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## 32 DIE IN LONDON TUBE FIRE:

# THE REAL COST OF JOB CUTS?

The fire in the London Underground on November 18 which claimed the lives of 32 people, has brought the glare of publicity to bear on the British government's cost cutting policies in public transport.

While rail unions have long warned that the drastic cuts in staff in the underground system and the small amount of time devoted to safety training were courting a disaster, their statements were ignored by the media and public at large.

In Kings Cross station, which turned into an inferno on the night of November 18th, the cleaning staff have been reduced from 18 to two, as part of the overall strategy of London Regional Transport to cut expenses and boost revenue.

The tragedy has seen the public question whether a desperate search for profitability should take precedence over the safety of the travelling public – and the government and their unelected appointees who run London Regional Transport are trying very hard to obscure the reality of their monetarist policies in the underground system.

On the day after the disaster, Tony Ridley, the former head of the Hong Kong metro who is now in charge of the London Underground sought to

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*ITF News wishes all our  
readers fraternal greetings of  
the season and the very best  
for the New Year*

November/December 1987

# ...Union safety warnings ignored

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deny charges levelled by the Labour opposition and National Union of Railwaymen leader (and ITF Executive Board member) Jimmy Knapp that massive staff cuts and the quest for profits on the system endangered the safety of passengers.

Ridley replied that LRT does not make a profit and is not in the business of making profits. This is only true in the limited sense that the system, as a publically owned concern, can only make "operating surpluses."

But it is quite clear that government policy, sadly endorsed by the management of the system, has been to eliminate operating subsidies and make the underground system just about the only mass urban transit system in the world that is self-financing. "Operating losses" were eliminated in 1984/5, and for the last two years the underground system has made a large "operating surplus".

The government instructed the system to eliminate its "revenue gap", and management has complied with large scale staff cuts and huge price increases since 1985.

A clear deterioration in the quality of service provided has accompanied a large increase in the number of passengers using the system. Dirtier, more crowded stations manned by fewer staff are an obvious recipe for disaster. Future plans to introduce unmanned stations with automatic ticket barriers that would prevent fast exit in the event of a fire are also on the cards.

The government has had to yield to public and union pressure for a full public enquiry into the fire and its cause. This enquiry will also consider what effects staff cuts have had on the safety potential of the system — which will provide the unions with a chance to reiterate what they have long been saying in a forum that should receive public attention.

The government have been quick to try and deflect the public debate from the issues of staffing and funding. The question of the "cause" of the fire is an interesting reflection of their indecent desire to confuse public opinion.

On the day after the fire, the public were told that there would

be an official disclosure of the "cause" of the tragedy within a couple of days. Then LRT, in what the press were happy to assume was an early indication, tightened up rules on smoking in Underground stations. The public impression that one cigarette, on its own, had caused the fire, was then encouraged by the media and LRT.

But the forensic scientists and fire brigade did not make an official disclosure of a single "cause" of the fire. What they have said is that a number of different factors must all be considered, and that a cigarette was possibly one of these. For example, a discarded cigarette would not necessarily cause an inferno unless there had been substances waiting to be ignited (like uncleared garbage or unmaintained equipment). But by the time this statement was issued, the media had succeeded in

presenting the general public with a nice, safe (to the government) explanation of a single accidental, cause.

In the wake of the disaster, the rail unions achieved a small victory against staff cuts on the British Rail underground lines in London. There are two lines, run separately from LRT by British Rail, on which heavier trains run through underground tunnels. BR had been about to cut the staffing of these trains from a driver and a guard to just a driver. The ITF-affiliated NUR and ASLEF threatened to strike from November 30 unless BR overturned this decision — they had both long argued that there would be an increased risk with driver-only underground operation in the event of a fire. In the circumstances BR was unable to disagree, and they have agreed to let the guards stay.

## Argentine general strike

Argentina was brought to a halt on November 4th by a general strike protesting the government's economic policies.

Office staff, factory workers and transport staff all came out to show their disapproval of "the policy of submission to the International Monetary Fund" according to Saul Ubaldini, General Secretary of Argentina's national centre

CGT.

The government, last month, froze prices and wages, raised taxes and public sector tariffs in line with the demands of the IMF.

The Argentinian government's failure to keep up with the stringent austerity measures demanded by the IMF have delayed their receipt of a \$1.4 billion standby loan from the institution.

## Italian unions stop work

The Italian trade union movement staged a successful four hour general strike on Wednesday November 25.

The strike, called by the CGIL, the CISL and the UIL national centres to jointly protest against the 1988 government budget and to demand economic measures for the economically "forgotten" South of Italy.

According to the three unions, the strike had 80 per cent support in the private sector and 50 per cent support in the public.

As much as anything the strike demonstrated that the vast majority of Italian workers are following the lead of their trade unions — a point the government has been challenging recently because of the emergence of rank and file committees in some industries.

In transport, the strike was solidly supported, with close to 85 per cent of workers stopping for the four hours. Rome's Fiumicino airport shut completely, and most train services stopped for the strike.

# ITF EXECUTIVE BOARD MEETING:

## New regional structure for Latin America

A new decentralised structure for the ITF's activities in Latin America, with offices in Peru, Brazil, Argentina and Panama was given the provisional go ahead by the ITF Executive Board which met in London on 3 and 4 November.

The new plan, which has the backing of the Executive Board members from the region, will be submitted for comments to all Latin American affiliates and will be discussed again by the Board in March 1988, together with a timetable for implementation. Separate arrangements will be made in the future for servicing affiliates from the Caribbean area.

The two day Board meeting, chaired by ITF President Jim Hunter accepted requests for affiliation from 13 transport workers' unions including four from countries previously unrepresented in the ITF family: Gabon, Lesotho and Mauritius in Africa, and Thailand in Asia. Decisions on applications for affiliation from two Japanese railway unions Tetsusan-Roren and JRU were deferred until the next meeting. The Board requested the ITF General Secretary Harold Lewis and U Purohit (Vice-Chairman of the Railwaymen's Section) to hold discussions with both unions about their attitude to ITF policies during the forthcoming Asia/Pacific Conference in Tokyo.

During discussions on activities in the Asian region Harold Lewis paid special tribute to Eisuke Masuda, Secretary of the ITF Tokyo Office who has announced his retirement early next year. Shigeru (Shigi) Wada, who spent several years on secondment to ITF headquarters in London, will take over responsibility for running the office.

### **Fiji**

Serious concern was expressed during the meeting about the situation in Fiji, and in particular about the activities of Taniela Veitata, the General Secretary of one of the ITF's affiliates, who had accepted the post of Labour Minister in the military junta. Veitata had informed several affiliates that they were free to exercise trade union rights provided they did not "subvert" the economy.

It appeared that Col Rabuka, who had once again seized power, did not accept any political settlement which did not guarantee permanent ascendancy for one racial group, in effect a form of apartheid. While action by ITF affiliates in Australia and New Zealand, particularly the threat of an airline boycott had secured some concessions in the field of trade union rights, reports from affiliates indicated that their activities were still seriously curtailed. However, in response to a direct request from the FTUC, the national centres in Australia and New Zealand (ACTU and FOL) had agreed to a temporary lifting of all boycott action. A joint mission of ICFTU, ACTU and FOL was also planned to monitor whether Rabuka's assurances about trade union freedoms were being kept to in practice.

The ITF Executive Board agreed to inform affiliates that the trade boycotts had been lifted and to suspend for the time being the request made by the General Secretary in September for solidarity action.

The Board discussed the current situation in the seafaring industry and expressed concern about ef-

orts being made by some Church sponsored bodies to hold discussions about wages and conditions with manning agents in the Philippines. These issues, it emphasised, are the concern of democratic trade union organisations and the ITF.

On the situation in the Gulf, it noted the resolution adopted by the Maritime Session of the International Labour Conference (see ITF News October 1987) and called on the United Nations to act "immediately and effectively to protect ships in the Gulf". ITF policy on the Norwegian International Ship register (NIS) was reaffirmed - that no ITF affiliate should enter negotiations about manning NIS vessels without the approval of the Norwegian unions.

The review of the ITF flag of convenience campaign was also discussed and it was stressed that dockers' unions, who are chiefly involved in the campaign's implementation, should be closely associated with any review process.

An invitation to hold the 36th Congress in 1990 in Italy was accepted by the Board, with the final venue to be agreed in consultation with the Italian unions.

## **SOUTH AFRICAN UNION LEADER DETAINED**

In their continuing campaign against trade union organisations, the South African government detained the Vice President of the ITF-affiliated Transport and General Workers' Union (TGWU) Alfred Ndlovu on October 16. Ndlovu is also Regional Chair of the Southern Natal branch of the Congress of South African Trade Unions (COSATU).

The situation in Natal is a serious one for trade unionists, with state harassment combining with the activities of the Buthelezi spon-

sored Inkatha union UWUSA against COSATU activities. According to the TGWU, drivers have been attacked, murdered and detained in the region.

On a brighter note, the union has been forging ahead with new recognition agreements and wage agreements in a number of companies. TGWU drivers at IHS have won increases between 20 and 32 per cent, and Speedy Delivery Services, a Transvaal parcel delivery company have seen a 30 per cent increase.

**Due to pressures of time and staff leave, the November and December issues of ITF News have been combined.**

# Tunisian union leader Achour freed following bloodless coup

The sudden, bloodless coup d'etat in Tunisia on Saturday November 9 has resulted in the lifting of the house arrest of Habib Achour, the veteran trade union leader who has long been the focus of an international campaign for his release.

The attacks by the former Bourguiba government on the independence of the the General Union of Tunisian Workers (UGTT) and their leadership, including Achour have been the subject of frequent protests by the ITF, the ICFTU and other International Trade Secretariats.

