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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL
=====

ITF Road Transport Workers' Section Conference held in Stockholm

The Road Transport Workers' Section of the ITF held its Conference in Stockholm from 18 to 20 May, with almost 100 delegates and advisers from 21 countries in attendance. Special guests at the Conference included Olof Palme, leader of the Swedish Labour Party and one-time Prime Minister of Sweden. The agenda was a comprehensive one and, as well as several subjects of specific importance to drivers, it included four items which had already been considered by the Railwaymen's Section, namely micro-electronics, short-distance passenger transport, transit traffic via the Alps, and transport policy. It had long been felt desirable that, within the ITF as a whole, policies be evolved which were acceptable to every industrial section. With the adoption of the policy documents presented on these four subjects, a very important step along the way to this objective had been taken. The success of the Conference was due, to a large extent, to the excellent practical support given by the host organisation, the Swedish Transport Workers' Union.

Fair Practices Committee meets in London

95 members, advisers and observers attended the meeting of the ITF Fair Practices Committee held in London on 2 and 3 June 1982.

The Committee decided that the present ITF Far East wage scale, applying to seafarers on flag-of-convenience ships trading exclusively in the Far East, would be phased out over a period of 3 years. Commencing from 1 January 1983, the Far East wage scale will be raised to 85% of the ITF world-wide wage scale prevailing at that time. The Far East scale will continue to rise, in steps of 5%, until on 1 January 1986 it will be the same as the full ITF world-wide scale prevailing at that time. From 1 January 1984 ships under ITF Far East or equivalent agreement with crews employed on 90% of the world-wide rate will be entitled to engage in world-wide trade.

Subject to acceptable arrangements being made, the concept of total crew cost and national funding arrangements was adopted, whereby part of the wage of seafarers would be paid into a national fund, in the control of which ITF seafarer affiliates in the country concerned have an equal say, for the purpose of providing welfare, protection and retirement benefits for the seafarers of that country. Any fund established as a consequence of this decision shall be acceptable to the ITF's seafarer affiliates in the country concerned and to the Fair Practices Committee.

An 11.7% increase in the wage scales for seafarers working on flag-of-convenience ships under ITF agreement was agreed, coming into effect from 1 April 1982, giving A.B. rates of US\$785.00 per month world-wide and US\$557.00 per month Far East. It was further agreed that the wage scales would next be revised with effect from 1 January 1983.

On the recommendation of the ITF Seafarers' Section Manning Committee, minimum manning recommendations for ships with manned and unmanned engine-rooms were adopted.

The Fair Practices Committee decided to set up an eight-member sub-committee to study and make recommendations on what revisions should be made to the terms of the ITF Collective Agreement, especially in the light of prevailing benefits enjoyed by seafarers in the main countries of beneficial ownership. It was also agreed to continue to accept national agreements which are on a par with or superior to the ITF Collective Agreement, but that the small sub-committee would examine any complaints that such national agreements were not up to ITF standard or were not being applied properly.

Recognising the need to secure improved conditions for crews working on flag-of-convenience cruise ships using catering concessionaire crews, the meeting adopted a model agreement to be applied to these ships. The model agreement for cruise ships differs from the standard ITF Collective Agreement in the wages structure and the provisions concerning hours and overtime compensation. There is a guaranteed minimum earnings clause based on 63 hours work per week for officers and 56 hours per week for ratings and catering personnel. Work in excess of these weekly hours is to be paid at standard ITF overtime rates for the category concerned but may be taken as paid time off in port at the crew member's request.

The FPC noted that a Parliamentary Bill, No. 733, had been introduced in the Republic of the Philippines. The purpose of the Bill was to open the Philippines registry to foreign-owned ships, thereby creating another flag of convenience. Noting that one of the effects could also be the introduction of many thousands of additional seafarers into an already over-supplied global seamen's labour market, the Fair Practices Committee called on the Philippines Government to join with the ITF's affiliate AMOSUP-PTGWO in opposing the Bill.

