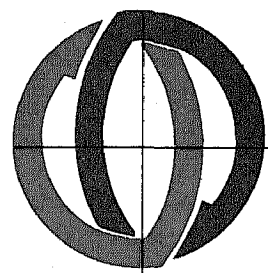


INFORMATIONS : NOTICIAS

ITF NEWS

NACHRICHTEN : NYHETER



October 1989

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HISTORIC MEETING WITH EC MINISTERS :

EUROPEAN AVIATION UNIONS DEMAND HARMONISATION

No more liberalisation of Europe's civil aviation market should take place until the conditions of competition have been equalised, and safety and infrastructure problems have been eliminated. This was the message communicated by European aviation unions to the Council of Transport Ministers when they met in Paris on October 6.

The occasion was a historic one — the first occasion on which a trade union delegation had been received by the Council of Transport Ministers, and it was arranged at the invitation of Council President Michel Delebarre, the French Transport Minister.

Spokesmen for the delegation, representing the Committee of Transport Workers in the European Community (the "Brussels Committee") were its civil aviation section chairman Vittorio Toso (FIT-CISL) and ITF Research & Publications Secretary David Cockroft. Other members were Manfred Hölzel of the ÖTV Germany, and representatives of three French civil aviation unions René Valladon of Force Ouvrière, Danielle Julien of SNPNC and Christian Deslandes of CFDT.

Toso thanked Minister Delebarre for arranging the meeting, adding that the trade unions did not feel they had been adequately consulted by the Commission prior to the publication of the Second Package of Civil Aviation proposals (ITF News July 1989). The unions were also deeply unhappy at the lack of progress on the establishment of a Joint Committee for the Civil Aviation Industry which would have been the obvious body to have consulted before bringing forward such proposals.

Cockroft, delivering an agreed statement on behalf of the "Brussels Committee" and the ITF, said that the unions' primary concern was with the interests of civil aviation workers. This meant not only social questions, however, but also the long term financial position of airlines, the avoidance of congestion and delays which imposed heavy burdens on employees in terms of fatigue and stress, and, of course, aviation safety.

The aviation trade unions were not opposed to greater flexibility or more competition in the industry he said, but it had to be fair competition. Liberalisation and its resulting expansion in the volume of passengers carried and the number of flights must take place only after a number of essential conditions had been met. These came in three main groups :

Safety

Trade unions with experience of deregulation in the USA were worried that safety

Continued on page 2

INTERVIEW WITH POLAND'S NEW RAILWAY UNION (7)

...Europe's infrastructure 'inadequate'

Continued from page 1

margins in Europe might fall. In particular he drew attention to the huge gap between the expected demand for and production of civil aircraft. This meant that the average age of aircraft would increase, resulting in greater risks to passengers and crew. Increased economic pressures on airlines would make it less likely that they would be prepared to spend enough on maintenance. A further risk to safety would be the increased numbers of smaller aircraft introduced by new carriers seeking a share of existing markets. Unless tough action was taken by governments, safety standards would fall.

Infrastructure

At present the available infrastructure in Europe is totally inadequate to cope with the growing volume of air traffic, he pointed out. Liberalisation must not take place until the Air Traffic Control Crisis has been resolved. More efficiency is needed but supervision of ATC must remain firmly under the control of the public service and moves to privatise it must be resisted. Urgent steps are needed to harmonise ATC standards, improve traffic flow management and invest in more manpower to ensure that adequate capacity exists in all control centres.

Social Conditions

Action is needed to harmonise social conditions in the EC countries before more liberalisation. The US experience shows, he said, that competition between airlines takes place almost exclusively on the backs of their employees. The result massive reductions in employment, savage cuts in wages, longer working hours and increased pressure on maintenance staff to complete jobs quickly, are already well documented. The ground rules governing competition between EC airlines must be laid down soon he urged.

Apart from these three points, Cockroft stressed the deep concern of the aviation unions with the haste with which

the Commission's proposals had been put together and the fact that various figures which they contain had been 'plucked out of thin air' rather than based on an analysis of the results of the 'first phase' which only came fully into effect this month. Despite this, the unions did not criticise Transport Commissioner Van Miert. He was only trying to comply with the impossible timetable established by the Court of Justice and the European Council. "We are only saying that liberalisation to the extent provided for in this document cannot be put in place without seriously disrupting the market, increasing congestion, lowering safety standards and putting at risk the established wages, working conditions and employment security of most airline employees" he added.

After commenting in detail on many of

the ideas contained in the Commission document, the union statement returned to the idea of social harmonisation. Two key fields were identified for urgent action: harmonisation of licensing of all aviation employees who have responsibility for safety, including cabin crew; and tough European wide rules on flight and duty times and minimum rest periods. Manfred Hölzel backed up the statement with some concrete examples of the types of harmonisation which the unions believed were necessary.

On behalf of the Ministers, M Debarre thanked the delegation for its presentation. He assured them that the Council was fully behind the moves to establish a joint Committee and that the Ministers would take careful account of the unions' position in reaching a decision on the Commission's proposals.

EC to extend safety rules to packaged cargoes

The European Commission is set to extend its safety regulations for vessels entering or leaving Community ports to cover shipments of dangerous or harmful goods in packaged form. Existing rules are only valid for bulk cargoes.

The new measures were discussed at a meeting of the Transport and Communications Section of the EC's Economic and Social Committee in Brussels on 13 September, which was attended by Mark Dickinson of the ITF Secretariat and delegates from the French and German transport unions, as well as by European Commission and employer representatives.

The meeting recommended that the new Directive be harmonised with international regulations, so that the same standards can be enforced on vessels from all countries using EC ports. Most Community countries have already rati-

fied Annex III of MARPOL 73/78 (the International Maritime Organization's International Convention for the Prevention of Pollution from Ships), which will however require ratification by nations representing at least 50% of the world's tonnage before it can enter into force in 1991.

Following ITF suggestions, the meeting called for the new Directive to include port workers among those who should be informed in advance of details of dangerous goods shipments. It was also suggested that vessels should notify the relevant national authorities of occupational health and safety problems which occur with dangerous goods cargoes, as well as of related hazards to the marine environment and coastal areas.

The draft Directive has now been sent to the European Parliament for discussion.

General Secretary: **Harold Lewis**

Publications Officer: **David Cockroft**

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European workers' rights charter is unveiled

A crucial stage in the building of a social dimension to European Community development has been reached with the finalisation on September 27 of the draft Charter of Fundamental Social Rights by the European Commission.

The Charter has been welcomed by many European trade unions as a step towards greater protection of worker interests in the European Single Market.

While pointing out the need to avoid any levelling-down in social rights in individual countries, the Charter calls for the setting of Community-wide standards on maximum working times and unsocial hours, consultation and participation in companies, and health and safety regulations. It also proclaims the absolute right of workers to a "decent" wage, to adequate levels of social security benefits, to trade union membership and to a contract of employment where this is not already provided for in law or in a collective agreement. The Charter draws back from mentioning any absolute right to

strike, making this subject to the exceptions contained in national legislation.

In the field of young workers' rights, the Charter sets a minimum working age of 16, bans night work and working weeks of over 40 hours for 16-18 year-olds and stipulates a minimum two-year period of initial vocational training for school-leavers.

The Charter's goal of equal opportunities and equal treatment for men and women is backed with a call for the development of "amenities enabling those concerned to reconcile their occupational and family obligations more easily."

There is also concern that immigrant workers, whether they originate from other EC countries or from outside the Community, should receive equal treatment in the host country. However, sub-contracted labour working temporarily in another EC country is not to be covered by host country benefit standards.

On the whole, the Charter is restricted to general principles, which need to be

given meaningful content by the support of member governments and by further, more detailed measures from the EC.

The Charter has incurred the wrath of British Premier Margaret Thatcher, who described it as "inspired by the values of Marxism and the class struggle". However, it has been supported by both the Left and Christian Democratic parties in the EC, and Britain's senior Commissioner Sir Leon Brittan cast the only vote against the draft on 27th September.

The draft will now go to the EC Summit in Strasbourg this December, where there is certain to be further obstruction from the British Government. Nevertheless, the European Commission has the power to impose the Charter through a majority decision if necessary. There is some concern among trade unions that the EC might be tempted to trade the withdrawal of the Charter for concessions such as British acceptance of monetary union.

South African trade unionists killed in car crash

Three senior leaders of the ITF affiliated Transport and General Workers' Union (TGWU) of South Africa were tragically killed in a car crash on Sunday October 1.