Achour was imprisoned on trumped up embezzlement

charges last year after being arrested in 1985, then, earlier this year released to hospital and then house arrest. The legitimate leadership of the UGTT, of which Achour was General-Secretary, were replaced by government appointees.

Now that former Prime Minister Ben Ali has overthrown Bourguiba, the government appears to be adopting a conciliatory policy towards "mass movements."

Achour talked on the telephone to ICFTU General Secretary John Vanderveken after his release from house arrest. He confirmed that all restrictions on his freedom have

now been lifted, and expressed his deep appreciation of the ICFTU, ITS's and their affiliates' actions on his behalf.

The future of independent trade unionism in Tunisia is still unclear. In a declaration issued on the morning of his takeover, the new President stated that "Our people deserve a political system that develops and creates institutions on the basis of the plurality of mass organisations and multiple parties."

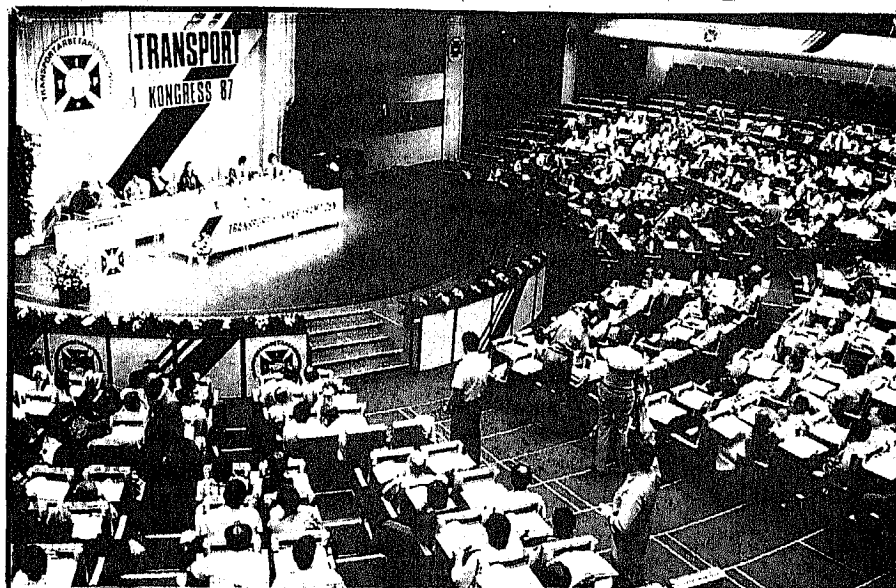
Whether that promise will translate into a genuine restoration of free trade union activity remains to be seen.

## Swedish Transport Workers' Congress

A specially commissioned short play based on the life and times of the union's founder Charles Lindley as told in his memoirs\* marked the opening of the 28th Congress of the Swedish Transport Workers' Union held in Stockholm at the beginning of September.

Many international guests attended the Congress, led by ITF Assistant General Secretary Graham Brothers, as well as representatives of a number of European affiliates of the ITF. The President of the South African Transport Workers' Union Vivian Zungu, elected to his post this July, was given an especially warm welcome by delegates, as was Denison Ndaradzi of the TGWU's sister union in Zimbabwe.

In his opening address to the Congress, Johnny Grönberg said he feared that Sweden could get swept along in the general enthusiasm for liberalisation and privatisation, with grave consequences for transport workers. Later in the Congress, in response to a number of Congress motions, the decision was taken to draw up an action programme dealing with environmental questions affecting union members. Grönberg spoke of the importance of international collaboration in this field and said that the union would be keeping a



close eye on the environmental policies being pursued within the European Community with a view to exerting an influence on them.

The Congress also dealt with the threat to the jobs of Swedish long distance haulage drivers engaged in international road transport and the number of motions (eighteen in all) on the working environment showed the strength of feeling on this subject. Areas covered by the motions included the heating of drivers' cabs (the third time this has come to Congress), taxi cab construction and a ban on transport workers working alone

on particularly dangerous tasks.

\*The memoirs of Charles Lindley (one of the pioneers of the ITF), with an introduction by former union editor Olle Rytterbrant, were published to coincide with the union's Congress. Although it was Lindley's intention that his memoirs should be published shortly after his death, they lay forgotten in a labour archive in Stockholm for thirty years before a chance discovery brought them to light. A review of the memoirs, which offer fascinating insights of those early days, will appear in a forthcoming issue of ITF News.

# ITF African unions discuss research and communications



A starting point for a major improvement in the quality of information and communications between African transport workers' unions and their members was the stated aim of the ITF Research & Communications Seminar held in Dakar, Senegal from 23 to 27 November.

The seminar, which brought together 54 participants from transport unions in 17 African countries - both English and French speaking looked at the research back-up for collective bargaining currently available to African unions; the quality of union publications (where they exist); relations with the press and broadcasting media; and suggestions for improvement.

The seminar was organised in close cooperation with the Senegalese national trade union centre CNTS and the Friedrich Ebert Stiftung from the Federal Republic of Germany. Its opening session was addressed by CNTS General Secretary Madia Diop and by Senegal's Transport Minister

Robert Sagna. Diop referred to the structural weaknesses which African unions inherited from the colonial system and emphasised the duty of national and international organisations to strengthen their research and communications capacities. Sagna welcomed the participants and stressed the importance of the democratic nature of his government which posed no obstacle to the work of free and democratic trade union organisations such as the ITF. Trade unions needed good information, he pointed out, so as to avoid the submission of unfounded demands or the calling of unnecessary strikes which could act as a 'paralysing factor' in developing economies.

ITF Research and Publications Secretary David Cockroft, who, together with African Representative Ben Udogwu, conducted the seminar, pointed out that it was the first time the ITF had organised an international meeting devoted to information. Better information exchange was needed, he argued,

both between unions in different African countries and between union leaders and their members. As far as the ITF's own work was concerned, he stressed the importance he attached to covering African developments in 'ITF News' and informed participants that the first issue of the ITF's African Bulletin would soon be produced.

The five day meeting included a lively exchange of views and experiences about the role of research and publications in trade union activities, and the special problems and requirements of the African scene. An ITF discussion document which highlighted some of the most important issues was warmly welcomed by the participants, who suggested that, suitably revised, it should be published as an Education Manual for all ITF affiliates. No-one present challenged the need for effective research and publications work, but the lack of resources, lack of qualified staff, and lack of education

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# ...Francophone unions issue declaration

Continued from page 5

and training in most African countries raised special problems. Information was often not available to trade union members because it was kept secret. Many members of African transport unions could not read or write nor could they speak English or French, so basic literacy programmes were often a priority requirement.

A detailed set of conclusions were adopted by the participants at the closing session of the seminar. The conclusions emphasised the vital importance of trade union research, but pointed that withholding of information by employers or governments would inevitably damage good industrial relations. The seminar therefore called on African governments to pass laws guaranteeing unions the right to information, paying particular attention to information on safety and health, and to ensure that transport unions were represented on committees of enquiry into transport accidents. Governments were also requested to provide direct funding for unions' research and education activities and to increase cooperation between African states in the exchange of economic and statistical information.

The participants called on ITF affiliates to cooperate closely in order to create specialised research departments, to give priority to teaching research skills to union officials, and to seek closer relations with universities, colleges and professional bodies which could provide technical advice. The ITF itself was asked to follow up the seminar with a long term education and training programme, to increase technical and material resources flowing to African unions, and to encourage a greater exchange of collective bargaining information between different African unions.

On publications, the seminar congratulated those few affiliates which had already begun producing union newspapers and bulletins but recognised the huge practical difficulties (lack of finance, personnel, paper, low literacy rates) which exist. It called on affiliates to start the production of simple, cheap information bulle-



**CNTS General Secretary Madia Diop greeting Transport Minister Robert Sagna at the opening session**

tins or newsletters and to move on to more sophisticated publications (like newspapers) whenever the means become available. Training in basic journalism techniques for union officers was also recommended, and special emphasis was placed on the need for basic literacy programmes. ITF help was also called for particularly in educating unions in publications skills, and it was suggested that a regular exchange of publications between African unions and other ITF affiliates in the same industries would be particularly useful.

### **The Dakar Declaration**

The seminar brought together representatives from almost every African country where the ITF is represented. Delegates from the French speaking countries were particularly active during the meeting, which was the first major ITF activity held in Francophone Africa. On 26 November the affiliates from Senegal, Togo, Tunisia, and Ivory Coast held a special session at which they adopted the 'Dakar Declaration'. This recognised that up to now francophone countries had not participated sufficiently in ITF African activities and stressed that more such countries should take part in the future. It called on the ITF to organise, as soon as possible, an information meeting for all affiliated and non affiliated transport workers' un-

ions, and called on affiliates and national centres in the francophone countries to do everything possible to persuade other transport workers' unions to affiliate to the ITF. The declaration also expressed deep appreciation for the work of Ben Udogwu and of Kokou Fantognon (STAMAT, Togo) who has acted as coordinator of the francophone affiliates.

During the course of the seminar the West African affiliates met separately and agreed to step up activities within the framework of the West African Transport Workers' Federation. A meeting also took place of the West African road transport workers' committee to discuss a wide range of issues including attacks on drivers, border crossing problems and the implementation of ILO Convention 153 on working time and rest periods for road transport drivers.

At the seminar's closing session, which was attended by Senegal's labour minister, Ben Udogwu paid tribute to the Senegalese affiliates, led by their coordinator Bro Cissokho and to CNTS Education Director Omar Tall who had played a major part in making the seminar a success. He also expressed deep thanks for the cooperation of the government of Senegal, and re-emphasised the ITF's determination to step up its activities in the French speaking countries.

# New ITF Asia/Pacific Bulletin

A special Tokyo Conference edition of the ITF Asia/Pacific Bulletin is now available and may be obtained on request from the ITF Secretariat.