The meeting requested the ITF General Secretary to present a statement to the Polish government representatives at the forthcoming 1982 International Labour Conference calling for the release of Lech Walesa and all other detained trades unionists.

ITF Travel Bureau Section sets future objectives

A conference of the ITF Travel Bureau Workers' Section was held in Stockholm from 14 to 16 June under the chairmanship of Lars Hellman (Section Chairman), whose organization, the Swedish Commercial Workers' Union (HTF), also acted as host to the conference. It was attended by ITF travel bureau affiliates and observer organizations from Europe, Asia, Africa and North America, including Bill

Gill, Chairman of the ITF Civil Aviation Section as that Section's observer.

The conference was preceded by a seminar, in which guest speakers from a number of organizations with which the Travel Bureau Section maintains a relationship also participated. These were the UN World Tourism Organization; the OECD Tourism Committee; the ILO Hotel, Catering and Tourism Branch; the OECD Trade Union Advisory Committee (TUAC), together with the Swedish National Tourism Board. Also present at the conference and seminar was a representative of our sister-ITS, the International Union of Food and Allied Workers' Associations (IUF), with which the ITF Travel Bureau Workers' Section has a very close working relationship.

Among the subjects dealt with by the conference were: future relations with official international organizations in the field of tourism; closer cooperation between the Section and the ITF Civil Aviation Workers' Section and the IUF, as well as with TUAC; problems created by the existence of multinational travel organizations; sub-standard conditions in the industry and the need to improve these through trade union action; vocational training; and the effects of new technology on travel trade employment. The conference also heard extensive reports on the organizational position in the United States, Japan and the United Kingdom from affiliates in those countries. In addition, delegates approved a draft action programme for the Section during the period of activity following the next ITF Congress (Madrid 1983), and recommended that the Secretariat should undertake in-depth studies of two major international travel trade undertakings. Also adopted unanimously was a resolution on multinational travel undertakings and the need for closer trade union cooperation in the tourism field. (text attached to this issue of the Newsletter).

Both the Section Chairman, Lars Hellman (HTF Sweden), and Vice-Chairman, N. Ozaki (Kanko-Roren, Japan) were unanimously re-elected. In view of representational difficulties which have arisen from time to time, it was also agreed to elect a second Vice-Chairman. Bert Lyons (Transport Salaried Staffs' Association; UK) was unanimously elected to this position.

We would like to take this opportunity of thanking our host-organization very sincerely for its hospitality and the excellent facilities provided to the Conference at the Federation of Salaried Employees in Private Industry (PTK) School in Djurö.

TRANSPORT

AUSTRALIA
=====

Mandatory ship reporting system is introduced

Australia has recently introduced a mandatory ship reporting system requiring all Australian-flag vessels to report their sailing plans and when at sea to file 24-hour position reports with coastal radio stations while within their country's search

and rescue (SAR) area. Foreign-flag ships will be obliged to lodge daily reports from their arrival at one of the country's ports until they leave their last Australian port of call, although these vessels are being actively encouraged to report in throughout their time in the Australian SAR area - the world's largest. Search operations will normally begin within twenty-four hours of a ship failing to report.

SWEDEN
=====

Compulsory pilotage to be introduced

A working group established by the Swedish Maritime Affairs Department is recommending that all tankers and dry cargo vessels entering and leaving Swedish ports and waterways should be obliged to carry a pilot from the beginning of next year. The gross tonnage at which it is proposed that compulsory pilotage should come into effect will depend on the port involved and on vessel type (the lower limit being set for tankers), although masters who regularly traffic the same port will be permitted to apply for an exemption from the compulsory pilotage requirement.