The three Natal trade unionists were travelling with two other full time TGWU officials on their way from Empangeni, in Northern Natal province, to Durban between meetings. Three of the five were killed, and the other two escaped relatively unscathed. The three who were killed were:

Zoleka Mrabishana — the national dockers' organiser for the TGWU. She had worked for the General Workers' Union since 1984, and remained an employee of the new union when the GWU/TGWU merger took place in

1986. She was 25 years old and leaves behind a daughter of three.

Godfrey Mncwango — shop steward at Rennie's Bulk Handling terminal in Durban, and treasurer of the TGWU Southern Natal branch. He was a long standing member of the TGWU, having joined in 1977. He was only four years from retirement.

Elizabeth Sirema — shop steward at Supervision Cleaning Services in Empangeni and a member of the Northern Natal branch executive committee. She was also a member of the TGWU's national women's committee, and a delegate to the TGWU national education committee. Elizabeth was also active in Empangeni's community women's organisation. She was the

sole breadwinner in her family and leaves behind a mother and six brothers and sisters.

The loss of these three key activists was a great shock for the union, and the many people who had worked with the three. The TGWU, with assistance from the ITF and the Dutch FNV, has arranged the funerals so that many members may attend and show their last respects.

ITF General Secretary Harold Lewis, in a message to the TGWU, expressed his sympathy to the union and the bereaved families with "the sincere condolences of the millions of transport workers throughout the world whose unions are affiliated to the ITF."

Governments must ratify waste treaty

In March this year 35 states signed the **Basle Convention** on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, which had come about on the initiative of the United Nations Environment Programme (UNEP).

However, the Convention has not yet received the ratification by at least 20 states which it needs to enter into force. The holding of an international conference on protecting the marine environment from hazardous substances by the Advisory Committee on the Pollution of the Sea (ACOPS) in London on 3-5 October

should be seen in this context, as its underlying aim was to encourage more states to sign and ratify the Basle Convention.

The Conference was attended by over 200 delegates from around the world, including representatives from the chemical and shipping industries, authorities responsible for overseeing the safe disposal of hazardous waste, UNEP, the European Commission and European Parliament, and environment ministers from Togo, Senegal, Belgium, the Netherlands, the UK, Italy and West Germany, as well as the Swiss Interior Minister.

Given the ever-growing complexity of chemical hazards and the increasingly lucrative trade in transporting and disposing of hazardous waste, the Conference was able to make a strong case for at least the limited protection offered by the Basle Convention. The Convention will make shipment of hazardous waste conditional on the prior consent of the government of the transit or destination country, and will make it incumbent on exporters to ascertain that the waste will be disposed of in an "ecologically rational" manner.

At Basle, delegates from a number of African countries fought unsuccessful-

fully to secure tighter regulations in the Convention. However, at ACOPS these efforts tended to be confused with the anti-regulation position, which demands a total ban on toxic waste exports and which has been accused of playing into the hands of waste disposal 'cowboys' who want to sabotage any effective form of regulation. Nevertheless, there was some support, including from the European Commission, for a ban on hazardous waste

disposal near to source, recycling, the development of "clean" technologies, the use of the pricing mechanism to pass on pollution costs to the consumer and so favour less wasteful products, and the tightening of legal liability for polluters.

The Conference's main fault was perhaps the narrowness of its agenda, which sought to fit general environmental concerns into a cost-benefit analysis for industry and government.

The presentations and contributions from different quarters completely ignored the dangers posed to transport workers in handling hazardous substances, until Chris Pate from the ITF Secretariat indi-

cated some of the hazards involved for the working environment and pointed out that, ultimately, if transport workers refuse to handle dangerous cargo then it will not go anywhere at all. He was also able to register the fact that ITF affiliates are becoming increasingly well-informed and concerned about the risks to both transport workers and the wider environment posed by the transport of hazardous waste.

Not being a decision-making forum, the Conference was only able to help influence governments to support the Basle Convention and other international regulatory measures, and to encourage the reduction of waste production and the development of safer disposal techniques. A number of EC countries were said to be in the process of ratifying the Basle Convention, and UK junior environment minister David Trippier announced that Britain would be signing in the "very near future".

However, insofar as it reflected the combination of interests which are also involved in decision-making bodies, the Conference demonstrated the need for such a vital matter as the protection of the environment (including the working environment) not to be left simply to industry and governments.



exports from OECD countries to the Third World. Describing such exports as a "scandal", West German environment minister Klaus Töpfer also raised the need to limit the presently massive exports of waste from Western to Eastern Europe.

One contradiction which did find some expression at the Conference was between the "rotten apple" position put forward by certain British representatives, who argued that the main problem was policing the minority of carriers and disposal firms which evaded regulations, and the wish on the part of some African delegates in particular to address the economic interests at the root of environmental pollution and the use of developing countries as a dumping ground for the industrialised world.

An important dimension highlighted in discussions was the incomplete nature of existing regulations, particularly as regards land-based sea dumping, the transport of nuclear waste (given also that the International Atomic Energy Authority is dedicated by its constitution to the development of the nuclear power industry) and inland waterways. Attention was also given to methods of tackling the hazardous waste problem such as increased

Unions speak out in US debate on the future of transport

With commendable speed, the new US Secretary of Transportation Samuel Skinner has announced plans for a detailed review of the nation's transport policy and has invited organised labour and other interested parties for their comments and suggestions.

As Chairman of the Railway Labor Executives' Association (RLEA), an umbrella body of US railroad unions, Jack Otero (TCU and ITF Board member) appeared before the DoT during September to present a detailed brief on the shape of US transport policy in the 1990s and beyond.

Otero stressed the importance of any new initiative taking due account of the international as well as the national perspective. He pointed out, for example, that the US could not afford to ignore the far-reaching implications of the adoption of an EC Common Transport Policy. The administration also needed to devise a policy that would be flexible enough to meet the challenges posed by factors such as the emergence of the Pacific rim countries and the political changes now taking place in the Eastern bloc nations.

In the RLEA brief, Otero said that US transport policy should proceed from the premise that the government would take complete responsibility for ensuring the integrity of the supply of the nation's transport services, as the private sector had shown itself incapable of protecting this vital national resource.

Within that overall framework, the government should encourage coordination between the various transport modes with the aim of developing a highly flexible system that meets the requirements of a vast nation with extremes of climate and terrain. The government should also supply the necessary infrastructure support in the form of the sea-rail, air-rail and sea-truck linking facilities necessary to intermodal operation, as well as essen-

tial research and development backup.

The RLEA brief advocated the establishment of a tripartite committee of government, unions and transport undertakings to oversee implementation of the policy. An international task force should also be set up to examine the impact of the EC single market on the United States.

Minimum standards should be set for each transport mode in respect of wages, conditions and the working environment, with the highest priority being accorded to employee and user safety.

The RLEA brief went on to list its priorities for the different transport modes.

As regards inland transport, it recommended public funding for the expansion of urban mass transit, which should remain in the public sector. The government should introduce measures to promote increased use of public transit while discouraging over-reliance on private transport.

In the interests of road safety, the government should implement ILO Convention no. 153 on drivers' hours of work and rest periods and adopt minimum dimensions for drivers' cabs in line with ITF standards. Professional training of drivers, with special emphasis on transport of dangerous goods, was a further priority.

On the rails, services should be expanded, commuter rail links upgraded and investment in a high speed rail network stepped up.

In the air, the RLEA brief recommended action to reverse the worst effects of a decade of deregulation, notably by strengthening maintenance standards and discouraging the 'hub and spoke' route system which caused undue congestion at airports. Airport and aircraft security was a further area where urgent action was called for.

In the maritime sector, the brief called for the development of a merchant



Jack Otero

marine capable of meeting the nation's economic and military needs. To this end, government should develop a long term comprehensive maritime programme that included negotiation of bilateral agreements in the liner trades, extension of the Jones Act to 200 miles offshore, restoration of subsidies and support programmes for domestic vessel construction and protection of the fishing industry from foreign encroachment. The ports should be encouraged to play their part in the revitalisation of this sector.

This programme should be backed up by the adoption of measures designed to recruit and retain skilled seafarers who should be offered guarantees of job security, more acceptable working hours and a safer shipboard environment.

In concluding his remarks Otero said as it approached the 21st century the United States needed to devote a sizeable proportion of its resources to rebuilding its transport system. This was an absolute necessity if it was to maintain its position as a major trading power in an increasingly competitive world. A thoughtfully developed and, most importantly, acted on national transportation policy was an important first step in making that commitment.

