collective bargaining, and of the 1973 Dock Work Convention. The cable concludes with the demand that the decree be withdrawn immediately and port workers' trade union rights be restored.

In Chile itself, 14,000 dockers began an indefinite strike on 3 October in protest at the introduction of the new labour law.

PAKISTAN
=====

ITF lodges official complaint with ILO against government of Pakistan

On 9 September, the ITF lodged an official complaint with the International Labour Office in Geneva against the government of Pakistan. The complaint alleges that the government's ban on trade union activity by PIA Corporation employees^{x)} is a clear violation of ILO Conventions Nos. 87 and 98, both of which have been ratified by Pakistan, and requests the ILO's Committee on Freedom of Association to investigate the complaint as speedily as possible.

x) see ITF Newsletter No. 9, 1981, page 102

SOCIAL AND INDUSTRIAL NEWS

BELGIUM
=====

Sabena staff reject proposed economy measures

The ITF-affiliated Belgian Metal Workers' Union - along with other Belgian aviation unions - has been insisting in recent contacts with the Sabena management that the airline's plans

for dealing with its worsening financial situation should not revolve round fewer staff earning less but that it should first take a long, hard look at its own structure, network and fleet etc. with a view to effecting the necessary economy measures.

The unions' stand would appear to have had little effect on Sabena, which recently put before them a series of economy measures designed to lop 1 thousand million Belgian francs off its operating costs - notably a cut of 950 in the workforce, linked to a reduction in salaries of between 4 and 6 per cent for a period of three years and a 50 per cent reduction in the end-of-year bonus.

The Metal Workers have informed Sabena that lower salaries are unthinkable at a time when the government is planning to increase social security contributions, thereby cutting purchasing power, and that any reduction in the end-of-year bonus is out of the question. The union has also expressed its formal opposition to redundancies, adding that while it has no real objection to the aim of reducing overall personnel costs, it believes this could best be achieved by introducing a system of early retirement at age 55. The union has also formally recorded its objection to the recent decision of the Communications Minister - taken without prior consultation of the unions - to allow deregistration to go ahead at the beginning of October.

DENMARK

=====

Higher pay for engineer officers

Revised rates of pay came into effect on 1 September for members of the ITF-affiliated Danish Engineer Officers' Association, following application of a cost-of-living award. The new rates range from 12,315 kr to 18,797 kr for chief engineers depending on size of vessel and length of service; from 9,042 kr to 12,645 kr for 1st engineers; from 9,042 kr to 11,243 kr for 2nd engineers; and from 9,042 kr to 10,440 kr for 3rd engineers. Overtime rates, inclusive of cost-of-living supplement, per half hour are as follows: 1st engineer: 33.97 - 42.26 kr for weekdays and 43.12 - 53.63 kr for Sundays and Public Holidays; 2nd engineer: 33.97 - 36.99 kr and 43.12 to 46.95 kr; 3rd engineer: 33.97 (weekdays) and 43.12 (Sundays and Public Holidays).

Radio officers' new pay rates

Revised rates of pay, effective 1 September 1981, have come into force for members of the ITF-affiliated Danish Radio Officers' Association. The new monthly rates (basic pay plus cost-of-living allowance) for the lowest and highest paid grades are given below. Figures in brackets refer respectively to half-hourly overtime rates on weekdays and on Sundays and Public Holidays.

<u>Under 5,000 grt</u>		<u>5,000 - 6,500 grt</u>	
8,655 (32.52/41.27)		8,799 (33.06/41.96)	
11,686 (43.91/55.73)	Kr.	11,830 (44.45/56.41)	Kr.
<u>6,5000-8,500 grt</u>		<u>Over 8,500 grt</u>	
8,872 (33.33/42.31)		8,944 (33.60/42.65)	
11,903 (44.72/56.75)	Kr.	11,975 (44.99/57.11)	Kr.

Ships' catering personnel win more pay

New pay rates came into operation on 1 September 1981 for catering staff represented in the ITF-affiliated Danish Ships' Catering Personnel Association. The following salary ranges (basic pay plus cost-of-living allowance) apply: chief steward: 10,229 kr to 11,941 kr; cook; 7,128 kr to 7,591 kr; messman and stewardess: 6,010 kr to 6,315 kr. Overtime rates (per half hour) are 38.43 kr on weekdays and 48.78 kr on Sundays and Public Holidays for chief steward; 25.75 kr and 32.96 kr for cook; and 21.71 kr and 27.79 kr for messman and stewardess.