The issue features reports on the trade union scene in fifteen countries around the region and a major review of trade union rights in the area - the main Conference theme. Also of interest is a background article on the transport industry in Japan.

The next issue of ITF News will carry a full report on the Conference which is being held from 3 to 5 December in Tokyo. The Conference - the second of its kind - will conduct a detailed review of ITF activities in the region in the five years since delegates met for the first ITF Asia/Pacific Conference as well as examining the impact of deregulation and privatisation on the region and devising joint strategies for countering the threats thus posed to transport workers and their unions.

## ITF ASIA/PACIFIC BULLETIN

### UNION RIGHTS

— the impact of deregulation and privatisation in the region



## FISHERIES

### Fishing rights crisis mounts between France and Canada

The dispute between France and Canada over fishing rights in the Gulf of St. Lawrence took a turn for the worse this November, with the Canadian government banning French trawlers from its territorial waters.

The conflict dates back to last March (see ITF News April 1987), when the Canadian government issued a ban on French trawlers visiting Canadian ports. This latest move, which may also be extended to other European Community fishing vessels, represents a failure of high level negotiations between the two governments that have been going on for months.

The two countries were originally attempting to negotiate a fishing agreement for the 1988-91 period and an interim 1987 agreement, but negotiations have been stalled over fundamental issues of principle on both sides.

The Canadian government is still simmering about the fact that their big neighbour to the South refuses to acknowledge their claim over Arctic waters and regularly sends ice-breakers and submarines into

Northern waters to underline this point. The Canadians have decided to purchase a number of expensive, nuclear powered submarines to patrol their waters as a way of showing the flag.

The same issue is at stake in the St. Lawrence and Grand banks fishing grounds. While Canada insists they are sovereign waters, they have had to accept widespread international access to the grounds because Europeans have been fishing there since the 16th century. But the recent developments in factory-processing ships have threatened the once abundant stocks in the Banks and St. Lawrence.

The Canadians have introduced fishing quotas, which they have incorporated into fishing agreements with other countries. In the case of a dispute with the USA over rights in the bay of Fundy area, they went to the World Court at the Hague and won their case.

With France the situation is further complicated by the fact that a small speck of metropolitan France happens to be located in

the Gulf of St. Lawrence. When the French ceded Québec to the English in the 18th century, they retained the small islands of St. Pierre et Miquelon.

These islands, considered an integral part of France by their government, consist of 6,000 inhabitants whose only income comes from Government handouts or fishing. The French government refuses to even discuss setting quotas with the Canadians, since their view is that they have sovereign rights to fish what are, in their view, French territorial waters.

The recent ban on trawlers is seen by the French residents of the islands as a highly provocative act - they claim that the Canadians are taking them "hostage".

French and Canadian premiers Jacques Chirac and Brian Mulroney discussed this issue personally when Chirac was in Canada at the end of August, but there appears to be no room for manoeuvre while both sides insist on, what is to them, a position of principle.

## Seafarers evicted from ships at gunpoint

The Nigerian government has forcibly removed seafarers from three Nigeria National Shipping Lines (NNSL) ships with armed soldiers and replaced them with unqualified scabs, at the same time abrogating an agreed pay deal with the union.

The seafarers, members of the ITF-affiliated Nigerian Union of Seamen and Water Transport Workers (NUSWTW), were attacked on October 6th in Lagos-Apapa by army and navy personnel who "used the butts of their guns, slapped and kicked and forced out" the men according to a statement from the NUSWTW.

The shipping company, owned by the government and managed by a military appointee, Lt. Col. Gwadebe, had agreed in August to a backdated wage increase for the very poorly paid NNSL seafarers. Their average pay, at under 200

Naira a month, is well below the rates paid to other West African seafarers, and represents a very low salary by Nigerian standards.

The act of armed aggression against trade unionists now means that three NNSL Nigerian-flag ships are sailing with uncertified, unqualified scab crews. The three are:

— The *River Kerawa*, a general cargo vessel, which sailed from Port Harcourt, Nigeria, on November 16th for an, as yet, unknown destination.

— The *River Majidun*, also a general cargo carrier, which has sailed from Nigeria to Brazil, leaving Santos on November 22, bound for Recife.

— The *River Oji*, general cargo, which left Nigeria on October 22 bound for Hong Kong.

The ITF has given its full support to its Nigerian affiliate in its efforts to see proper trade union practice and negotiating rights restored at NNSL. ITF Assistant General Secretary Åke Selander condemned the Nigerian government's action, and has pledged the ITF's assistance to the union.

ITF affiliates are asked to look out for the arrival of any of the three ships concerned and notify the ITF Secretariat immediately if they berth in their country. Dockers and Seafarers affiliates have been asked to take whatever solidarity action local conditions allow for in support of the victimised Nigerian seafarers. Affiliates have also been advised to notify port authorities of the possible dangers of allowing ships crewed by dangerously unqualified seafarers to operate in their waters.

## Yet another ore carrier sinks suddenly

At least eleven seafarers lost their lives at the end of October when yet another ore carrier sank suddenly.

The 61,940-ton Turkish flag Topkapi S., owned by the Turkish Sonmez group and built in 1966 by Nippon Kokan, had just completed a voyage from Rio de Janeiro to Istanbul, and was heading for the Black Sea port of Ereğli when, on the night of October 29, in bad weather conditions, she floundered and sank just 15 miles from Ereğli at 02:30. The cargo was 59,000 tons of iron ore.

Miraculously, eleven of the 29 crew made it ashore, the rest were lost. One eyewitness is reported as saying that the bulker sank in six to eight minutes.

The sinking comes at a time when serious questions are being raised about the safety standards and design of bulk ore carriers.

The first half of the UK enquiry — long demanded by the British seafaring unions — into the loss of 169,044 ton *Derbyshire*, the combination carrier which sank in a

Pacific storm in September 1980 with a cargo of iron ore concentrate with the loss of all hands, was concluded at the beginning of November. The enquiry resumes at the beginning of December.

So far there are three main theories being put forward to explain the loss — hull failure due to poor

design and manufacture, hatch-cover failure and cargo liquification.

Since the September 1980 *Derbyshire* sinking a staggering 150 bulk and ore carriers have sunk. Including the Topkapi S, 39 of these have been in bad weather conditions.

## Pay rises for British seafarers

British ratings have won a 5.5 per cent across the board pay increase in negotiations concluded at the beginning of November.

The deal also includes an increase in basic rates of £1 a week and an extra 19 pence an hour on overtime. The original offer from the British Shipping Federation to the ITF affiliated National Union of Seamen (NUS) was for 3.3 per cent.

Both the NUS and ITF affiliated NUMAST have also won a 7.75 per cent pay hike for more than 1,000

seafarers working on P&O group ships.

P&O's original offer was 2 per cent, but the unions managed to achieve substantial increases from that original position.

One of the unions' strongest arguments rested on the fact that P&O had made group profits of £174 million last year, profits that unions demanded their members get a share of. The offer is backdated to September 1 this year and runs till December 31 1988.



# ITF blasts NIS approach to Poles

Not content with employing Indian and Filipino ratings on ships under the new NIS register, Norwegian owners are now casting their eyes at Polish and other eastern European crews and seeking negotiating rights with their "unions". Commenting on this, ITF Assistant General Secretary Åke Selander said:

"The shipowners want to have their cake and eat it. On the one hand they want trade unions to side with them in combatting cut-rate East bloc competition, while on the other they want to use East bloc crews to undercut wages for Norwegian and Asian seafarers alike. That might be their interpretation of *glasnost* but it is not ours."

Currently, negotiating rights for NIS crews are restricted to 'free and independent' trade unions, which is held to exclude the state-run union organisations in eastern Europe. The owners see this as an irksome restriction. Any change, however, would probably need the approval of the Norwegian parliament.

In a bid to attract more foreign owned tonnage, the Norwegian government is under strong pressure from the owners' association to modify and relax certain of the rules governing entry to the registry. Already, a rule requiring foreign companies registering vessels to reveal their beneficial owners has been scrapped. Other areas where change is being urged include the obligation on foreign seafarers on NIS registered ships to pay Norwegian taxes on earnings over 6,000 Nkr (\$934) a month. However, the monthly ceiling for Norwegian seafarers has now been raised to 7,000 kr and it is likely that in the interests of fairness foreign seafarers will be treated no less favourably. Entry of domestic owners to the registry is currently restricted to vessels trading regularly with Norway or along the coast (including ferries and offshore support ships) - the owners' association has accused the government of being too rigid in its interpretation of this rule and has made it clear that it expects a relaxation of these requirements within the next six months.

Meanwhile, Cunard has become the first cruise ship operator to transfer ships to the NIS. The two ships involved, the Sea Goddess I and Sea Goddess II, were previously owned by a Norwegian cruise ship company. They were later taken over by Cunard, and are currently on the domestic Norwegian register. They are managed from Norway and crewed by Norwegian officers.

Royal Caribbean Cruise Lines, another major cruise operator, has taken a decision in principle to put five of its ships on the register, though Kloster - the world's largest - has indicated that its ships (and new tonnage on order from Finland) will be staying on the Bahamian register (to which they were transferred from Norway at the beginning of 1987) as it considers the NIS uncompetitive in a labour intensive sector such as cruise shipping. The company said that it would however keep an open mind on the NIS and if conditions changed might well decide to join.

Interest in NIS has also come from shipowners in Japan who are urging Norway to add Nippon Kaiji Kyokou to its list of recognised classification societies, while owners in Hong Kong, whose own autonomous registry is not expected to begin operating before the early 1990s, have responded favourably to a visit from a NIS delegation, although they did raise a number of points on which they sought further clarification.

Last month, Erling Naess, the legendary Norwegian shipowner who first suggested the setting up of an international Norwegian register, announced that he would not be using it.