Norwegian transport workers' congress

Discussions about possible Norwegian membership of the European Community and changes to the union's internal structure dominated the Conference of the Norwegian Transport Workers' Federation (NTF) which took place in Lillehammer from 24 to 28 September. The Congress heard fraternal addresses from Anders Lindström, President of the Nordic Transport Workers' Federation and from David Cockroft, ITF Dockers' Section Secretary.

The NTF is one of the ITF's oldest affiliates and the initials "ITF" figure prominently in its union logo. Cockroft drew attention to this fact, and the long and proud tradition of international solidarity in the union's history. He also thanked the union for its active participation in the current two year Education Programme for Caribbean Dockworkers which is being financed by the Norwegian trade union movement.

In his speech he touched on two major issues which are currently occupying much of the ITF's attention. The first was transport policy where there were signs, in the European Community and elsewhere that the tide was turning back towards public transport and environmental considerations after a decade where the political agenda had been dominated by an obsession with market forces.

"Whatever her future political decision about membership of the Common Market, Norway will be heavily influenced by the decisions it takes" he said, pointing out that the ITF was fighting for a co-ordinated EC transport policy.

The second question of particular relevance today was East-West relations. The extraordinary changes taking place today in Eastern Europe open up prospects for a new and exciting stage in international trade union relations, he said.

"Today we have the opportunity of opening up real contact, not with the discredited state-run so-called unions which have dominated the Eastern

European countries, but with genuine democratic and self-governing workers' organisations. We intend to grasp that opportunity boldly in the interests of solidarity and of peace", he said.

After referring to the severe problems facing dockers' unions worldwide, Cockroft paid particular tribute to NTF National Dockworkers' Secretary Odd Bach who had announced a few days before the Congress his decision to retire from union duties.

"Odd has been a longstanding and important member of the ITF Dockers' Section and he will be badly missed." he concluded.

The current issue of the union magazine *Transportarbeideren* which was on the desks of Conference delegates on Tuesday morning, contained detailed coverage including colour photographs of the opening session on the Sunday afternoon. A remarkable piece of publicity work by the standards of any trade union.

PEOPLE

Antonio Enríquez Savignac of Mexico has been elected as the next Secretary General of the World Tourism Organization by the WTO Assembly. Outgoing WTO Secretary General is Willibald Pahr, who took office at the

beginning of 1986.

Odd Bach, Dockers' Section Secretary of the Norwegian Transport Workers' Union NTF, has retired from union duties (see article above).

OBITUARIES

Sune Eriksson, President of the Swedish Supervisors' Association SALF from 1955 to 1974, has died. It is thanks to his efforts that SALF has survived as an independent union rep-

resenting the interests of supervisory staff, a role which during his term of office he successfully defended against forces that threatened the union's very existence.

FORTHCOMING MEETINGS

23 -24 October	Meeting of Cabin Crew Unions	London
6 November	Flight Operations Officers working group	London
6-9 November	Seafarers' Manning and Training (Joint)	Singapore
30 November		
-1 December	Dangerous Goods	Geneva
4-5 December	European Seafarers	Rotterdam
6 December	Offshore Steering Group	Rotterdam
11-12 December	FPC sub-committee	London

INLAND TRANSPORT

Organising Polish railway workers

Marek Danowski and Zbigniew Iwaniuk's interest in the debates at the ITF Railwaymen's Section Conference in Santander was no doubt heightened by the knowledge that they were themselves making a small piece of trade union history.

For the first time since the beginning of the Second World War, delegates of a genuine Polish trade union were attending, and actively participating in, an ITF Section meeting.

Marek and Zbigniew both work for Polish State Railways and are officials in the recently formed Railway Section of Solidarnosc, the trade union/political movement which has now taken the leading position in Poland's government.

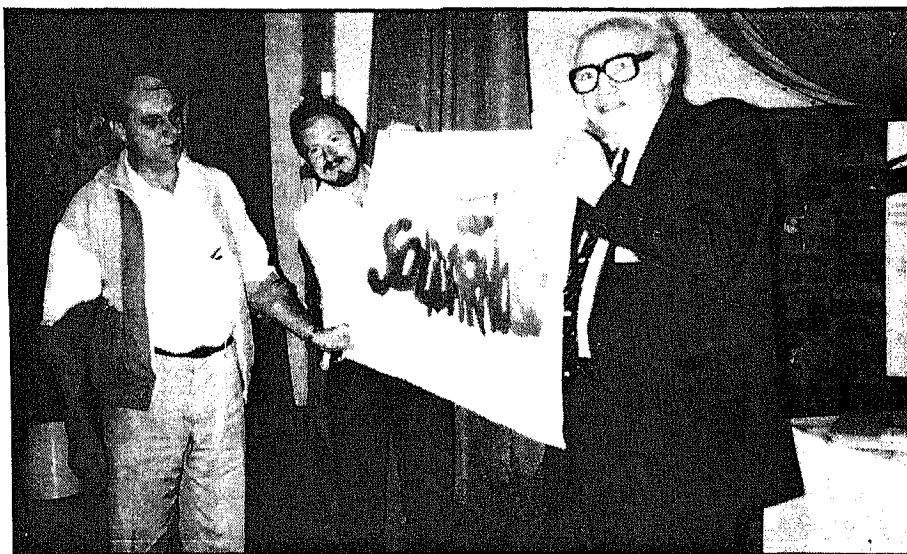
While in Santander, they spoke to ITF News about the current situation in Poland and the problems confronting both Solidarity and Polish State Railways. The first thing they emphasised was the difference between the situation on Poland's railways and those faced by Western European railway networks.

"Everyone at this conference is talking about attracting freight and passengers back to the railways" says Danowski, "our problem is we have too many passengers and too much freight for the available capacity".

Poland has the second largest railway network in Europe after the Federal Republic of Germany and Polish railways carry more freight than any other European system (428 million tonnes in 1988). This capacity problem is partly the result of a road network which is greatly inferior to that in Western European countries and partly to the country's strategic position as a transit country.

The State Railways currently employ around 440,000 people, a figure which includes railway workshops, infrastructure manufacture and the railways' health service.

Despite this, the union recognises that a decline in this level of manning



From left to right, Marek Danowski and Zbigniew Iwaniuk from Railway Solidarity at the ITF Railwaymen's Conference in Santander, Spain, with British NUR General Secretary (and ITF Board member) Jimmy Knapp.

is virtually inevitable.

Trade union organisation in the railways has traditionally, as in other parts of Polish society, been dominated by the Communist party controlled 'official trade unions'. While these still exist, they are rapidly losing their importance.

According to Danowski, Railwaymen's Solidarity, which is amongst the first of the union's industrial sections to be formed, already has 150,000 members. This figure is still growing, although not as rapidly as a few months ago.

Belonging to the union involves a substantial financial commitment (one per cent of salary) in an industry where pay is generally low, and Solidarity's 'exclusivity' policy means that workers have to leave the official union before Solidarity will accept them as members.

With 40 years experience of toadying to the Communist regime behind them, many railwaymen are still reluctant to take that final step.

Railwaymen's Solidarity, like the national organisation, is based in the Northern city of Gdansk.

Iwaniuk is Chief of the Bureau of the Section's National Council as well as

being himself a member of the Council. He works in the business department of one of the railway stations in the Gdansk area.

Danowski is head of informatics in the passenger division of Polish State Railways Northern Region. He has travelled extensively in Europe and in China examining computerised reservations and ticketing systems, and is currently introducing a distributed reservations network to the Northern region, based on IBM AT personal computers (one per station) linked together using the railways' own private telephone lines.

Reservations systems are particularly important in Poland since the scarcity of seats makes it vital to ensure that every available space is occupied by a paying passenger. Computerising the system will, Danowski believes, enable them to sell the same seat several times over to passengers on different segments of the same line.

Like much of the Polish economy, the railways are undoubtedly in urgent need of economic reform. Danowski says that this has to come from two different directions: firstly the infra-

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...Railway wages are far too low

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structure is old fashioned and in a bad state of repair. Although electrification has now been extended to cover nearly 50 per cent of the normal gauge lines, there were still 329 steam locomotives in active service in 1988. While these may delight rail enthusiasts from abroad, they do not contribute to an efficient railway system.