The proposals have the backing of the marine pilots' organization, which was represented on the working group. Consultations will now be held with the Swedish shipowners and seafarers' unions before a final decision is taken later this year.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA
=====

New national agreement for waterside workers

A new two-year national contract has been successfully concluded by the ITF-affiliated Waterside Workers' Federation of Australia. The agreement took effect on 3 May and for members in the permanent ports has produced the following new weekly wage rates: ordinary waterside worker - A\$ 292 (an increase of A\$ 19.20); mobile crane and forklift truck operator - A\$ 303.10 (an increase of A\$ 19.90); and top terminal rate - A\$ 313.10 (up A\$ 20.60). The obnoxious cargo rate, the deck and noise rates and attendance money have all been increased in the same proportion as basic pay. In the casual ports, the hourly rate for ordinary waterside workers rises by 64 cents to A\$ 9.17, with forklift truck drivers receiving an improved rate of A\$ 9.48 (an increase of 66.33 cents). The guaranteed minimum wage per four-week period has also been increased from A\$ 1,006 to A\$ 1,082.

The wage rates in the new contract will apply for six months only, after which the union will seek to negotiate new rates of pay for the remainder of the contract period.

Arbitration Commission rejects British Airways' pay freeze

The Australian Conciliation and Arbitration Commission has rejected British Airways' attempts to impose a 9-month pay freeze on its Australian workforce and in its decision, issued in April, has ruled that the awards from which British Airways staff had been excluded should be applied as from the first pay period on or after 9 March 1982.

Two ITF aviation affiliates - the Federated Clerks' Union and the Transport Officers' Federation - had contested the proposed pay stop and the award is the direct result of their representations.

FRANCE

=====

Seamen's unions sign new agreement on hours and leave

French seamen's unions and shipowners have now signed an agreement on working hours and leave following the resumption of talks, which also included the French Minister for the Sea, Louis le Pensec, and took place under a renewed strike threat^{x)}. As part of the new agreement almost all categories will receive an extra day's leave per month at sea with immediate effect and a further half-day at the beginning of 1983. This is without prejudice to any extra leave granted as a result of further negotiations due to take place later this year.

x) see ITF Newsletter No. 3, 1982, page 29 for details of earlier industrial action in support of the unions' claims

Elsewhere, the seafarers' unions have reached agreement with the French National Railways (SNCF) on manning levels on the 4,590 grt CHARTRES, which was recently switched to the Newhaven-Dieppe route to replace the smaller ro-ro vessel VILLANDRY, under the terms of an agreement between the SNCF and Sealink UK, which operates the car ferry SENLAC on the route.^{x)}

x) see also ITF Newsletter No. 2, 1982, page 19.

GERMANY

=====

Union attacks plans to levy VAT on victualling allowance and tax seafarers' private 'phone calls

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has described as absurd a decree issued by the

finance ministry of the city state of Hamburg, according to which seafarers - while in German waters - would in future be required to pay VAT (at 13 per cent) on their daily victualling allowance and would be taxed on all private ship-to-shore telephone calls. OeTV Vice-President Siegfried Merten has urged the federal Finance Minister to see that the decree is rescinded forthwith. He reminded the Minister that such petty fiscal measures ran counter to the efforts of the Transport Ministry to ease the tax burden on German shipping and conflicted with the recommendation of the Transport Ministry's own advisory committee on the shipping industry that seafarers should receive special tax concessions as compensation for their arduous working conditions on shipboard.

GREAT BRITAIN
=====

NUS to set up shipboard branches

Delegates attending last month's biennial conference of the ITF-affiliated National Union of Seamen approved a major constitutional change that will make the NUS less of a land-based organization than hitherto by voting decisively in favour of the setting up of shipboard branches headed by shop stewards (to be known as shipboard representatives), who will have the authority to negotiate with the management on a whole range of issues. Shipowners are to be urged to agree to a model agreement that will permit the change to be effected without undue delay.

The conference decision is seen as enabling increased participation in union affairs of members in the deep-sea trades who because they are away from home for extended periods feel that they do not always have sufficient voice in the way in which their union is run.

Pay rise for Mobil tanker drivers

The ITF-affiliated Transport and General Workers' Union has negotiated an eight per cent pay rise for Mobil tanker drivers, raising the basic rate from £116.55 to £125.87, plus a £16 productivity bonus. A working party is looking into ways of implementing the agreed move to a 37½ hour week at no extra cost from next January.