Naess is a director of the Petrobulk Carriers consortium - the consortium consists of Naess Shipping, Bulls Tanker Rederi, Mitsui and Exmar, based respectively in Netherlands, Norway, Japan and Belgium - with 12 product carriers registered mainly in convenience registries. Naess already recruits labour from the Philippines and would appear to object to the Norwegian Seamen's Union having any say in conditions of Filipinos on ships under the NIS. He is also known to object

to the tax arrangements that have been made for NIS vessels registered abroad which he believes are being unfairly penalised.

Elsewhere, **Panama**, concerned by the growing international competition to its register, has taken a series of measures to protect its market share. A registration discount of 30% for ships of 75,000 gross tonnes and above (equivalent to a rebate of at least \$15,000 per ship to owners) has led to an increase in the Panamanian registered fleet by 3.3m gross tonnes to 60m gross tonnes (these figures include ships of under 100 gross tonnes not normally included by authorities such as Lloyd's when calculating tonnage) in the first ten months of 1987, half of the increase attributable to the discount.

Secnaves, the country's Maritime Directorate, has now announced that the ship rebate scheme is to be extended to all ships joining the register, regardless of size. Incentives, in the form of a staging of registration fees over twelve months, are also under consideration for owners of ships of more than 75,000 gross tonnes - a move that is likely to prove popular with owners of large ships who can face fees of over \$200,000 for VLCCs.

Meanwhile, Secnaves is under pressure to look at even more radical measures such as the halving of the pre-discount basic registration fee for new ships (from \$1 per net tonne to 50 cents) and a 50 per cent discount for ships of 50,000 net tonnes and above. It is also being asked to consider reducing or abolishing the surcharges it levies for late payment of taxes and waiving inspection fees for ships in lay up. The reform of the accident levy which is used to finance casualty inquiries and representation at international conferences is another area under scrutiny.

**Honduras**, another of the convenience registries, is following Panama's lead in a major bid to win new tonnage for its flag by offering exemption from the 1987 tonnage tax to companies registering their ships before the end of the year. This concession could save the

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# ...Foc week of action in Japan

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owner of a 100,000 dwt vessel an estimated \$15,000.

The Maritime Bureau, which manages the registry, has openly stated that it wants to build ships up to a level where it can compete on equal terms with the largest open registries.

**Cyprus** - one of the newer registries - which has always sought to be ranked alongside the more established registries of Liberia and Panama has seen a phenomenal 45% rise in tonnage on its registry from 9.6 to 13.8 m tons between December 1985 and the end of 1986. Most of the extra tonnage has come from West German owners and ship management companies. Direct revenue from shipping has gone up from Cyprus £1.4 to £2m.

More and more countries seem anxious to get on to the free flag bandwagon. The latest - according to rumour - is the autonomous Portuguese island of **Madeira** which is considering setting up its own offshore register.

Meanwhile, **European Transport Commissioner** Stanley Clinton Davis has criticised nations such as Britain, France, Denmark and Belgium (which is considering transferring its ships to a new registry set up in landlocked Luxembourg) that are considering or have already set up 'second' registers.

Speaking to the Maritime Group of the British parliament in November, the Commissioner said that he viewed these developments with great concern, especially in cases where this was accompanied by a weakening of flag state control.

He repeated his earlier call for the Community to meet this challenge head on by setting up a Euro-register. While he foresaw certain legal difficulties he did not think these were unsurmountable.

Community states, the Commissioner added, should also look at various ways of reducing crewing costs - low or no income tax for seafarers and reduced or nil social security contributions were reforms worth considering. They should also undertake an urgent review of subsidies to the ship-

building industry.

In **Japan**, the All Japan Seamen's Union (JSU), in a week's campaign between 26 and 31 October, has been inspecting foc vessels putting in at the country's five major ports - Tokyo, Yokohama, Osaka, Kobe and Moji.

This is the fifteenth time since the inspections began in 1984 that a team of JSU officials has carried out these inspections with the aim of improving the conditions of seafarers on foc ships and ensuring that the ships are covered by agreements acceptable to the ITF.

"Maru" ships, that is ships that are Japanese registered but have mixed crews of Japanese and foreign seafarers, were also visited during the campaign week to check whether the Japanese seafarers on board were covered by JSU labour contracts.

Over the years, the JSU has visited an impressive total of 654 foc or maru ships to monitor conditions on board. It is particularly concerned to stamp out the evil practice of forcing seafarers to enter into dual contracts and to ensure that jobs of Japanese nationals are protected by requiring Japanese owners of foc ships to employ at least five Japanese seafarers on their ships.

Similar union inspections took place the previous week in ports in the Hokkaido area and in Nagoya.

Elsewhere, the **Dutch** shipowner Spliethoff's Bevrachtungskantoor has announced that it is quitting the Dutch flag and that its four newbuildings currently under construction in Japan for delivery next summer will be owned and registered in Panama. Previously, the only ships not under the Dutch flag were those it managed for foreign owners - these being registered in the Netherlands Antilles.

Also in the Netherlands, the seafarers' union FWZ has agreed to a limited number of Asian ratings being employed on vessels of Winterport Shipping for a trial period.

The ships - chemical carriers - will carry Dutch officers and three Dutch ratings, the remaining crew members being Indonesians.

The union, anxious to protect the jobs of 850 Dutch seafarers, is resisting pressure from Dutch owners for ships to be fully

manned by lower cost Asian ratings and is hoping that the experiment with this limited version of split manning on the Winterport ships will win general owner approval.

The owners meanwhile are insisting that the Winterport experiment should be regarded as an interim measure prior to a move to full Asian rating crews for which they are seeking government approval.

Fearing the start of a dangerous trend, the **British** officers' union NUMAST has reacted angrily to the decision of CP ships to replace with Indians the British master and the officers on two ships it has recently sold but which remain on the **Isle of Man** register.

Under local regulations companies switching in the Isle of Man flag are free to employ either British or Commonwealth certificated masters and officers, though so far almost all companies have taken on Britons.

In the case of CP ships - one of the first to use the registry - its latest move is but a further refinement of the "split crewing" (British senior officers and Indian junior officers) introduced earlier this year on some ships. While NUMAST reluctantly agreed to this at the time it now feels it has been seriously misled by the company as to its ultimate intentions and is rightly fearful for the long term implications for seafarers' jobs on the growing number of ships now registered in the Isle of Man.

The union's misgivings seem to be shared by the registry, though for quite different reasons. Manx officials feel that if other companies follow CP's lead and bring in non-British officers this will undermine the register's proud claim not to be offering convenience facilities.

The monthly wage for **Korean** seafarers on foreign ships is going up to \$562 (\$530 on ships under 6,000 grt). The new rates take effect at the beginning of December. The current minimum for Koreans stands at \$320.

The rate will apply to all ships for which new contracts are concluded. Where employment contracts are still in force, the higher rate will only take effect when the

# Canadian deal for port state control

Port State Control took an important step forward this November, with the signing of an agreement between 14 European states and Canada on cooperation in port inspection of vessels.

The agreement between the Canadian Coast Guard and the states participating in the Memorandum of Understanding on Port State Control (MOU) is the most wide ranging agreement between the MOU and another state so far. It comes into effect on January 1st, 1988.

The two sides have gone further than mere information exchange, improving upon the earlier agreement between the US Coast Guard and the MOU.

Whereas the US Coast Guard sends details of inspections to the MOU by post, the Canadians are linking into the MOU computer database in St. Malo, giving, for the first time, comprehensive up to date information on cross Atlantic shipping.

A degree of coordination will exist between the states' rota of inspections — the MOU seeks to inspect 25 per cent of all vessels calling in member state ports every year. By sharing information, the Canadians will be able to avoid duplicating inspections (though, because Canada hasn't ratified all the Conventions used by MOU, the inverse won't be true.)

MOU Secretary Henk Huibers

told Lloyds List that he would like to see more regional arrangements between countries along the lines of the MOU — between Pacific countries for example. The MOU Secretariat are also improving their information systems, and hope to be able to provide a greater breakdown of faults detected by degree of seriousness in the future.

The ITF and seafaring unions welcome and support the development of port state control, though seafarers would like the inspections to pay more attention to working conditions of crew. Ultimately, port state control highlights the failure of flag states to enforce standards on their own ships.

## NEW ITF VIDEO RELEASED:

# **RUNAWAY FLAGS**

***"Nobody can ask us to just walk away quietly and say 'too bad', because these are amongst the most vulnerable workers in the world. They might not always be exploited, but they are very open to exploitation and have nowhere else to go."***

**Harold Lewis, ITF General Secretary in "Runaway Flags"**

Thursday 19 November saw the first public showing of the ITF "Runaway Flags" video at the British Academy of Film and Television Arts' theatre in central London.

The video launch was a great success, the event being well attended by press, radio and television journalists, shipping industry specialists and maritime trade unions.

The showing of the film was followed by a lively question and answer session in which General Secretary Harold Lewis, assisted by Assistant General Secretary Åke Selander, Special Seafarers' Department Secretary Brian Laughton and Research and Publications Secretary David Cockcroft expanded on some of the issues raised in the video.

Response to the video showing has been most encouraging. The General Secretary has been greatly in demand for TV and radio interviews on the ITF's campaign against flags of convenience and orders for the video have been brisk.

For the benefit of our readers, "Runaway Flags: the ITF's Campaign against Flags of Convenience" is a 31 minute video produced for the ITF by the Trade Union International Research and Education Group (TUIREG), Ruskin College, Oxford. Setting out the problems faced by seafarers on Foc ships, it includes interviews with shipowners, bankers, seafarers' trade unions, shipping lawyers, UN officials as well as the seafarers themselves. It shows the inspector provided by ITF affiliates at work and highlights several cases of crew exploitation.