Like other countries, Poland is also interested in developing a high speed passenger rail network. A few lines (such as Gdansk-Warsaw and Krakow-Warsaw) now operate at fairly high speeds (up to 160 km per hour) but most lines are much slower. Ideally Solidarity would like to see Poland forming part of an integrated rail network covering the whole of Europe while recognising that this will probably have to await some political change in East Germany and/or Czechoslovakia which currently stand between Poland and its Western neighbours.

The Polish State Railways have recently signed a cooperation agreement with Spanish Railways (RENFE) under which exchanges of technology and personnel will take place. Urgent negotiations are also under way with the European Community governments to eliminate restrictions which are currently imposed on the free movement of Polish rolling stock within the EC.

The second area of reform is in the railways' management. Until now the Communist Party was responsible for choosing senior managers and they were appointed on the basis of political reliability rather than competence.

"Poles have a saying that before the last War government officials used to sit in their chair and look after the business but that since the War they have sat on the business and looked after the chair" says Danowski, adding that Solidarity now has the support of the government and of the workers, but it has yet to penetrate the 'concrete layer' of middle management which lies between the two.

The meteoric rise of Solidarity has taken everyone, including its activists

by surprise:

"Six months ago we were an underground organisation pursued by the police" says Danowski "today we form the country's government".

They all realise the dangers which the sudden imposition of responsibility poses for the movement and that extreme caution is needed if Solidarity is not to become associated with economic failure like its Communist predecessor.

"We must stay in touch with the people as well as with the government" Danowski affirms, adding that this will be a very difficult and delicate task.

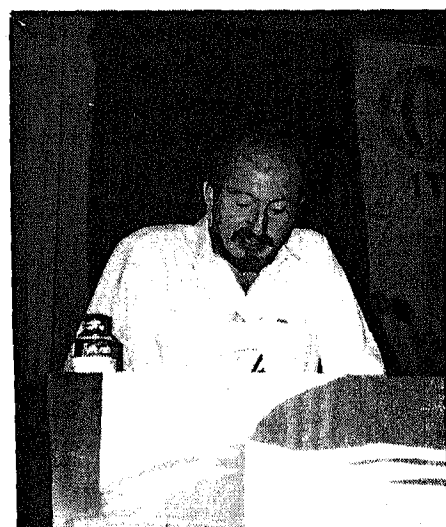
One of the most difficult aspects arises from Solidarity's dual role as a trade union and a political movement. Some separation of the two functions seems almost inevitable.

According to Iwaniuk serious trouble is already brewing in the railway sector about the appallingly low level of railway wages. If the current round of negotiations do not make progress, a national railway strike seems almost certain. Solidarity's objective is to bring railwaymen's wages at least up to 240,000 Zlotys — the average industrial wage across Poland.

At present the railways average is around 160,000. The threat of a strike has already brought government promises of a 60,000 increase and acceptance of the principle that railway wages should be 10 per cent above the national average. If a strike does take place, what would be the attitude of the Communist party linked "official" unions?

Asked this question Danowski replies with a wry chuckle "Oh they are very keen to go on strike now that there is a Solidarity led government" he says.

From the moment that Solidarity was legalised and began to compete for members, he says, the traditional unions suddenly became extremely militant, always submitting demands which were more extreme than Solidarity's and demanding strike action. This despite the fact that they had never organised any sort of industrial action in the previous 40 years.



Marek Danowski

So, whatever the reason, if a strike does take place, it will be 100 per cent solid.

Danowski and Iwaniuk both hope that enough progress will be made on the wage issue to avoid the need for a strike. In the country's current economic state, strikes are not going to make the economic reform process any easier.

The desperate state of the country's economy is hard for anyone outside the country to understand. The most obvious symptom is the incredible rates of exchange which anyone with access to hard currency can obtain. Today almost no-one exchanges money at the official exchange rate since 'black market' transactions are conducted everywhere without sanction.

According to Danowski the black market rate when he left the country (it worsens every day) was 10,000 Zlotys to one US dollar. This values the monthly wage of a skilled worker at \$24.

A bottle of vodka (a scarce and highly priced commodity these days) works out at around 6,000 Zlotys or 60 cents. These rates do not reflect the real standard of living of Polish workers. Although times are hard they still make enough to eat, they have housing, health care and other necessities. So something is clearly wrong with the country's foreign exchange and foreign trade position.

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ITF to host international railway symposium

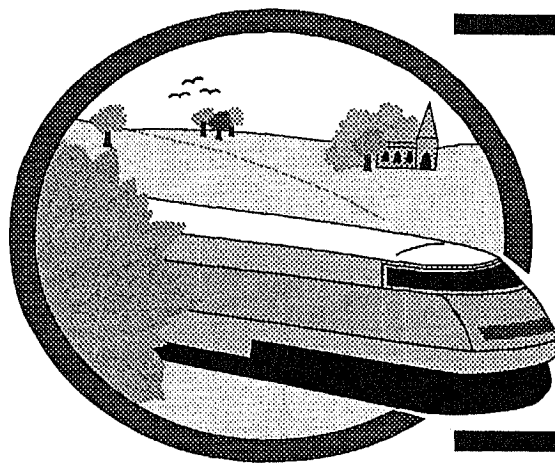
An international symposium on "Railways, Environment and Transport Quality" — sponsored by the ITF Railwaymen's Section — will be held in Geneva, Switzerland from 21-23 February 1990.

At a time when there is an ever increasing demand for mobility, especially in the international movement of people and goods, the symposium aims to contribute to the debate about the future of transport. Increasing attention to environmental concerns and the safety and quality of services provided will predominate public choices in the 21st Century. The symposium seeks to promote further discussion of these issues and to provide a platform for considering what contribution the railways can make in satisfying these future needs.

Each session of the Symposium will be based on a sub-theme, which will be introduced with the presentation of papers by experts. After the papers, there will be a one and a half hour period for questions and discussion about the sub-theme.

The morning opening session on February 21 will be addressed by ITF and Canadian Brotherhood of Railway, Transport and General Workers' President Jim Hunter, followed by J.C. Terlouw (Secretary-general of the European Conference of Ministers of Transport) and J.C. De Marchi (President of the Pan American Railway Congress Association).

RAILWAY SYMPOSIUM DETAILS AND REGISTRATION



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The first sub-theme — *Environment and energy* — will start in the afternoon of the 21. The speakers will be Professor David Pearce (Economics Professor, London University), Professor N. Zeevenhooven (Head of the Rolling Stock Construction Department, Nederlandse Spoorwegen) and Professor Hans Kiemstedt (University of Hannover).

The second sub-theme will be *Safety and quality of service*. Expert speakers will be Pierre Dubus (recently retired Head of Economic Research for Belgian Railways), Pierre Laconte (Secretary General of the International Union for Public Transport-UITP) and Jean Sivardière (Secretary General of the French National Federation of Transport Users' Associations).

The final sub-theme is entitled *Transport and the environment — a bal-*

anced policy. Speakers will include Arne Nilsson (Head of Transport Policy Section, Swedish State Railways), John Higgins (Chairman of the Group of Twelve Railways) and Gough Whitlam (Australian Premier 1972-75).

The closing speech will be made by ITF Railwaymen's Section Chairman Hans Schmölz.

Background papers will be available in English, French, German, Spanish and Swedish. Simultaneous interpretation of the proceedings of the symposium will also be available in these languages.

There are only a limited number of places available at the Symposium so interested parties should book their places now. Further details, registration and hotel booking forms are available from ITF Assistant General Secretary Graham Brothers.

... "we will succeed, we have to succeed"

Continued from page 8

According to Danowski one of the biggest problems up to now has been the terms of trade with the Soviet Union. As the country's ally and fellow member of Comecon, most of Poland's imports came from the USSR, but the roubles had to be bought at a fixed rate to the Zloty.

In effect Poland has been paying with hard currency for Soviet goods. A convertible Rouble is reportedly one

of the objectives of Perestroika in the USSR and it is clear that one of the Solidarity government's first tasks will be to end this system.

The future

The two Solidarity officials are quite optimistic both for the economy and for the railways. Although the Minister of Transport in the new government is a Communist, they believe he is someone they can work with and they

take additional comfort from the fact that almost all the deputy ministers are from Solidarity. The government starts with something no Polish government has had for 40 years — the support of the people and it is vital that it retains that support by producing some economic results soon.

"The Polish people have had enough of being told they must make sacrifices" says Danowski "we will succeed, we have to succeed".

Canada to slash passenger rail services

The Canadian government, in spite of overwhelming popular opposition, has announced its intentions to slash the country's passenger rail network by 51 per cent.