GREECE
=====

New pay agreement for crews of Mediterranean cargo vessels under 4,500 dwt

A new twelve-month pay agreement for officers and ratings on Mediterranean cargo vessels under 4,500 dwt has been concluded by the ITF-affiliated Pan-Hellenic Seamen's Federation (PNO). Examples of the new basic salary ranges are as follows:

Officers

1st mate/radio officer	30,930 - 38,165	drachmas
second mate	27,950 - 33,155	drachmas
chief engineer ^x)	51,960 - 68,010	drachmas

^x
(these rates apply to first five months of the agreement)

chief engineer	53,520 - 70,050	drachmas
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(these rates apply to last seven months of the agreement)

second engineer	30,930 - 38,165	drachmas
third engineer	27,950 - 33,155	drachmas

Ratings

Deck_department

Engineroom_

Bosun	26,705 - 27,815	drachmas	Motorman	27,925-32.610	drachmas
ABX)	26,170 - 26,705	drachmas	donkeyman	26,975-28,755	drachmas
OS ^{xx})	20,180 - 20,580	drachmas	oiler	26,705-27,815	drachmas

x) qualified
xx) unqualified

Catering_department

Cook	26,745 - 29,755	drachmas
Steward	26,705 - 27,815	drachmas

Other improvements include: allowance of 1,900 drachmas per month for officers (ratings - 1,460 drachmas) during period vessel trades outside the Mediterranean within certain defined limits; supplements of 10% and 20% respectively for service on tankers and vessels carrying liquefied gases; a daily subsistence allowance of 300 drachmas for all categories; and a 2,500 drachmas per month bonus for qualified ratings. Leave will also now be granted at the rate of 8 days per month of service, and seafarers will qualify for repatriation at the owner's expense after serving 6 months on tankers and 7 months on dry cargo vessels.

NETHERLANDS
=====

Rotterdam dock strike called off

The ITF-affiliated Dutch Transport Workers' Union (Vervoersbond FNV) called off its strike action in the port of Rotterdam on 7 June. Details of the settlement are not yet available, but will be published in the Newsletter when they come to hand. Meanwhile, the ITF has conveyed the union's thanks to all docker affiliates who offered solidarity during the dispute.

NORWAY

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Seafarers complain of second-class treatment from SAS

Following complaints from members, seafarers' unions in Norway, Denmark and Sweden have made repeated approaches in recent months to the Scandinavian Airlines System (SAS) urging the airline to stop treating seafarers flying to join their ships less favourably than it does its full-fare passengers. The unions have been dismayed at the lack of a positive response from SAS and are now considering whether they should ask shipowners to switch their crews to other airlines.

Scandinavian seafarers travelling by air do so on reduced-rate tickets and possession of these has caused them considerable distress since late last year when SAS abolished its 1st class and replaced it by a new Euro class. Seafarers on SAS flights are now placed in Tourist at the rear of the aircraft, separated from full-fare passengers in the Euro section by a moveable partition. They have complained of having to wait until last to board and then of having to do so hurriedly, of being served only after all other passengers in the front Euro section have been attended to and of excessive noise and smoke levels in Tourist. They feel strongly that they should not be treated differently from SAS's other passengers because the shipowners - valuable customers of SAS - are able to take advantage of cheap-rate tickets that were introduced by the government many years ago as a means of helping them keep their costs down. Some seafarers are also worried that long-haul flights under these conditions could render them unfit to take up their shipboard duties and perform them effectively and safely on reaching their destination.

Mobile rig pay talks satisfactorily concluded

The ITF's three Norwegian maritime affiliates^{x)} have agreed to a mediated settlement that will give their members on mobile rigs pay increases of approximately 16 per cent (see also page 56 of last issue).