GREAT BRITAIN
=====

Train drivers call off 24-hour national strike

The ITF-affiliated Associated Society of Locomotive Engineers and Firemen (ASLEF) called off a 24-hour national rail strike scheduled for 21 October after British Rail gave assurances that union objections to cuts in passenger services introduced at the beginning of October would be examined "objectively" by regional managers. BR has also agreed to invite all three rail unions to urgent meetings to discuss in depth the strategy for managing both passenger and freight business during the recession.

An early meeting is being sought with the Transport Minister to look at the problems facing the railway industry.

BLLENHEIM crew opposes flag transfer

On 9 October, the crew of the Fred Olsen Lines passenger/ro-ro vessel BLENHEIM refused to sail from Gibraltar in protest at the company's decision to sell the ship to the Danish shipping company DFDS, with the loss of 160 jobs. Talks between officials of the ITF-affiliated British National Union of Seamen and senior Fred Olsen management were still continuing on board when the vessel eventually left port three days late.

DFDS intends to transfer the vessel to a subsidiary company for operation in the Caribbean under the Bahamian flag and manned by what the NUS claims will be a low-wage crew.

According to latest reports, the crew is now staging a sit-in aboard the BLENHEIM in Plymouth. The vessel has been blacked by the NUS, which has posted pickets, and two other dockside unions - the Transport and General Workers' Union and the National Union of Railwaymen (both ITF affiliates).

Liverpool dock pay rise agreed

Under their 1981 pay settlement, reached after five months' negotiations, the pay of Liverpool dockers goes up to between £89.50 and £125.50 per week, depending on the shift worked, and bonus rates have been improved by ten per cent. The improved rates came into operation on 21 September. New working practices were agreed at the same time as the pay rises and are now being phased in.

NEW ZEALAND

=====

Air New Zealand staff face lay offs and pay freeze

Air New Zealand has recently warned its workers that a "significant" number of lay offs are to be expected if the airline is to improve its overall operating position. The carrier has also said that, to effect further economies, a recently-expired pay agreement will not be renewed and - despite an annual inflation rate of 16 per cent - staff will be asked to accept a pay freeze of at least twelve months' duration.

On being informed of the situation, the ITF Asian Civil Aviation Conference, which is meeting this week in Manila, sent a message urging Air New Zealand to enter into meaningful discussions with its aviations unions on its future structure. ITF affiliates organizing Air New Zealand staff have also been assured of the fullest support of ITF aviation affiliates worldwide in their efforts to avert job losses and secure reasonable levels of pay for their members.

NORWAY

=====

Coastal trade agreement revised

Following resumed negotiations between the ITF-affiliated Norwegian Mates' Association and the shipowners' association, the coastal trade agreement - now in its second year - has been revised, to give an increase of 215 kr in monthly pay and an improved daily victualling allowance of 27.90 kr. Further salary adjustments will be made if the consumer price index exceeds 126.5 by 15 September 1981.

SWEDEN
=====

Higher pay for SAS cabin crews

The pay and allowances of SAS cabin attendants organized in the ITF-affiliated Swedish Commercial Employees' Union (HTF) have been increased by 4.9%, backdated to 1 March 1981. This gives a new salary scale for cabin attendants ranging from 4,895 (starting salary) to 7,400 kr after 17 years, the range for pursers being 6,285 kr (during initial year as assistant purser) to 8,700 kr after 17 years.

SAS has also agreed to a number of changes in working conditions, including an undertaking that a purser will be carried on all flights by the summer of 1983 at the latest.

Improved pay for deck officers in deep-sea trade

The ITF-affiliated Swedish Navigating Officers' Association has negotiated new rates of pay for its members in the deep-sea trades, based on the mediated settlement reached following last May's private sector pay strike. Examples of the new monthly salary ranges, effective 1 September 1981, are as follows: Chief officer: 5,738 kr to 8,625 kr (dry cargo vessels) and 6,204 kr to 9,341 kr (oil tankers); 2nd officer: 4,969 kr to 7,139 kr (dry cargo vessels) and 5,371 kr to 7,718 kr (oil tankers); radio officer: 4,964 kr to 8,494 kr (dry cargo vessels) and 5,338 kr to 9,170 kr (oil tankers).