The announcement by Canada's Conservative Transport Minister Benoit Bouchard on October 4, comes after a vigorous union campaign to save the government funded Via Rail passenger service.

The campaign, led by the ITF-affiliated Canadian Brotherhood of Railway, Transport and General Workers (CBRT), has succeeded in mobilising overwhelming public support for the retention and even expansion of the nation's passenger rail services (see ITF News August 1989). An opinion poll revealed that 89 per cent of Canadians want Via Rail to continue as it is.

But the free-enterprise, pro-deregulation Conservative federal government have ignored the popular will and announced unheralded cuts in the service.

The cuts would involve a 38 per cent reduction in the workforce and a halving of the Federal subsidy to the service.

Bouchard announced that the government plans to cut funding to Via Rail by one billion Canadian dollars over the next five years, starting next January. The cuts will entail a 60 per

cent reduction in the number of passengers carried from the 1988 total, and the minister has said that fares will have to rise to "market levels".

These drastic cuts will devastate Canada's passenger rail service, threatening to eliminate the transcontinental services and completely eliminating some cities' rail services.

South Korea plans Seoul - Pusan high speed rail line

South Korea is to go ahead with a high speed cross country rail link between the capital Seoul and the main port of Pusan.

A government appointed group will look at high speed rail systems in France, Germany and Japan.

Particular interest has been aroused by the Maglev systems now being developed, though these could well turn out to be beyond the country's

means.

A US consultant has been called on to advise to the government and the Korea National Railroad on the scheme.

As yet no final decision has been taken as regards the precise route the link will take.

The result of these investigations should be completed by next June when the contract will open to international bidding.

DOCKERS

US east coast dockers fight for GAI

Local longshore labour agreements expired at ports along the Atlantic and Gulf coasts of the US on 30 September. All of the 36 ports where dockworkers are represented by the International Longshoremen's Association (ILA) have settled on 14-month extensions of the agreements, except for Mobile, New Orleans and Baltimore.

Dock workers at the port of Mobile began a strike on 1 October. About 125 warehousemen manned pickets throughout the day on 2 October as negotiations continued with Mobile Steamship Association. They returned to work on 4 October.

Longshoremen at New Orleans and Baltimore also voted to reject the offer of a 14-month extension. However, dockers at both ports continued to work. Union officials at New Orleans said

that an unwritten agreement existed that the longshoremen would not strike as long as talks were in progress.

On the East coast, deadlock in local contract negotiations meant that the 14-month extension of the master contract, agreed by the ILA, could not be implemented in the New York and New Jersey area.

Disagreement arose because the employers wanted to phase out the guaranteed annual income (GAI) which protects longshoremen's pay. GAI fallback pay provides dock workers with up to 40% of their salary if there is no work on any particular day.

The employers were also putting forward incentives for early retirement. In order to claw back the cost of extra pension contributions, they wanted to eliminate GAI, cut welfare benefits

and close two medical centres.

After months of talks without any concessions from the employers, a deal was struck at the last minute. The ILA achieved its objective of saving the GAI system.

Under the new pact, the two sides agreed to a three-month period from the beginning of the contract on 1 October, during which longshoremen will be able to opt for early retirement at 55. Workers who take retirement during this period will receive special severance payments.

The employers are hoping that sufficient numbers will take retirement to lower GAI costs substantially.

The pact also provides an opportunity for the two parties to examine

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New Zealand strike closes all ports

Dockers in New Zealand have been on strike since 30 September after negotiations with the employers broke down on 21 September (see ITF News September 1989). The twelve major ports in the country are at a standstill, although some smaller ports are still operating under an interim agreement.

The dispute is over government plans to deregulate the docks industry, which could result in more than one-third of the country's 3,200 registered waterfront workers losing their jobs. The rest of the workforce have been issued with re-employment offers from 1 October.

This was the date on which the government abolished the Waterfront

Industry Act and disbanded the pool labour system, leaving the union without a working agreement.

Negotiations broke down over the

issue of redundancy/superannuation payments for those workers who will have to leave the industry. There is still no sign of a possible agreement.

Japanese dockers extend Sunday working deal

The National Council of Dockworkers (Zenkoku Kowan) and the Confederation of Port and Transport Workers' Unions (Koun Domei) in Japan have extended the agreements on Sunday working reached in June to a further

twelve foreign shipping lines.

Although nineteen companies are now covered by the agreements, the unions' boycott of Sunday working with other companies' ships continues.

...Union holds firm on longshoremen's benefits

Continued from page 10

further cost saving measures at the port. A bipartisan industry preservation group will be set up to discuss ways to make the port more competitive.

A similar deal was also struck in Philadelphia where dockers agreed to a 14-month extension of the local labour contract. This agreement also allows for discussions on future cost-cutting measures at the port.

The employers agreed to keep the guarantee of 2.8 million man hours per year. The union also successfully opposed employer demands for concessions on health and welfare benefits.

SEAFARERS

Seafarers and the AIDS threat

Last year the World Health Organisation in cooperation with the International Labour Office held a consultation on AIDS and the workplace as part of a programme of health education aimed at giving workers the information they need to avoid the risk of contracting the disease.

Because seafarers spend long periods at sea with limited access to the health education materials available to shore-based workers it was decided to hold a further joint ILO-WHO meeting with the aim of devising a health care programme to meet their special needs for full, accurate and up to date information on AIDS and HIV infection.

This tripartite meeting duly took

place in Geneva on 5 and 6 October 1989 and was attended by doctors, shipowners' and seafarers' representatives.

The ITF was represented by Mark Dickinson, Senior Section Assistant, who presented a statement to the meeting giving the ITF's views on the principles that should guide any health measures devised for this professional group.

Dickinson said he was pleased that there was now less talk of 'high risk groups', as this only served to alienate such groups and make them less willing to cooperate in curbing the spread of the disease. Instead, it was now more generally accepted that there were

only 'high risk activities' that should be avoided to reduce the risk of contracting the disease.

What seafarers needed therefore most of all was equal access to information on how AIDS was transmitted, and in view of the many myths surrounding this new and frightening disease, it was perhaps just as important that they should also know about the ways in which it could *not* be passed on.

Workers who were HIV positive or developed AIDS often experienced discrimination and prejudice from their employers and even their fellow workers and given the confined nature of

Continued on page 12

Norwegian unions set up joint jobs agency

Four Norwegian maritime unions are to set up a joint crewing agency with ship management specialists Barber International. The partnership between unions and vessel managers has been approved by the Norwegian government and is called Barber Personnel.

The aim is to find work for Norwegian seamen made redundant since the establishment of Norway's International Ship Register in 1987 made it possible for them to be replaced by cheaper crews from abroad. Norway's pool of active seafarers in international traffic went down to just 12,600 last year.

The company is the first in Norway to be officially sanctioned to hire out seafarers. Norwegian law does not usually allow companies whose main business is crew hire. The normal policy is that crews should be directly employed by the shipowners they work for. The new company is still banned from recruiting crew for Norwegian

rather than foreign-owned ships.

Norwegian crews are more expensive than foreign crews but Edmund Gjennestad of the Norwegian Seamen's Union, who has been seconded to Barber Personnel as general manager, believes that ship owners will be prepared to pay more for highly qualified seafarers.

He points out that "The growing number of older ships in service call for well-qualified people to keep them running. Any time spent off-hire today is costly."

Barber Personnel plans to offer a maintenance as well as a recruitment service. With repair yard charges rising, it aims to persuade owners to use special 'flying squads' for repairs at sea as a cheaper option than docking.

The establishment of the company builds on the idea of a repair pool, first proposed by Norway's four maritime unions when the NIS was set up.

A study by the Norwegian govern-

ment estimated that 2,000 - 4,000 jobs might be provided under a scheme whereby a large group of ships used a pool of repair personnel. However, state participation in the scheme was ruled out by the government.

The unions turned to the Norwegian Shipowners' Association but were also turned down by them. They then opted to go into partnership with Barber International rather than a specific shipowner.

Barber International is one of the world's largest ship management companies. Presently it provides office facilities for the new company and is its first customer.

Gjennestad has made it clear that the intention is not to compete for personnel with shipping companies that operate with their own Norwegian crews.

Seamen will initially be hired on a job-to-job basis. However the long term aim is to offer a permanent workforce for owners who want to do away with their own personnel departments.

...Health education programmes are needed

Continued from page 11

life on shipboard seafarers were even more vulnerable in this respect than other workers and in need of special protection.