**The film "Runaway flags" is available free to affiliates and at a price of £25 on VHS, Betamax and U-Matic systems from the ITF Research and Publications Department.**

# Argentine crew victims of foiled Ghana coup plot

Ten Argentinian seafarers ended up in a Brazilian jail, innocent victims of a bungled and bizarre plot to overthrow the Ghanaian government with the help of freelance mercenaries recruited from a magazine.

The strange story began when the ten men signed on for work on an Argentinian-owned Panamanian Foc in early 1986.

The Nobistor belonged, like many other flag of convenience ships, to a brass plate company somewhat unimaginatively called Nobistor SA. This, in turn, is owned by Geomatter SA, which is controlled by Bidas SA, both companies having their headquarters in Buenos Aires.

Trading as an offshore supply ship on the Patagonian coast, the ship arrived in Buenos Aires on 27 February 1986, where the ten crew members were signed on by Argentine shipping agents Tamic SA. Tamic also processed the documentation for the vessel and its cargo.

To the surprise of the ten crewmembers, Tamic also signed on eight additional crew members. Their presence was surprising because there was no accommodation for them in ship's quarters and they were United States citizens — US seafarers are very rare on Focs like the Nobistor.

The accommodation problem was quickly solved when a container was delivered to the ship, placed on deck and fitted out as sleeping quarters and storage space for the eight extra "crewmembers". These men also had seven mysterious, bulky orange-coloured packages with them. The true role of these men only became clear after the ship had sailed.

Two more containers were loaded on deck and stuffed with some six tons of modern armaments by members of the Argentinian armed forces. The arms included 217 cases with submachine guns,

automatic rifles, electronic equipment, ammunition, grenades and combat uniforms. There was also first aid equipment. According to the ship's manifest, the arms were being shipped from the Argentinian manufacturer Fabricaciones Militares to the Government of Ghana, the order having been placed by one Godfrey Osei on behalf of the Ghanaian Government. Captain Eduardo Gilardoni, master of the Nobistor, was told by the agents, Tamic SA, that the Americans were on board "to look after the cargo".

The Nobistor left Buenos Aires on March 1, 1986. A few days out to sea events took a serious turn. The US men first opened their orange packages, revealing, to the astonishment of the crew, inflatable landing craft with outboard motors.

The situation became even worse when the men opened the arms containers, loaded the submachine guns and automatic rifles and began firing them indiscriminately from the ship's deck out over the sea.

It was clear to Captain Gilardoni that this voyage was not quite the type of trip that he and his crew had been contracted to make. Displaying considerable courage, he called the US men's leader, a man calling himself John D. Early, to the bridge and told him that he would not continue the voyage without confirmation of orders from Buenos Aires.

Over the next few hours the real purpose of the voyage became evident and the crew learned of the deception that had been practised on them — a deception that could easily have cost them their lives.

The US men admitted that they were mercenaries, Vietnam war veterans, recruited through the notorious "Soldier of Fortune" magazine by a CIA agent named Ted Bishop. Their real intention had been to force the Nobistor to

sail to the Ivory Coast, which borders on Ghana. There the arms and equipment would have been delivered to Ghanaian rebels who were planning to overthrow their government. The mercenaries would have demonstrated the use of the weapons to the rebels and would have assisted them in their attempted coup.

Captain Gilardoni refused to continue the voyage and said he would sail back to Buenos Aires. The mercenaries became extremely agitated at this proposal and said they would abandon their plans but insisted on being landed in Rio de Janeiro. Gilardoni eventually agreed and changed course. However, before entering Rio he tried to contact the agents, Tamic, to get clearance from the Brazilian authorities to enter harbour in view of the cargo being carried. Awaiting a reply, the Nobistor laid anchor off the Brazilian coast.

The mercenaries took one of the landing craft and went ashore. Shortly afterwards they were detained by the Brazilian police as they wandered without papers through the town of Niteroi.

A Brazilian naval vessel soon located the Nobistor and escorted it into Rio de Janeiro where the innocent Argentinian crewmembers were arrested on March 15 and unceremoniously thrown into jail.

The ten Argentinian seafarers were all confined to a single cell measuring some 3 metres by 4 equipped with a toilet, shower, wash basin and two benches. This obliged them to perform all their personal functions in front of the rest of their colleagues and, due to the lack of beds, seven of them were obliged to sleep curled up on the floor every night. The cell was scarcely ventilated, very damp and lacking in natural light — so an electric light bulb was kept on all

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# New ro-ro rules in wake of Herald disaster

In the wake of the massive loss of life in the *Herald of Free Enterprise* tragedy (see March and August editions of ITF News), the British government has now published its new Merchant Shipping Bill.

This will introduce new regulations placing responsibility for ship safety on the owner and management of a company as well as on the master and the crew.

This change of emphasis has been welcomed by the British seafaring unions, who felt that the three crew members on the *Herald* against whom disciplinary measures were taken had been singled out and treated as scapegoats for the proven shortcomings of the Townsend Thoresen management.

It is clear that in intensive cross-Channel operations - the *Herald*, it will be remembered, was a Channel ferry - where one ship may have as many as five crews, crews will be operating those vessels - as was certainly so in the case of the *Herald* - according to procedures laid down at senior level by com-

pany management. It is only right and just in those circumstances that the management should be held legally responsible for setting high standards and imposing consistent and effective safety procedures across the company fleet.

The proposed legislation imposes a new statutory duty on owners to take all reasonable steps to ensure that their ships are operated in a safe manner. Failure to discharge that duty will be punishable on indictment by a prison sentence of up to two years and/or an unlimited fine.

Shipowners will be held liable if it can be proved that human life has been endangered because of unsuitable machinery or equipment, or because the ship was undermanned or overloaded.

The existing offence of having a ship that is unfit to go to sea will be extended and penalties increased to provide for imprisonment plus an unlimited fine.

On board ship, there will also be a new statutory requirement that

seafarers do not carry out their duties or functions in manner that is likely to endanger the ship or its passengers. It will also be an offence if they fail to discharge their duties, thereby endangering the ship and/or its passengers. A crew member will be able to argue in his defence that he took all reasonable steps to avoid commission of the offence or that the danger could not reasonably have been foreseen or avoided.

It is also the government's intention that the new law should apply to masters and seamen serving on foreign vessels when in UK ports or within UK territorial waters.

*NUMAST General Secretary Eric Nevill has been included as a member of the Steering Committee which will oversee the government's research on passenger ro-ro vessels. The Committee, under chairmanship of Surveyor General Dr James Cowley, will investigate stability and related safety aspects of ro ro ships.*

## ...Seafarers sueing agents and company

Continued from page 12

day. Conditions were made worse by the heat, cockroaches, spiders and mosquitos. The poor quality of the food and the unclean water caused constant stomach and intestinal disorders.

After 20 days of confinement in these conditions, all the Argentinian crew except for the Captain were sent back to Buenos Aires. They were never formally charged with anything and were offered no apology for the appalling treatment they received. The Captain was still detained in Brazil a year later.

As for the mercenaries, four of them "escaped" from jail in Brazil in December 1986 and returned to the USA. The other four were extradited to Argentina, accused of arms smuggling and released on bail pending trial. Two of them jumped bail and fled, via Paraguay, to the USA. After arrival in Fayetteville, North Carolina last February 17, Raúl Rodríguez Larrazábal, aged 46, one of the

fugitives from Argentinian justice stated that although the USA has an extradition treaty with Argentina he did not expect to return to face trial.

All parties involved, from the governments of Argentina and the USA to the agents Tamic SA, have denied any knowledge of or involvement in any plot to overthrow the Ghanaian Government. However, the Argentinian Government has yet to explain how its port and customs authorities failed to examine and weigh the Nobistor's cargo as required by law and also how it failed to check the standing of Godfrey Osei as an arms customer - he had in fact been dismissed by the Ghanaian Government some time previously for links with terrorist groups. The United States Government has not explained how the fugitives from Brazilian and Argentinian courts were able to re-enter the USA without documentation of any kind, nor how the mercenaries were recruited in the USA for the purpose of overthrowing the Govern-

ment of a country with which it maintains friendly relations.

The Argentinian crew of the *Norbistor* have, predictably, been abandoned to their fate by the Foc's owners, agents and charterers, as well as by the Argentinian authorities. Guilty of nothing more than wanting to earn a living at sea in their usual professions, they were forced, like so many Argentinian seafarers to accept work on an Foc and expose themselves to the kind of exploitation and abuse that so often accompanies an Foc ship.

The crew, all members of ITF-affiliated Argentinian seafarers' unions, are suing Tamic SA, Geomatter SA, Bridas SA and *Nobistor* SA (whoever they are) for damages on various counts including: breach of contract; fear and danger to life; deprivation of freedom; mental and physical suffering and damage to their personal and professional reputations from being treated as common criminals. Their case is now before the Argentinian courts.

# ITF African Civil Aviation conference

The Civil Aviation Section of the ITF organised the fourth African Civil Aviation Conference in Harare, Zimbabwe, from 19 to 23 October.

Civil aviation unions from fourteen nations took part in the conference: Gabon, Ghana, Ivory Coast, Kenya, Malawi, Nigeria, Niger, Senegal, Togo, Uganda, Zaire, Zambia, Zimbabwe and the IAM from the USA – 31 delegates in all.

The conference was opened by the Zimbabwean Minister of Labour, Manpower Planning and Social Welfare, the Honourable CDEF MM Shava, MP, who wished the delegates success in the conference and underlined certain items on the agenda which he considered particularly important and relevant to the African situation. African nations, he said, must seek not only to introduce new technology in the Civil Aviation industry but must also seek to develop social progress.

It was clear from the various country reports that there has been an improvement in working conditions in the industry since the last African Civil Aviation Conference in Nairobi in 1984.

But problems relating to old colonial customs still haunt the industry. For much of that period trade



union organisation was suppressed and workers had few means to defend their interests. Part of this culture remains to this day, and there is still a serious lack of union rights in many countries.