A sum equivalent to four per cent of pay and allowances for the period May/August 1981 will be paid in lieu of backdating.

UNITED STATES
=====

New contract for deck officers on ocean-going tankers and dry cargo vessels

After marathon bargaining sessions, the ITF-affiliated US International Organization of Masters, Mates and Pilots (IOMMP) has negotiated a new master contract for licensed deck officers on ocean-going tankers and dry cargo vessels operated by member companies of the Tanker Service Committee and the Maritime Service Committee. The agreement still has to be ratified in a membership ballot.

Under the three-year contract, officers' base pay and overtime rates will be increased by 7.5% in each contract year, and a cost-of-living escalator has been written into the agreement. Masters on dry cargo and fast-turn vessels and tankers will receive 30 days' annual leave for each thirty days worked with effect from 1 January 1982, and masters of break-bulk vessels will receive the same entitlement on 16 June 1983, while mates will receive two additional days' leave for each 30 days worked from 16 June 1982 and one additional day exactly a year later. The agreement also provides significant improvements in the areas of pensions and health benefits, which the IOMMP claims are now the best in the industry.

The new monthly salary ranges, applicable from 16 June 1981, are as follows: Dry cargo vessels: master: \$4,312.04 - \$6,247.58; 1st officer: \$2,277.93 - \$3,415.17; 2nd officer: \$2,050.64 - \$2,887.52; 3rd officer: \$1,823.29 - \$2,359.89. Tankers: master: \$4,109.08 - \$4,581.75; chief officer: \$2,633.71 - \$2,896.79; 2nd officer: \$2,336.64 - \$2,561.61; 3rd officer: \$2,039.58 - \$2,226.41.

NEWS IN BRIEF

On 16 October, the ITF-affiliated Australasian Airline Flight Engineers' Association signed an agreement with the Australian internal airline Ansett in which the company has given an undertaking that it will operate the B 767 and 757 - if purchased - with a three-man flight deck crew in a high technology cockpit incorporating a sideways-facing flight engineer panel.

Ships' engineer members of the Australian Institute of Marine and Power Engineers (an ITF affiliate) called off a strike on 25 September to allow negotiations to be resumed on a new pay and conditions agreement. Talks have been in progress since March.

The ITF-affiliated Colombian Seamen's Union (UNIMAR) has rejected/^sproposed settlement of its dispute with the national shipping line Grancolombiana (see ITF Newsletter No. 8, page 93).

Colombian railwaymen have been on an all-out strike since 14 September in a dispute over the late receipt of pay. The state--owned national railway company says that every effort is being made to pay salaries on time, despite the company's mounting losses.

Italian railwaymen staged a 24-hour strike on 12 October in protest at the government's decision to delay talks on new work contracts.

The ITF offers its sincere congratulations to the Dutch Cabin Staff Union on the occasion of its 35th anniversary.

Members of the Sierra Leone Labour Congress staged a 4-day general strike at the beginning of September in support of demands for economic reforms. The workers are seeking cuts in the price of basic foods, measures to ease unemployment and better housing and roads.

OBITUARIES

Joe Curran, first President of the National Maritime Union of America, died on 14 August, after a long illness. "Big Joe" Curran was elected President of the newly-founded NMU in 1937 and occupied the union's top post for thirty-six years until he retired in 1973. A vice-president of the former CIO, he became a vice-president of the AFL-CIO when it was formed in 1955; he also held office as chairman of the AFL-CIO Maritime Committee, co-chairman of the Labor-Management Maritime Committee and a vice-president of the United Seamen's Service. Brother Curran will be well known to many in the ITF, having served as vice-chairman of the Seafarers' Section from 1962 to 1971 and for three years, from the late fifties, as a co-opted member of the then Executive Committee of the Federation.