After full discussion of all the issues involved the meeting endorsed the consensus statement adopted at last year's meeting on AIDS and the Workplace and went on to amend it by listing the points that needed including in AIDS health promotion targeted specifically at seafarers.

The revised document began by establishing that seafarers were not at risk of HIV in their occupational environment. However, the particular nature of seafaring created special conditions which indicated that seafarers required specific attention. There were special factors that might put seafarers at risk of exposure to HIV infection. These included their geographical mobility, the limited opportunities for social interaction on board and ashore and the mixed cultural environment in which they worked.

The document speaks of the need to develop health education programmes for seafarers that would help prevent HIV infection and the spread of AIDS by emphasising the dangers while seeking to allay seafarers' fear and anxieties. It also referred to the need to promote a sensitive and responsible attitude towards HIV infected seafarers and to keep infected seafarers and seafarers with AIDS informed about their human and legal rights, including the right to absolute confidentiality.

The statement proposed that these aims should be realised by:

- * making accurate up-to-date, authoritative and unambiguous information available to seafarers and their families

- * promoting means that would assist seafarers to assess the need to change their attitudes and behaviour

- * ensuring that workplace AIDS education programmes were incorporated into general workplace health programmes for seafarers

- * developing strategies for AIDS health promotion for seafarers through consultations between owners, seafarers, their respective organisations, the medical profession, and, where appropriate, governmental agencies and other bodies.

To assist in furthering these objectives, the WHO and ILO undertook to distribute the meeting report and the consensus statement as widely as possible. The IMO would also receive a copy for it to use as it deemed appropriate.

The WHO and ILO further undertook to develop guidance for AIDS health promotion for seafarers and to support relevant regional pilot projects.

Crucially, the two organisations also agreed to set up a resource centre to collect information worldwide as well as to set up a network for disseminating the material that was received. This would take the form of resources packages with culturally sensitive material as well as culturally specific videos.

New ITF welfare facilities opened

These two photographs illustrate recent developments in the ITF's continuing development of welfare services for seafarers.

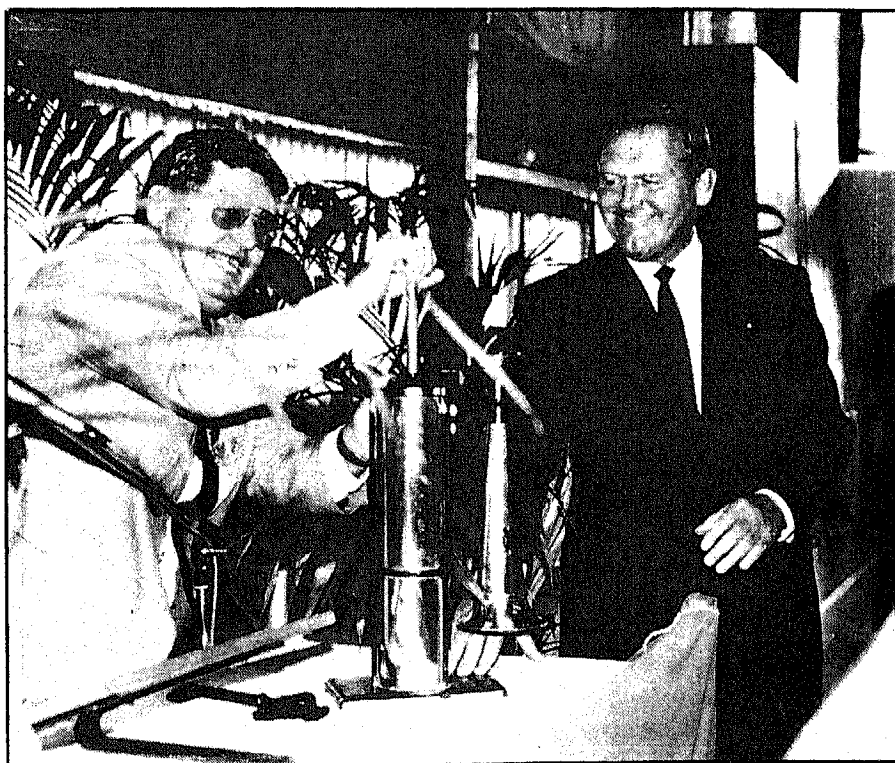
On the upper right is the official unveiling of the Seafarers' Room in the Sandpipers Holiday Centre in Southport, England. Sandpipers is a special centre run by the Winged Fellowship, an organisation that provides holidays and respite for people with physical disabilities. The ITF Seafarers' Trust has provided £55,000 to the Fellowship as sponsorship for the cost of a room that can be used by ex-seafarers and their kin who through accident or debilitating disease require the use of these facilities which are tailor made to suit the needs of the handicapped.

The Room is now called 'The Seafarers' Room' and the special plaque, pictured here, has been handcarved in wood by disabled people to commemorate the grant to the centre. Pictured from left to right are Bob Harper, the regional appeals manager of the Winged Fellowship, Simon Hall, Sandpipers' Deputy Manager, Ronnie Coutinho, centre supporter and former ship's officer (whose own story was featured in the latest ITF Seafarers' Bulletin) and Derek Bond, Senior Assistant General Secretary of the ITF affiliated British officers' union NUMAST. Anyone interested in receiving more information about the centre's unique holidays for disabled seafarers should write to the ITF.

On the lower right is a photograph of the reopening of the Seamen's Centre "Heyplaat" in Rotterdam on September 8 this year.

The centre was originally a club and recreation centre operated by the Norwegian Government Seamen's Welfare Board. It faced possible closure at the end of 1988 when the Norwegian government withdrew its funding.

The ITF stepped in and offered Rotterdam Seamen's Welfare Board money to cover the cost of redecoration and guaranteed the centre's running costs for five years. With these assurances Rotterdam Seamen's Welfare Board was able to take the centre over from the beginning of this year.



The centre has now undergone renovation and is back in business at the service of all seafarers, irrespective of nationality. One special feature is its fabulous indoor sports hall which can be adapted for indoor football, basketball and other games. The centre is conveniently located in Europoort.

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Pictured in the photograph are Lord Mayor of Rotterdam Dr. A. Peper and Captain Bos, the general manager of the Rotterdam Seafarers' Welfare Board displaying their virtuosity with a traditional, ceremonial fog horn. ITF General Secretary Harold Lewis also attended the opening ceremony.

Singapore bans South African oil trade

Singapore has banned oil exports to South Africa and is banning Singaporean registered ships from carrying oil to the apartheid state under threat of de-registration.

The ban extends to all oil and petroleum products. The Foreign Ministry has said that any ship found to be violating this ban will have its registration cancelled.

Singapore's marine director has is-

sued a circular to all local shipowners telling them to ensure that vessels under their ownership or management are not involved in any South African related oil trade.

Shipping companies in Singapore will now include "end user" clauses and other conditions in their charter agreements to ensure that the ban is adhered to.

The government says that they are

taking the action in order to comply with the UN General Assembly resolution calling for the complete cessation of the supply of oil and petroleum products to South Africa.

* Singapore's decision will bring additional pressure to bear on nearby Hong Kong, recently revealed by the Shipping Research Bureau to be the registry carrying most oil to South Africa.

Crew complaints spark ship arrest

Following crew complaints about wages and living conditions, the ITF has arrested the Cyprus-owned *Evryalos* in Louisiana, USA.

The arrest was ordered by the US District Court on Monday October 2.

Seventeen of the 19 Filipino crew complained to International Longshoremen's Association Foc Inspector John Sansone that they were being paid at less than the Cyprus Collective agreement. They also complained about the unsanitary conditions of the ship.

Sansone contacted Louisiana maritime lawyer Jerry Dodson, who arranged the arrest.

The *Evryalos* has non-flushing toilets and the crew are forced to drink and bathe in untreated Mississippi river water. The Filipino crew say that their food is inferior to that served to the officers.

"The drinking water has some things

in it you wouldn't believe," said Dodson.

The crew are also owed substantial overtime. They were made to sign a special agreement that stated that they had to work 48 hours before receiving

any overtime payment—a violation of their original agreement.

The total amount claimed by the crew is just under US\$70,000, covering overtime and punitive damages for the poor working conditions.

North sea foreign-flag rig safety study demanded

The ITF-affiliated Norwegian Oil and Petrochemical Workers' Union (NOPEF), which represents offshore workers, is demanding an urgent inquiry into the conditions under which foreign rigs operate in Norwegian waters.