Attempts are currently being made to reach a mediated settlement for employees on fixed platforms in the North Sea after the Norwegian Oil and Petroleum Workers' Union (NOPEF) broke off negotiations with the employers on a new pay agreement.

x) the Seamen's Union, the Navigating Officers' Association and the Ships' Engineers' Union

Higher pay for engineers in overseas trade

New rates of pay came into operation on 1 May for engineers in the Norwegian overseas trade. The following new monthly salary ranges (according to vessel horsepower and length of service) apply:

<u>chief engineer</u>	(tankers)	11,130 - 14,935 kr
	(dry cargo vessels)	10,745 - 14,360 kr
<u>1st engineer</u>	(tankers)	7,070 - 8,785 kr
	(dry cargo vessels)	6,840 - 8,480 kr
<u>2nd engineer</u>	(tankers)	6,730 - 8,125 kr
	(dry cargo vessels)	6,515 - 7,850 kr
<u>3rd engineer</u>	(tankers)	6,495 - 7,785 kr
	(dry cargo vessels)	6,295 - 7,525 kr

PAKISTAN
=====

Seamen draw up charter of demands

The ITF-affiliated Pakistan Seamen's Union has submitted a comprehensive charter of demands to the shipowners for a new two-year contract for union-organized ratings. The union is seeking, inter alia, improved pay scales for all categories; a 40-hour, 5-day week, with overtime pay for all work in excess of this figure; leave at the rate of five days per calendar month of articulated service; improvements in allowances - notably seniority and subsistence pay; higher levels of compensation in the event of death or injury (causing temporary or permanent disability) while in service; and a better pension scheme for Pakistani seafarers.

SINGAPORE
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Higher pay and benefits for Singapore-based Qantas staff

Singapore-based Qantas staff will receive pay increases and other benefits under a new 3-year agreement signed on their behalf by the ITF-affiliated Singapore Air Transport Workers' Union (SATU). Improvements include: \$100* pay increase for all staff; 12-20 working days' leave per year, according to grade and length of service; retirement at age 55 (with optional early retirement at 50 for men and 45 for women); and shift pay increased from \$40 to \$60 per month.

* Singapore dollars

UNITED STATES

=====

IAM strike against Northwest Airlines ends in victory

Following lengthy negotiations - including two unsuccessful attempts at mediation - the ITF-affiliated International Association of Machinists and Aerospace Workers began a strike against Northwest Airlines on 22 May to prevent the company deleting hard-won gains from the contract and imposing sub-standard pay and conditions on its IAM-organized personnel.

The strike was called off on Thursday 17 June following a membership ballot which approved the details of a tentative settlement reached between the IAM and Northwest earlier that same week. The action ended in a clear victory for the IAM, which informs us that the airline has now withdrawn its demands for changes in contract conditions and has dropped proposals to introduce part-time labour. The ITF has already conveyed the IAM's thanks to aviation affiliates for their readiness to lend the international support which helped achieve such a satisfactory outcome of the dispute.

Sabena ground staff at JFK Airport face possible loss of their jobs

Ground staff working for the Belgian national airline Sabena at New York's JFK Airport have reached an impasse in negotiations with the carrier, which is insisting that their union - the ITF-affiliated Transport Workers' Union of America - agree to contract language allowing the company, at its discretion, to contract its entire operation to an outside company or other airline and discharge all union personnel. A mediator has exhausted all possibilities of a compromise and while the TWU has agreed to submit to binding arbitration, Sabena has refused to do so. The union fears that once the thirty-day "cooling-off period" that is now in force expires Sabena will contract its work out and has asked ITF aviation affiliates for support in preventing Sabena from taking such action.

Court rejects State bid to outlaw rail strike

In a unanimous decision, the US Supreme Court has ruled that State-owned railroads and their workers are subject to the federal Railway Labor Act and that State law may not be invoked to ban railroad workers from striking. The Court is of the view that the efficient operation of the inter-state rail system would be endangered if individual States that acquired railroads were allowed to circumvent the federal system of bargaining by seeking recourse to State law to prevent their employees from striking.

The decision is in respect of a case brought by the Metropolitan Transportation Authority, the public agency which operates the Long Island Railroad in New York State. The Authority had sought to use a punitive New York State Act to prevent a scheduled strike in 1980, even though the union involved had met all the provisions of the federal Railway Labor Act and had observed two "cooling-off" periods.

As public acquisition of commuter railroads is becoming increasingly common, this case could set an important precedent.