The Civil Aviation industry has for many years been based on new technology, which needs continually updating of equipment and refresher training of staff – who need to know how to deal with chemical substances, noise and stress. On this subject the delegates discussed the importance of organising a health and safety committee, which would be able to carry out technical analysis appro-

priate to workers' needs.

Another problem highlighted at the conference was airline management. In some African airline companies there are sudden and complete changes of management for political reasons which creates confusion and uncertainty in the workforce, and reduces the efficiency of a company.

Additionally, the conference underlined the need for solidarity with the workers of South Africa, who continue to struggle against the Apartheid system. A unanimous motion of support for South African workers was adopted at the conference.

## Cash crisis for world airlines

The world's airlines are facing a severe financial crisis, according to the annual report of the International Air Transport Association (IATA).

The 1987 IATA annual report of the 161 member airline organisation, unveiled in Caracas on October 26, paints a bleak picture of drastically falling airline profits in a time when more, not less, money is needed for technological investment.

Gunter Eser, IATA Director-General, says in the report that the non-state trading airlines' fall in profits means that they are "still a long way short of being able to finance the investment they need for future growth."

The western countries' airlines earned a net profit of only US\$100 million on revenues of US\$87.9 billion in 1986, compared with US\$600 million in 1985 and US\$1.1 billion in 1984, according to IATA.

Rising fuel costs, currency conversion problems and the failure of many Middle Eastern and African governments to pay for block seats booked through other airlines are all given as major causes for this crisis. The obvious spectre of deregulation, clearly having a knock-on effect on airline revenues throughout the world is mentioned but played down in the report.

Eser seems to believe that the situation will get worse:

"Increasingly intense competitive marketplace conditions are reflected in changing airline strategies and governmental reassessments of policies to achieve their international aviation objectives. Under these circumstances it is likely that aeropolitical tensions will increase in the years ahead," he says in the annual report.

He also calls for IATA to change itself in order to adapt to the new environment in the industry, particularly deregulation:

"There is a clear and urgent requirement to adapt the association further to meet new demands and to emphasise an increasingly business-orientated approach."

# Airport workers denounce fingerprint plan

Canadian Civil Aviation Unions are taking legal action against the government's new airport security regulations.

The Airport Restricted Area Access Clearance Program (ARAACP) demands fingerprinting and exhaustive personal checks on employees and their spouses.

Val Bourgeois, Vice President of the ITF-affiliated International Association of Machinists and Aerospace Workers (IAM) describes the regulations as "an affront to the dignity and integrity of Canadian airline workers."

The regulations call for airline workers and their spouses to be investigated as to their "loyalty", "personal character", "credit", "reliability", "education", "employment history" and "police records":

"Who under the sun has the right, let alone the ability, to test someone's loyalty? What are the criteria? Does membership of the Conservative party constitute loy-

alty?" asked Bourgeois.

The checks into individuals' personal backgrounds are to be conducted by the newly formed Canadian Security and Intelligence Service (CSIS) — a secret police force that has been the target of severe criticism by opposition parties and human rights groups as ill-defined, unaccountable and politically suspect.

Court action by the unions has led to the Transport department's "temporary" suspension of the plan at the beginning of November.

Canadian Labour Congress President Shirley Carr, who also chairs the CLC Civil Aviation Council has demanded that the Transport Minister John Crosbie extend the suspension of the plan until the courts determine its legality. In the meantime, she has asked for a meeting between the unions and the government to discuss the plan and aviation security in general.

The unions stress that they are not opposed to improving airport safety — but they do not see how this attack on employees' civil rights will help security in any way — aviation staff are already subject to a basic security clearance and are required to wear photo passes at all times. On the other, the government's record of acting to improve airport safety leaves much to be desired.

Baggage sequencing regulations were cancelled last April for Domestic flights, and the unions point to a number of security provisions that they have called for that the government has ignored.

Delegates at the ITF Ground Staff Technical Meeting (see story below) meeting in Eastbourne, England on November 24th and 25 passed a unanimous motion denouncing the Canadian government for these proposals.

## ITF Ground Staff Committee issues call for week of action

The first steps towards organising a worldwide week of action on civil aviation issues were taken at an ITF meeting in November.

The thirty-three delegates from 18 countries met in Eastbourne, England on November 24 and 25 for the first ITF Ground Staff Technical Committee meeting for three years.

The Civil Aviation week was the product of a lengthy discussion about the global impact of deregulation on airline employees and passengers. Delegates from many countries expressed concern about the deteriorating slide towards deregulation, and the growing concentration of airline companies. The committee appointed an ad-hoc working group to prepare for a "World Civil Aviation Week" and take proposals to next year's Civil Aviation Section Conference.

Delegates also received a detailed report from Stu Johns, the ITF representative to the International Civil Aviation Organisation (ICAO),

on licensing. Again, this is a situation where unions are having to fight defensive battles — with negative proposals for alterations in the Aircraft Maintenance Licence being at least one subject of concern. Copies of Stu Johns' report will now also be circulated to affiliates.

The Committee also heard from Canadian Auto Workers' delegate Tom Saunders about his government's new airport security regulations that require fingerprinting of airport workers (see story above) and passed a unanimous motion condemning the moves.

### Brush teeth, says JAL

**As Japan Air Lines prepares for next month's final privatisation, employees have been warned to brush their teeth, keep their shoes shiny and say thank you a lot!**

**This patronizing drivel was handed out to all JAL employees as part of an eve of privatisation "Daily Code" with 20 similar points included in a 28 page handbook circulated to all staff.**

**Along with personal grooming, the staff are advised to clear away cups and ashtrays after meetings.**

**The final sell off of the government's 48.09 million shares (34.5 per cent) in the airline is set to take place sometime during December.**

# "Keep out" Alitalia unions warn Italian PM

Italian Prime Minister Giovanni Gorla should resign or keep his nose out of collective bargaining in the national airline Alitalia, transport union leader and ITF Executive Board member Luciano Mancini said in a press statement issued on 1 December. He was speaking at a joint press conference called by his union FILT CGIL and the two other ITF affiliates, FIT CISL and ULTRASPORTI over the long running dispute between the airline and its 20,000 ground staff.

Strikes in support of the dispute,

which is over claims for a reduction in weekly working hours from 40 to 37.5 and a 13.5% wage increase over three years, have already paralysed Italian civil aviation twice during October and November. In a bid to secure a peaceful end to the dispute, Labour Minister Formica and Transport Minister Mannino scheduled a marathon negotiating session for 26 November which would continue until a solution acceptable to both sides was found. But this approach did not appeal to hard-line Alitalia President Umberto

Nordio who demanded that the Prime Minister himself should stop his ministers from reaching agreement with the unions.

In a move unprecedented in Italian industrial relations, Gorla agreed to this extraordinary request and on 27 November he instructed the two ministers to pull out of the negotiations and announced that he himself would meet the Alitalia unions on 3 December.

"If Mr Gorla wants to act as President of Alitalia then he should resign as Prime Minister and take the job on" said Mancini.

## ITF Indian education programme a success

Much closer cooperation between Indian aviation unions has been the main benefit from the decision in 1983 to launch a long-term training programme for civil aviation union leaders.

As the result of the programme unions now have an increased awareness of the benefits to be gained from working together to achieve their objectives. This new spirit of unity has manifested itself in a number of ways, not least in the setting up of an All India Coordination Committee of aviation unions and the coming together of unions representing employees of foreign airlines with offices in India in a national federation - both moves which are likely to further strengthen the influence of unions in the aviation sector.

The unions have also held joint rallies at India's major airports on issues affecting them and have presented a joint memorandum to the government.

These inter-union enterprises are in marked contrast to the situation before the programme started when unions used to act independently and with no proper coordination.

These were the findings of an evaluation seminar held in Lonavla near Bombay from 30 October to 1 November at the end of phase one of the programme. The seminar was well attended, with 23 Indian aviation unions represented by their leaders, and the participation of 16 circle leaders and 8 education officers.

Asia/Pacific Regional Secretary M S Hoda attended the seminar on behalf of the ITF together with Baudouin Jonckheere, Project Coordinator of the ICFTU.

The ITF, pleased with the success of the venture so far, has now decided to extend the assistance it has given the programme for a further three years, taking it up to 1990.

The seminar was given a report on the disturbing situation within the Indian feeder airline Vayudoot where trade union rights were being denied. It was informed that employees of the airline are not permitted to join unions and when a pilots' association was formed nonetheless, the management re-

fused to recognise it and dismissed the association's president and another pilot solely because of their union activities.

A resolution was adopted deploring the lack of union rights within the company and calling on the Prime Minister and the Minister for Civil Aviation to take immediate steps to remedy the situation. The resolution urged the Minister and the company management to reinstate the two pilots with immediate effect. The ITF was also asked to bring the matter to the attention of the ILO Committee on Freedom of Association as the airline's conduct was in direct contravention of ILO Conventions 87 and 98 to which India is a party.

## US government approves yet another takeover bid

**The US government has overruled a local judge to allow the merger of USAir and Piedmont, creating the nation's fifth largest carrier.**

**The merger, agreed between the two airlines last March, is effectively a takeover by USAir of the smaller carrier. In September Judge Ronnie Yoder ruled that the merger raised questions of competition and should be rejected by the Department of Transportation.**

**But true to form, the Department approved the merger anyway - as it has every takeover and merger since the Civil Aeronautics Board was wound up in 1985 and its powers to oversee such changes were handed to them.**



# Air Canada locks out 8,500 machinists

As this issue of ITF News goes to press, Canada's state owned flag carrier Air Canada has locked out 8,500 employees, is threatening to lay off another 9,000 and has suspended all domestic and international flights.