The union wants the government to set the same rules for all rigs, regardless of nationality, with action being taken to end what it sees as the "unfair" competition operators of domestically

owned rigs face from lower cost foreign rigs in the Norwegian sector of the North Sea.

Specific areas in which there should be strict comparability, the union says, include pay, hours, safety standards and technical specifications.

After the appalling Alexander Keil-land rig disaster, Norwegian owners have invested large sums in safer rig design. It is manifestly unfair, NOPEF argues, that responsible owners should be placed at a competitive disadvantage compared to foreign operators whose rigs do not always meet the same exacting standards.

At present crews on Norwegian owned rigs work considerably shorter hours than their counterparts on foreign rigs, another factor that makes Norwegian owned rigs safer but less competitive.

Conditions, NOPEF insists, must be brought up to the current high Norwegian standards rather than levelled down.

It is understood that the Oil Department is studying the union's demands.

Older ships that change owners frequently sink more often

Older ships that change ownership frequently are far more likely to become total losses, according to the annual report of the Institute of London Underwriters.

While it may be obvious that age of ships is an important factor in losses, the observation that ship management has an important role to play in vessel safety is a timely confirmation of what maritime trade unions have long been saying.

While the total tonnage lost completely in 1988 dropped to 775,856 from 1987's high of 1,178,382, the pattern of vulnerability over the last four years remains the same.

According to the report, 66 per cent of all total losses in the last four years were ships over 14 years in age. Over half of these losses had been in their current ownership for less than four years.

Cargo conference deals under attack in Europe

In a case that could fundamentally alter the nature of European cargo trading, the European Commission has been asked to investigate the legality of the rate-fixing agreements that govern the main North Atlantic Liner Conference.

The Neusara agreement (North Europe/USA Rate Agreement) is a liner conference that carries over 50 per cent of all marine cargo between the USA and Europe. The parties to the agreement are P&OCL (the container arm of Peninsular and Orient — UK), West Germany's Hapag Lloyd, the Netherlands' Nedlloyd, the USA's SeaLand, France's Compagnie Générale Maritime and Atlantic Container Lines (a consortium of six Western European lines). Liner Conferences operate by pooling their cargo services and rates. They publish a fixed schedule of rates and service schedules.

Liner Conferences represent almost the only element of co-ordination and regulation left in a worldwide industry marked for its cut-throat competition and disorganised state. The United Nations Conference on Trade and Development (UNCTAD) has adopted a code of conduct for Liner Conferences to generate a greater share of maritime cargo for developing countries. Though these measures have failed to receive widespread support (the USA has refused to ratify the UNCTAD Liner Code), they nevertheless represent a basis upon which a more rational and equitable division of world trade may be created. The ITF supports the UNCTAD codes, and has continuously argued for a greater extension of the principle of equitable cargo sharing.

The complaint against the Neusara Liner Conference has been brought by the British Shippers' Council (BSC), a body which represents groups shipping cargoes. They have asked the European Commission to rule on whether the rate-fixing Conference constitutes a violation of EC competition regulations. The BSC state that Neusara constitutes an illegal price-fixing cartel.

The BSC, and other councils, are particularly upset because Neusara is a recent amalgamation (July this year)

of different Liner Conferences that separately covered the Atlantic, Gulf and Pacific Coast trades.

Specifically, the BSC submission states that Neusara breaks regulations 4056/86 and 1017/68 by extending price fixing arrangements to the whole of a cargo voyage, rather than just the ocean voyage.

The BSC attacks the provisions they say allow selective pricing of commodities and cargo allocation between shipping lines. The BSC says these arrangements allow the Conference to drive independent niche operators out of business by sharing the costs of operating at a loss. They also point to the Conference's joint sharing of credit and bad debt information — a practice they claim has been outlawed in other areas.

The issues involved in this ruling may appear complex, but they can fundamentally affect the shipping industry. If the EC rules out the Neusara conference's arrangements, they will

come into conflict with the USA's Federal Maritime Commission, which has accepted the practical logic of the Conference and exempted it from the USA's stringent anti-cartel legislation.

The shipping companies believe that the Conference system guarantees stability and quality of service, and has proven its worth over the last 50 years.

The issue of whether the Conference can apply to destination to destination trips or just to the ocean leg is also very important. If the Conferences were to be limited to just the ocean leg, they would, effectively, be abolished. As the influential *Lloyd's List* newspaper said in an editorial on September 5:

"If the Commission finds against Neusara, it will effectively be restricting the principle of conferences to the sea leg of a voyage. And if it does this, there must be a huge questionmark over the very *raison d'être* of rate agreements. If they can apply to so very little, then what is the point of having them in the first place?"

Japanese businessmen propose Nicaraguan alternative to Panama canal

As the Panama Canal will soon no longer be able to cope with the growing volume of maritime traffic, a group of Japanese businessmen, politicians and scientists, which includes a number of leading civil engineers, has come up with the idea of a \$25 billion inter-ocean canal through the Central American state of Nicaragua.

The scheme, known as the Grand Canal Project, involves creating a 400 metre wide, 220 km long waterway across the Central American isthmus. The waterway would be capable of accommodating ships up to 250,000 deadweight tonnes and would have a draught of 25 metres.

It is linked to plans for a 'Canal City' or 'Techno Garden City' at the Pacific entrance to the canal with a free port and associated industrial, scientific and commercial development.

The suggested route has a number of major advantages that would enable construction costs to be kept to a minimum. At its highest elevation it would

be only 38 metres above sea level, 100 km of the proposed route could go through the 8,000 sq km inland lake Cocibolca and the lake outflow along the San Juan river to the Caribbean could also be used to full effect. This would leave only 20 km to be excavated from dry land, only a quarter of the distance that would have to be excavated if a relief canal were to be constructed in Panama.

The plan was presented to the Nicaraguan government in late August when concern was expressed about the possible environmental and strategic implications for Nicaragua of a deep draught canal.

However, plans are being made for a symposium in Managua next March to evaluate the various ideas and other proposals that have been mooted including the 'dry canal' and 'landbridge' options using trans isthmus rail links that are currently being considered in neighbouring Costa Rica and Honduras.

A Brazilian second register?

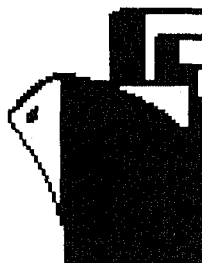
The Brazilian government is being urged by three of the country's shipping companies to set up a second register, with the city of Manaus in the Amazonian basin being mooted as a possible base for the new flag. The feasibility of the plan will be examined shortly by the Brazilian parliament, where it will come under fierce attack from the ITF's maritime affiliates who see a new register as a further threat to jobs in an already hard pressed industry. Union opposition to the plan will also be conveyed to the Brazilian transport minister, who will be asked to resist the owners' demands.

500 grt registered in the UK, the Channel Islands and the Isle of Man fell last year to 482 (45 of them foreign owned), according to Department of Transport figures. By the end of June this total had further dropped to 437 ships, to the dismay of the General Council of British Shipowners, which is to press the government to reintroduce subsidies

gian fleet was now larger than at any time in the past fifteen years.

The Panamanian registry office in New York is to close and the headquarters of the world's second largest flag of convenience registry are to move temporarily to Panama City. Sanctions imposed by the US government on the rebel Noriega regime have meant that the office, which dealt with ship inspection, certification and registration, has been starved of funds and staff have not been paid for some months. Panama is anxious to re-establish itself in a leading maritime centre — preferably in the Far East — to restore confidence in the flag which has taken a hard knock recently. Details of a new fee structure aimed at larger ships are also to be announced soon.

The ITF's regular flag by flag roundup



Cyprus will be stationing a maritime attaché in New York from the end of October to help persuade more owners of US ships to use the Cypriot flag. The new attaché will be Captain Andreas Constantinou, a former maritime consul in Piraeus, who has worked for the Marine Shipping Department for the past ten years. 25 US interest ships are currently on the island's register.

An attempt by the city state of Bremen to persuade the federal German government to discontinue subsidies to West German owners of ships entered in the second German register — the GIS — has failed. The owners are clearly delighted that they will continue to receive subsidies even when they flag out and that they will benefit from the DM 120 million that will be set aside next year in financial support to eligible owners. Meanwhile, the seamen's union ÖTV, which backed the Bremen initiative and is sorry to see it fall, is preparing to bring a case against the second register before the German Constitutional Court.

Britain now has less than five hundred ships on its register, the lowest number this century. Ocean going ships over

to encourage new orders. Britain's future status as a maritime trading nation is now very much at stake say the unions, who are appealing for urgent action to stem the decline.