NEWS IN BRIEF

Austerity measures introduced by the French government following this month's devaluation of the franc include a pay and prices freeze until 31 October. The national minimum wage (SMIC) has been excluded and will rise by 3.2% on 1 July.

British Airways engineers at Heathrow airport are to stage a series of 24-hour strikes to back demands for pay rises in line with inflation, increases in London Weighting, longer holidays and shorter working hours.

Great Britain: local authority airport workers have won a 6.9% increase in basic pay, improved shift allowances, 5 weeks' leave after 5 years' service, and a 39-hour week from next January under an agreement concluded on their behalf by the ITF-affiliated Transport and General Workers' Union.

Great Britain: Manchester dockers have accepted a 6 per cent increase on basic rates and the introduction of a 39-hour week.

Six US rail unions have reached tentative agreement with the National Railroad Passenger Corporation AMTRAK on the provisions of a new 39-month contract. Details are being withheld pending ratification.

OBITUARIES

=====

Joe Kenny, Assistant National Secretary from 1979 to 1981 of the British National Union of Seamen, died in April, aged 51, after a long illness.

Rune Melander, Treasurer of the Swedish Transport Workers' Union from 1947 to 1962, has died, at the age of 83. Brother Melander regularly attended ITF Congresses during his period of union office.

PERSONALIA

Heinz Kluncker resigned unexpectedly from the presidency of the German Transport and Public Service Workers' Union (OeTV) at the beginning of this month, on urgent medical advice. Brother Kluncker, who is 57, has been president of the OeTV for the past eighteen years and has won widespread respect and admiration from all sectors of German society as one of his country's most experienced trade union leaders and skilled negotiators. His successor will be elected at an extraordinary union congress in the autumn. Brother Kluncker has been closely associated with the work of the ITF for many years, having served both as a member of our Executive Board and as ITF Vice-President from 1971 to 1974. He remains President of the Public Services International. The ITF, for its part, is sad to lose the services of a trade unionist of great stature, who still had a great deal to give to the international transport workers' movement.

Ernst Breit, President of the German Post Office Workers' Union, has been elected President of the German Trade Union Federation (DGB) in succession to Heinz Oskar Vetter, who has retired after thirteen years in the post.

John Carroll, President of the Irish Transport and General Workers' Union, has been appointed a member of the newly-reconstituted Irish National Broadcasting Authority.

Georges Debunne has been elected President of the European Trade Union Confederation (ETUC) in succession to Wim Kok of the Netherlands, ETUC President since 1979. Brother Debunne is President of the Belgian Socialist Trade Union Federation (FGTB).

Edward Hudson has been appointed Secretary to the European Civil Aviation Conference (ECAC) in succession to Maurice Doz, who has retired. Hudson was formerly deputy secretary of ECAC and has represented the organization at many international meetings.

Niels Rasmussen, Chief Treasurer of the Danish Transport and General Workers' Union (SiD), celebrated his 60th birthday on 9 June.

FORTHCOMING MEETINGS
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- | | |
|-----------------------------|------------------------------|
| Management Committee | - Bremen, 18 October 1982 |
| Executive Board | - Bremen, 19-20 October 1982 |
| Dockers' Section Conference | - London, 26-27 October 1982 |

AFFILIATED UNIONS REQUIRING FURTHER
INFORMATION ON ANY ITEM IN THIS
NEWSLETTER MAY OBTAIN IT ON REQUEST
FROM THE SECRETARIAT OF THE ITF

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INVESTIGATION PROMISED INTO SOUTH AFRICAN POLICE HARASSMENT OF DOCKERS

The Director General of South African Transport Services (SATS)^{x)} has undertaken to investigate allegations that the police have harassed and intimidated docker members of the ITF-affiliated General Workers' Union (GWU). In a telex to the ITF's General Secretary, Harold Lewis, he said, "Regarding your reference to police activity I would be only too pleased (to) institute (an) investigation should you produce any evidence showing (that) activities have gone beyond normal bounds and functions."