Al Hayes, International President of the US International Association of Machinists and Aerospace Workers from 1949 to 1965, died on 16 August, aged 81. Brother Hayes was also a vice-president of the former American Federation of Labor, as well as a vice-president, from its inception, of the AFL-CIO. He served on many presidential commissions and was a frequent spokesman for organized labour during Congressional hearings on issues affecting American workers.

G. King, General Secretary of the Sierra Leone Seamen's Union, died on 25 September.

James Eric Napier, General Secretary of the New Zealand Waterside Workers' Federation from 1952 to 1972, died on 19 September, aged 78. Brother Napier also held the post of Vice-President of the New Zealand Federation of Labour from 1964 to 1972. He was associated with the Waterside Workers throughout his working life and was always a staunch supporter of the policies of the ITF, helping to maintain close ties between the Federation and his own and other unions in the Australasian region.

PERSONALIA

Ruth Dreifuss has been elected Secretary of the Swiss Confederation of Trade Unions (SGB).

Liselotte Knudsen has been elected the first woman Vice-President of the Danish Commercial Employees' Union (HK).

Ben Kok has been elected Assistant General Secretary of the Dutch Transport Workers' Union FNV. Brother Kok is a member of the Committee of the ITF Civil Aviation Section and also serves on the Executive Board.

Werner Meier, who retired from the presidency of the Swiss Railwaymen's Union earlier this year, celebrated his 65th birthday on 1 October. The ITF sends its best wishes to Brother Meier, who is a former member of our Executive Board.

E. Greve Petersen, President for twenty-nine years of the Danish Locomotivemen's Association, celebrated 50 years with the Danish State Railways in September. Brother Petersen is a former chairman of the ITF Railwaymen's Section.

LATE ITEMS

=====

New bargaining sessions in Wardair dispute

Bargaining sessions between the Canadian Air Line Flight Attendants' Association and Wardair^x) were resumed on 14 October, but when we went to press no progress had been reported in the talks, which followed the failure of earlier attempts by the Canadian Labour Congress to mediate in the dispute. Meanwhile, CALFAA members working for the charter airline remain locked out by the company.

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A number of flights into Europe have been terminated for the winter season by Wardair, although services are still being operated into the UK and Amsterdam, as well as to Miami, Honolulu and Barbados. CALFAA has repeated its request for assistance from affiliates in these areas, and ITF civil aviation affiliates have also been asked to cable Wardair protesting at the hard line it is taking, which is unduly delaying a satisfactory settlement of this protracted dispute.

x) see ITF Newsletter No. 9, 1981, page 109 for details of earlier bargaining session

Air France ground staff strike

2,000 Air France ground staff at Orly Airport went on strike on 21 October after management refused a 500 francs per month pay rise.

Revised agreement for Italian employees of Pan American

Italian civil aviation employees of Pan American Airways benefit from improved conditions of employment as a result of an agreement signed on 28 August 1981 by the ITF-affiliated Federation of Civil Aviation Workers, FILAC-CISL. The existing collective agreement is extended to 31 March 1983.

The agreement of 28 August provided for the payment of a lump sum of Lire 1,800,000 in September 1981. From 1 August 1981, cost-of-living supplements for the period February 1975 to January 1977, ranging from L. 62,911 to L. 81,226 per month according to category, were consolidated in basic rates of pay. With effect from 1 March 1983, basic rates of pay will be increased by between 10.75% and 17% according to category, plus a flat increase of L. 35,000 per month. Also from March 1983, each employee will be paid an allowance of L. 1100 for each day at work and the meal allowance will be increased to L. 3000 per day.

City-based staff have the cost of a monthly public transport season ticket reimbursed and airport-based staff receive a transport allowance of L. 1500 per day worked, both from 1 August 1981. These allowances will be revised every 6 months from January 1982 in line with petrol price increases.

Seniority increments, payable every 2 years up to a maximum of 15 increments, will be increased by approximately 10% from 1 October 1982.

The productivity bonus will be maintained at L. 525,000 per year until March 1983.

FORTHCOMING MEETINGS

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- | | |
|--------------------------------------|------------------------------|
| Urban Transport | - Zürich, 5-6 November 1981 |
| Civil Aviation Section
Conference | - Malta, 24-27 November 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.

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