Air Canada locked out 8,500 members of the ITF-affiliated International Association of Machinists (IAM) on Friday November

27 following the breakdown of contract talks between the two sides. The IAM was calling for a series of rotating strikes, and the company responded by locking out the entire IAM membership.

The IAM have said that they are willing to return to bargaining if the airline agrees to using pension fund surpluses to finance an index-linking of pensions. Air Can-

ada has refused to do this. On wages, the IAM are asking for a 7.2 per cent increase, and the company is offering between four and five per cent.

Pilots, check in staff and flight attendants are now to be laid off by the company, following the complete suspension, at the beginning of December, of the airline's scheduled services.

# BA-BCal merger approved, but SAS gets in on the act

The British government's Mergers and Monopolies Commission has given the go ahead for the British Airways takeover of British Caledonian Airways, but the deal may still not happen.

British Airway's original bid of £237 million for BCal last August (see ITF News, August 1987) was referred to the government commission because the two airlines combined would take 90 per cent of British domestic routes and dominate at least one of London's airports.

Because of this concern, and the possibility that the European Commission could potentially take action against the merged airline under Article 89 of the Treaty of Rome, BA made a compromise offer to the Commission during its hearings.

The Mergers Commission, reporting publically on November 11, stated that while the original bid would have been "unacceptable" it was happy to go ahead with the revised proposal — even though BA's changes were not legally binding on them.

BA agreed that BCal would surrender most of its domestic route licenses, along with London to Paris, Brussels, and Nice. Additionally BA offered to drop its unused licenses for flights between Gatwick and Athens, Copenhagen, Hamburg, Oslo, Rome, Stockholm and Stuttgart — but reserved the right to re-apply for any of these routes on equal terms with other airlines. BA has

also agreed to drop appeals against other airlines' applications for various European routes, and has stated that it will not oppose competition bids on long-haul routes. They have also offered to give up a large number of slots at London's Gatwick airport.

The informal nature of the agreement has upset critics of the merger, and other, smaller UK airlines in particular.

One of these airlines, Air Europe, won the right, on November 25, to challenge the Commission's ruling with a judicial review — a procedure whereby a court reviews the decision on the basis of administrative law.

Air Europe complains that they were not given a chance to comment on the undertakings given by BA to the Commission — and this constitutes a breach of the common law principles of administrative justice (in this case, the "right to be heard"). Despite granting leave for Air Europe to take this challenge, the Judge involved doubted that they would win their case — which would require a new hearing by the Commission.

Meanwhile, because of the stock market collapse between the original BA bid and now, the actual cash amount of the bid has been trimmed down to £119 million from £237 million, and the bid itself has yet to be formally accepted by the BCal board.

Reports and rumours indicate that there is a growing unease on the BCal board about the merger.

Substantial staff cuts are now envisaged in the proposal, due to the shedding of domestic and European routes, and the BCal management have received other bids.

Scandinavian Airlines System (SAS), which was involved in abortive merger negotiations with Belgium's Sabena earlier this year, has said that it is "considering" taking a substantial minority shareholding in BCal.

BCal have said that this offer is the only serious counter-offer to BA, and would be looked into if the terms of the BA offer, which have yet to be fully elaborated, are not acceptable to them.

SAS have made it publically known that they want to take a 40 per cent minority holding in the airline, for the same money that BA is offering for the whole company. But this offer has yet to be made officially.

BA, on the other hand, have stated that they would seek a reference to the Monopolies and Mergers Commission if SAS were to try and go ahead. SAS have retorted that the offer would only go ahead if the British government's Office of Fair Trading gave it prior clearance, avoiding such a second reference to the Mergers board.

With court cases and government intervention still hanging over BCal, the future of the airline, and the job security of its employees (no longer assured) looks increasingly shaky.

## Police attack Tahiti strikers

Dockers in Papeete, capital of the French overseas territory of Tahiti, came out on strike on 22 October in protest at the failure of the local authorities to respond to their demand for an increase from 22 to 29 men in the team of dockers handling ships at the French nuclear weapon experimentation centre on Mururoa atoll.

Their action came after seven hundred Polynesians complaining about conditions were rounded up on Mururoa by troops and flown back to Papeete.

On the afternoon of the 23rd the striking dockers blocked the customs area of the port to draw attention to their demands.

The authorities, angered by this disruption to trade with the island, sent in police to try to re-open the port that evening after talks with the dockers' representatives - their union is associated with the CFDT union confederation in France - had failed to produce a settlement.

Tempers were raised by the intervention of the police and the dockers responded with some vehemence. Meanwhile, outside forces totally unconnected with the dockers and their dispute took advantage of the occasion to foment a riot. This spread rapidly along the road from the port to the centre of Papeete, and there was widespread burning and looting. The offices of Air Tahiti and Air France and the tourist office were among the premises that were destroyed.

The authorities reacted to the violence by imposing a state of emergency and declaring a curfew.

Troops went in to the port and the work of unloading vessels was resumed under military supervision. Non-union labour protected by French troops took over work at the port in a strike breaking operation. According to reports, unionised dockers are being kept out of the port.

The leader of the dockers' union, the USDP, was subsequently detained and the territorial assembly, which has decision-making powers over the islands of French Polynesia, has adopted legislation forcing dockers to provide mini-

mum service during a strike - a move which is being strongly contested by the USDP.

Close observers of the political scene in the French overseas territories say that the tense situation on Tahiti has been brought about by the failure of French overseas policy. The Conservative government of Jacques Chirac has been relentlessly pursuing economic objectives at the expense of the workers. The strikes that have inevitably occurred are symptomatic of this malaise and the lack of any real social dialogue.

In previous disputes, representa-

tives of the Protestant and Catholic churches have been invited by the authorities to mediate. The fact that this did not take place this time is being seen as significant. Local sources say that the change in the official reaction and tone is most marked.

Meanwhile, dockers' unions in France have expressed their dismay at the violence on Tahiti of which the dockers have been the victims. They have called for the removal of the troops from the port and efforts to bring about a lessening of the social tensions on the island.

## Amsterdam dispute

Dockers in the general cargo section of the port of Amsterdam - members of the ITF-affiliated FNV - staged a 24 hour stoppage on 11 November after the breakdown of talks on pay, working hours and a new technology agreement. This was followed by a series of rolling strikes against individual employers.

Mediation talks have resulted in the dockers being awarded the

1.5% pay increase they were seeking but the mediator turned down their demand for a 1% reduction in working time. It has also been left to individual employers in the sector to negotiate new technology agreements with their employees.

Unions in Germany and Belgium were alerted to the dispute by the ITF and told of the Dutch request for assistance should cargoes be diverted as a result of the dispute.

## Australian settlement

In return for a 4 per cent second tier pay rise - the maximum available under the centralised wage bargaining system - dockers in Australia have agreed to changes in working practices which will improve productivity and enable the country's ports to offer a competitive service to shippers.

The pay settlement came after months of negotiations and a strike threat which would have scuppered the revision talks had it gone ahead.

In meetings with the stevedoring industry review committee, the Waterside Workers' Federation has accepted revised working practices both nationally and at individual ports. Measures will be taken to allow the more flexible use

of labour and manning levels are being reduced at some ports.

The agreement is subject to approval by the Arbitration Commission and the union's own members, but WWF General Secretary Tas Bull says that he does not believe there will be any difficulties.

The union believes that dockers should benefit from the increased productivity that will flow from these changes and says that it is anxious to meet the employers for discussions on training and the development of a proper career structure. It will also be seeking higher redundancy payments for displaced dock workers and improved pensions for those retiring from the industry.

# British Dockers prepare to defend scheme

The government can expect fierce opposition from organised dock labour if it bows to the pressure which seems to be building up behind the scenes from dock employers and Conservative MPs alike for the reform of the dock labour scheme.

The employers argue that the scheme is unduly burdensome and incompatible with the demands of a modern, progressive and efficient industry, while dockers and their union quite rightly value the scheme as it gives them valuable protection against the exploitation that was the hallmark

of the industry pre-decasualisation.

The Transport and General Workers' Union has staged industrial action in the past in the scheme's defence. The two-to-one vote earlier this year for a strike if it was again endangered shows how determined the union is to resist what is increasingly being seen as an orchestrated attack on the employment security of Britain's dockers. The growth of non-scheme ports in recent years at the expense of neighbouring scheme ports has only added to union anxiety.

The employers have quite openly expressed surprise that a Conservative government so deeply committed to deregulation in industry generally has not applied this philosophy to the docks and has done no more than slim down the industry, encouraging dockers to quit by offering enhanced redundancy payments, while leaving what they see as the central issue of outdated working practices untouched.

However, the Conservative party's own backbenchers, who are pressing for an early parliamentary debate on the issue, may yet force the government's hand.

## TRAVEL BUREAUX

# TSSA scores big pay hike at Cook's

The ITF-affiliated Transport Salaried Staff's Association (TSSA) have won major increases for staff at Thomas Cook Group working in London.

The increases in the London Allowance — which compensates staff working in the high cost capital city — are a recognition by the company of the fact that the cost of living in London is rising considerably faster than the rest of the country.

As part of the agreed 87/88 contract package between TSSA and Thomas Cooks the allowance for

those working within four miles of the centre of the city has gone up 53 per cent from £1,600 to £2,500 effective this November 1. Similar increases have been won in the allowances for working in Outer London and the Commuter Belt.

The contract also gives all TSSA members at Thomas Cook's a five per cent salary increase.

Additionally, to compensate staff for the fact that despite all but one department's reaching of agreed profit sharing targets exchange rates have meant that no profit sharing bonus will be paid, the

company has agreed to a one per cent of annual salary bonus to all staff on December 1.

While the company has refused to agree to a reduction in the 36 hour working week, they have agreed to participate in a joint working party to consider the possibilities of an "annual hours" approach to working hours, integrating annual leave and weekly hours into one package.