His message was the latest in a series that he had exchanged with the General Secretary over repeated calls by the GWU for a meeting with the SATS management. The GWU has a substantial membership among the dockers employed by the state-owned SATS but the management has been refusing to have any dealings with the union on the grounds that the trade union needs of the SATS black workers are met by a "Black Staff Association". The GWU maintains that black dockers have absolutely no faith in the Association's ability or readiness truly to represent them. They regard its recent emergence as being company inspired and intended to forestall the establishment of a strong and independent voice for the black employees. (The background to these developments is to be found in Supplements to the January, March and May ITF Newsletters.)

For months now the GWU has been recording instances where police have harassed or intimidated its members. On 17 June, dockers in Port Elizabeth tried in vain to present the management with a letter listing cases where the police had gone beyond reasonable bounds.

The Director General has not been so forthcoming, however, in his response to the General Secretary's proposal that they should meet to discuss the whole matter of SATS' relationship with the GWU. In a telex of 3 June the General Secretary expressed the ITF's grave concern at the heightening of tension in the docks but said he was still convinced that there was a possibility of reaching an understanding if the issue was approached calmly and objectively. He therefore proposed that they should meet in South Africa on 17 and 18 June.

The Director General replied that the Black Staff Association represented the majority of the black labour force and that SATS was "bound and obliged to negotiate only with the Association of the choice of the majority of its black staff." The General Secretary responded by expressing his disappointment at the Director General's position. He pointed out that the ITF's affiliates included almost all the major dockers' unions in the free world and that it therefore had great experience in all kinds of industrial relations models which enabled it to make a constructive contribution to the SATS and GWU dispute. He stressed that a substantial part of the SATS dockers simply did not accept that the Black Staff Association could speak for them and asked the Director General to reconsider his stand.

The Director General has since re-affirmed his unwillingness to meet, but he has now come under fire from employers' quarters, particularly in Port Elizabeth where feelings in the docks have been running high. The Director of Industrial Relations in the local Ford car plant said it would be a pity if the SATS management were "to continue to underestimate the seriousness of the situation developing in this area - particularly in the light of potential international ramifications".

x)

formerly known as South African Railways and Harbours (SAR&H)

[The following text is extremely faint and largely illegible due to poor scan quality. It appears to be a continuation of a report or document, possibly containing details about the SATS (South African Transport Services) and the Director General's actions. Key fragments are difficult to discern but seem to relate to the same subject matter as the first paragraph.]

MULTINATIONAL TRAVEL UNDERTAKINGS

This Conference of the ITF Travel Bureau Section meeting in Stockholm from 14-16 June 1982,

HAVING NOTED the ever-increasing influence which multinational enterprises have in all branches of the tourism industry and the fact that these are often in turn subsidiaries of larger transnational conglomerate groupings;

HAVING NOTED FURTHER that in many cases such enterprises are basically anti-union in outlook and try wherever possible to employ workers who are not organised in order to impose on them conditions which would not be acceptable to trade unions active in the tourism industry nor under the social legislation of the countries from which those employees are recruited;

THEREFORE URGES that the ITF Travel Bureau Section should - in cooperation with the ITF Civil Aviation Section and other international trade union federations working in the tourism industry, such as the IUF - utilise every opportunity available to it within official inter-governmental organizations including the WTO, the ILO, the OECD and the EEC to expose and highlight abuses of power by multinational enterprises in the industry, particularly in their employment and labour-relations policies, as well as to press for action at inter-governmental level to curb such abuses.

IT IS FELT for example that greater use should be made of the procedures established, at both national and international level, under the OECD Guidelines on multinational enterprises in order to present cases concerning breaches by such enterprises of the

Guidelines' stipulations on employment and industrial relations, which the OECD governments are pledged to uphold, and further make the fullest possible use of other similar international codes of conduct which either exist or are in process of being developed.

The Conference is also of the firm opinion that maximum cooperation and solidarity should be developed between the trade unions operating in the tourism field at both national and international level in order to achieve higher levels of organization in the industry and the best possible standards of continuous employment, especially in those sectors dominated by multinationals.