TSSA Assistant General Secretary Norman Hitchen led the negotiating team, and has welcomed the deal with a call for Thomas Cook employees who are not members of the TSSA (but who will benefit from the deal) to join the union.

"The TSSA has secured a real increase in basic salaries together with significant improvements in the London Weighting Allowance," Hitchen said, "The increase in basic salaries alone exceeds the annual rate of inflation by almost one per cent."

Describing non-union members at Thomas Cook who will benefit from the union's hard work as "easy riders and freeloaders" Hitchen called for all Cooks staff to join the TSSA.

"The greater the number who participate the better the results we can hope to achieve," he said.

## FORTHCOMING MEETINGS

<b>22-24 February</b>	<b>Asia/Pacific Seafarers' Committee</b>	<b>Kuala Lumpur</b>
<b>15 - 16 March</b>	<b>Executive Board</b>	<b>Oslo</b>
<b>19 March</b>	<b>Railwaymen's Rally</b>	<b>Frankfurt</b>
<b>4-5 May</b>	<b>RW Section Committee</b>	<b>Vienna</b>
<b>30 - 31 May</b>	<b>Dockers' Section Conference</b>	<b>Rotterdam</b>
<b>1- 3 June</b>	<b>Fair Practices Committee</b>	<b>Rotterdam</b>

## INLAND TRANSPORT

# Pro-rail rally in Frankfurt next March

As a further plank in the international union campaign in defence of the railways, over two thousand railwaymen from unions in Germany, Austria, Switzerland and Luxembourg will be joining the ITF in staging a demonstration and "Pro rail" rally in Frankfurt am Main on 19 March next year. A "Pro rail" manifesto will also be issued

in connection with the rally.

Unions in other countries are being invited to send their own delegations to join the demonstration which will march in procession from the main railway station to the Frankfurt Fair complex where a mass indoor rally with speeches by the rally organisers and the ITF will be held.

Mass leafleting of the general public will take place on the day before and the day of the rally and information stands will be set up at the station and the centre of town. The press and other interested parties such as the German Railways and the International Union of Railways (IUC) will also be invited to the rally.

# Plates of Convenience gaining ground

More and more German hauliers are imitating the country's shipowners and registering their vehicles abroad so as to avoid paying high taxes.

According to newspaper reports, hauliers are positively queuing up for Luxembourg's 'L' registration plates, actively encouraged by the economic and transport ministries of the Grand Duchy.

This view is endorsed by Wolfgang Baars, head of the road haulage section of the German union ÖTV, who said recently in an interview with the German paper *Wirtschaftswoche* (Economic Weekly) that the Luxembourg government was going all out to woo German haulage firms.

Recently it has been the Austrians who have coveted Luxembourg plates. By setting up a subsidiary there, they were able to gain access to EC licences which allowed them to carry lucrative third country loads within the Community.

Now it is German hauliers who are increasingly rejecting Germany's own "D" registration plates and are striking out westwards. Hauliers in border areas such as Rheinland-Pfalz and the Saarland have been especially drawn to the notion of 'flagging out' part of their vehicle fleet.

A recent survey conducted by the Federal Transport Ministry revealed that 15.8% of all German long-distance haulage firms would like to flag out at least part of their vehicles.

Companies switching plates also benefit from lower taxes. In Germany, a 38 tonne vehicle pays 9,364 DM compared with 1,053

DM in Luxembourg. A shrewd business move, is how a company law lecturer in Cologne sums it up.

Wolfgang Baars dismisses stories put about by lobbyists that German firms are being driven to make this move. "They are talking themselves into a panic", he says, adding that this is no overwhelming reason for companies to be abandoning their German plates for foreign registration.

But their eagerness could perhaps be explained by the liberalisation of the European transport market set for 1992. We could be seeing the first effects of this decision which involves a 40 per cent increase each year in the number of permits issued by each of the European Community's member states. There are currently 11,535 of these permits in circulation but by 1992 there will be five times as many.

The permits will inevitably be much sought after as they entitle companies to conduct business between all the EC member states. Many of the German companies now severing their links with their home country are hoping to obtain these new permits elsewhere as the German ones are already spoken for.

To qualify all they need to do is set up a token subsidiary abroad with no more than a small office and part-time staff. The vehicles with their new plates don't even have to be moved from their previous German base.

The real attraction of Luxembourg is that it already has more permits in its gift than the total number of haulage companies in the Grand Duchy. This number

will grow to 2,173 over the next five years - an irresistible lure.

Luxembourg fears that if it does not make good use of the permits it now has it will lose out in the next round.

But it would be a mistake to assume that Luxembourg is the only country to prove attractive to Europe's hauliers.

Recent examples include:

\* A German transporter of Tunisian textiles who is about to flag out to Portugal as this would reduce his operating costs.

\* A Hamburg company which hoodwinking the tax and licensing authorities with licences obtained in the British Isle of Man tax haven. After running into trouble with the ÖTV he has now switched to Luxembourg.

\* A Schleswig delivery firm which has set up business in Denmark.

\* Bavarian (south German) transporters, most of whose business is with Italy, who have applied simultaneously for Belgian and Italian licences. (A South Tyrolean advisory bureau is offering companies valuable tips on how to obtain Italian licences with the minimum of trouble.)

Plates of convenience were raised September ITF Section Committee in Zürich and goes next to the Section's Steering Committee for a decision on appropriate counter measures. Meanwhile, ITF road transport affiliates have been asked to give the Secretariat information as to the extent of the practice in their countries and the countries of registration involved.

# Chilean drivers demand their rights

Court action is being taken by the regional government against bus drivers in the Chilean city of Concepción who blocked one of the main highways in the centre of town on 30 July in a protest against low salaries.

The drivers are the hapless victims of a fares war between the various local bus companies. These companies are for ever lowering their fares to win over custom from their rivals.

The pay system in Chile generally under the dictatorship of General Pinochet has become more and more anarchic, with the government seeking to correct anomalies by means of legislation and modifications of the Labour Code.

Bus drivers in Concepción have suffered perhaps more than most. Because their pay is based on the number of tickets they sell and the

price of the ticket varies wildly they are left in the unenviable position of not knowing - sometimes literally from one day to the next - how much money they will be taking home to their families.

This situation, quite understandably, has created a mood of uncertainty among bus staff and their frustration spilled over at the end of July when they used their buses to block the main thoroughfare, causing considerable disruption.

The regional authorities reacted in a very heavy-handed fashion, accusing the drivers of an offence of the utmost gravity, alleging that by their action they had interrupted the normal life of the city, rendering it impossible for citizens to go freely about their business.

42 drivers were arrested and summoned to appear in court in

connection with offences under the Internal Security Act. Their vehicles were also impounded.

The Chilean Transport Workers' Confederation CONATRATCH came to the men's assistance. Despite the severe financial restraints within which it is obliged to operate, it was able to hire lawyers to defend the men and financial help was made available to the men's families.

To correct the long-standing injustice which led to the action the Confederation has suggested that the law set minimum levels of drivers' earnings guaranteeing them 10% of gross receipts. In a plea for compassion, it has also suggested that the full force of the law should not be brought to bear on the drivers who were after all only fighting for their rights.

## PEOPLE

**Egide Baudet**, President of the Belgian Transport Workers' Union (BTB), retired at the end of October. Baudet has been a BTB official for over thirty years, being first elected to his present post in 1975. He has been a long serving member of the ITF Executive Board under the standing arrangement by which the Belgian seat passes between unions at each Congress. ITF General Secretary Harold Lewis attended the ceremony in Antwerp held in October to mark his retirement and passed on the ITF's best wishes for many happy years of active life.

Egide Baudet is succeeded by **Remi van Cant**, who combines his

duties as President with those of National Secretary of the BTB's Maritime and Fisheries Section.

**Wilhelm Hubrich**, Executive Board member and Weser-Ems branch chairman of the German ÖTV, retires later this month. Hubrich played a vital role in the setting up in December 1982 of the Bremen inspectorate which monitors conditions on Foc ships putting in at ports in the area as part of the ITF campaign. On the occasion of his retirement, ITF General Secretary Harold Lewis wrote thanking Hubrich for his invaluable assistance over the years to the Bremen-based ÖTV ship in-

spectors carrying out this task and wishing him a long and happy retirement.

**Fritz Verzetnitsch** was elected the new President of the Austrian Trade Union Confederation (ÖGB) at its Congress in October. He succeeds **Anton Benya**, who is retiring at age 75 after having led the ÖGB for the past twenty-four years. Benya was also for fifteen years President of the Austrian National Assembly, the highest national office after that of Federal President. Also retiring at the Congress from the ÖGB Executive Committee was former ITF President **Fritz Prechtl**.

## OBITUARIES

**Philipp Selbert**, President from 1959 to 1979 of the German Railwaymen's Union (GdED), died on 20 November, aged 72. He spent fifteen years as a German MP and was a long serving vice president of the Board of the German Railways (DB). At the European level, he made a significant contribution, presiding for seventeen years over the Brussels Committee which he built up into a strong body representing transport workers' unions in the EC. Within the ITF Selbert

served as a member of the Executive Board from 1958 until the Dublin Congress in 1977.

**Peggy Guinane**, who worked as a telephonist at the ITF's London headquarters from 1962 until her retirement in 1978, died on 25 October. Peggy made many good friends among the colleagues who worked with her over the years in the ITF who will miss her greatly.

**Felix Imasiku**, President of the Zambia Airways and Allied Work-

ers' Union from 1982 to 1985, died on 24 September after a long illness. He was the moving force behind the decision of the union to affiliate to the ITF.

**Martin Trowbridge Wilson**, President of the Bermuda Industrial Union from 1959 to 1963, died on 28 October, aged 93. Earlier this year, as the union's honoured guest, he cut the ribbon at the opening of the BIU's new headquarters building in Hamilton.