The Norwegian flag fleet is expected to top 1,000 ships of more than 30 million dwt by the end of the year, spurred on by the 12 per cent growth in NIS registered ships in the three months to 1 October. 651 ships (of 27.3 million dwt) are now registered in the NIS, up from 569 over the period, while Norwegian genuine flag ships fell from 292 to 276 during that time. Commenting on the figures, Norwegian Shipowners' Association President Nils Astrup pointed out that the combined Norwe-

Swedish shipowners have protested to the government over plans to extend restrictions on the sale of domestic flag ships overseas. The restrictions were due to expire at the end of this year, but owners fear they will be extended indefinitely under a proposal due to be debated shortly. Under the 1977 Flag Law, owners wishing to sell ships abroad while retaining a shareholding in them must seek government approval for the sale. The owners claim that these restrictions are unduly burdensome and deter them from using the Swedish flag — the opposite of what the law was intended to bring about.

US union in eight year deal

Officers on ships of leading intermodal carrier American Presidential Lines (APL) are to benefit from a \$2.5 million shareout following the conclusion of an unprecedented eight year pact.

The deal is the outcome of six months of hard negotiations involving company management and officials of the ITF-affiliated International Organisa-

tion of Masters, Mates and Pilots (IOMMP).

Under its terms, officers will receive initial pay hikes of between 10 and 30 per cent, followed by annual 2 per cent increases. A cost of living escalator clause has been written in to the contract to ensure that they are not left

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...Officers assigned to ships on permanent basis

Continued from page 16

behind in the pay league.

IOMMP officials are clearly delighted that the company has agreed for the first time to officers being assigned to individual APL ships on a permanent basis.

AML's use of the hiring hall system has worried the union for some time. It

firmly believes continuity is essential to safety on modern complex ships and that unfamiliarity with a particular vessel can be potentially hazardous.

IOMMP Pacific region vice president Al Groh is well satisfied with the outcome. He pointed out that the IOMMP had agreed two years ago to one less deck officer being carried on

APL ships. The deal showed that APL acknowledged the increased productivity of its officers and was prepared to offer them something in return.

The agreement, which is due to enter into force at the beginning of 1990, has been submitted to a rank and file ballot. AML officers are expected to vote overwhelmingly for its acceptance.

CIVIL AVIATION

Unions shocked by UTA terrorist bombing

A terrorist bomb is widely believed to have been responsible for the massive explosion on the DC-10 belonging to the French airline UTA which crashed in the Ténéré desert in the west African state of Niger on 19 September with the loss of all 171 passengers and crew on board.

The tragedy inevitably evokes memories of the Lockerbie disaster last December in which an aircraft that had just reached its cruising height exploded and disintegrated, scattering wreckage over a wide area.

The pilot of UTA flight 772 had last made radio contact with the control tower 20 minutes after leaving N'Djamena, the capital of Chad, where it had landed while on a regular flight from Brazzaville to Paris. The pilot indicated he would make his next radio contact ten minutes later but failed to do so.

He clearly had no time for a mayday call as the plane was seized by a massive midair explosion, disintegrating and scattering wreckage over a hundred square kilometres of desert. When the rescue teams eventually reached the crash site 650 km north west of N'Djamena, they found the tail section still intact ten kilometres from the cockpit. There were 156 passengers aboard the ill-fated DC-10, more than a hundred of them Africans, most of the others being French citizens.

The entire fifteen person French cockpit and cabin crew of flight 772 also perished along with the passengers in the tragedy.

Those who died in the African air crash in Niger were:

Cockpit crew: Georges RAVENEAU, Jean-Pierre HENNEQUIN, Alain BRICOUT and Michel CREZE (a former cabin attendant).

Cabin crew: Jean-Pierre BASCHUNG (*chef de cabine*), Michèle VASSEUR (*chef de cabine*), and *stewardesses* Martine BRETTE, Laurence de BOERY-PENON, Ethery LENOBLE, Anne CLAISSE, Nicole DEBLICKER and Véronique MARELLA, *stewards* Alain BLANC and Jean-Pierre MABOUSSIN and *nurse/stewardess* Gaëlle LUGAGNE.

All the cabin attendants on the flight were members of the ITF-affiliated SNPNC.

French aviation unions have been greatly shocked by the appalling loss of life and are already doing all they can to assist the families of their members who perished in the disaster. They have received numerous expressions of sympathy from the public and have asked us to pass on the names of those who died (see box).

The ITF has conveyed its condolences to the families of the crew members who perished in this appalling

ing disaster.

French trade unionists working for UTA organised a day of mourning on 23 September in memory of their colleagues and the victims of the Niger crash.

This second tragedy in nine months involving the wanton destruction of an aircraft in flight by terrorist action shows that there are still important gaps in the world aviation security network.

Cabin crew licensing is the key to safety

— ITF representative tells ICAO Assembly

State licensing of civil aviation personnel must remain the cornerstone of aviation safety and any moves, such as the 'vesting' of privileges in companies rather than individuals which weaken the principle must be opposed strenuously. This was the central message of the speech delivered by ITF representative Stu Johns to the 27th General Assembly of ICAO held in Montreal in September.

Johns, a former Canadian airline dispatcher, acts as the ITF's permanent representative to the Organisation, which is the United Nations specialised agency dealing with civil aviation matters. In his address he laid particular stress on the need to include a mandatory licence for aircraft cabin crew in Annex 1 (personnel licensing) of the 1945 Chicago Convention on Civil Aviation.

Despite the widespread image of attractive 'hostesses' which many airlines try to communicate to customers, the ITF has long campaigned for a proper appreciation of the vital role which airline cabin crew have in ensuring pas-

senger safety. Cabin attendants are responsible for dealing with medical emergencies during flight, and for evacuation etc. in case of accidents. Yet without inclusion in Annex 1, governments are under no obligation to ensure that they are properly licensed. As Johns explained to the Assembly "basically a plane load of passengers consists of a group which is untrained for coordinated and expeditious action in the event of an emergency...such a group always contains a few individuals who are beset by fear and anxiety even under normal conditions. Should an emergency arise, unless there is someone present to take authoritative leadership, panic and chaos can be expected and can result in large loss of life. Thus it is imperative for the safety of passengers to ensure that on each aircraft there are sufficient numbers of skilled, mature, and highly trained cabin crew."

Unless cabin crew are properly trained to an agreed standard, passengers' lives are put in jeopardy said Johns, pointing out that after an accident or

ditching the time available can be counted in seconds. "If the maximum number of lives are to be saved, the evacuation procedures must be performed with clock-like precision and the utmost speed. This type of action can only be possible if every crew member is able to perform their assigned duty with maximum efficiency and automatically without taking time to think about what they should do next. This type of automatic reaction can only come about through proper and repetitive simulated training and with sufficient crew members to cope adequately with the passenger load" he argued.

Johns urged the governments represented at the Assembly to take urgent action to include cabin crew in the categories of personnel who should, under the terms of Annex 1, be equipped with a state approved licence before undertaking their duties. "Such a decision is the only way to ensure that an ICAO member can be sure about the qualifications of a cabin crew member from another state" he concluded.

Union conference on airport security

A one day conference devoted to questions affecting airport security was held by the Civil Aviation group of the ITF affiliated Transport & General Workers' Union (TGWU) in London on 28 September. Convened by TGWU National Civil Aviation Officer George Ryde, the conference brought together shop stewards representing both security staff and other categories of airport and airline employees from throughout the United Kingdom. The Conference was also attended by John Prescott, transport spokesman for the British Labour Party who expressed his party's concern for aviation security issues and presented its newly published transport policy.

During the course of the conference concern was expressed by a number of

delegates about the growing financial pressures on airlines and airports which were leading them to cut corners on security despite the growing terrorist threat worldwide. New Government regulations governing airport security came into effect at the beginning of October, but many of the airports had not recruited sufficient staff to implement them. Strong opposition was expressed to the 'privatisation' of airport or airline security functions to outside security firms and it was stressed that there were insufficient controls on the personnel vetting methods of these companies. The importance of creating a security 'culture' amongst airline staff was emphasised by delegates, many of whom reported regular abuse from airline staff who

resented being subject to security checks. Growing economic pressures were forcing airlines and airports to cut costs at the same time that governments were insisting on more attention to security. Efforts had to be made nationally and internationally to ensure that the necessary resources were put into security and that all employees in the aviation industry were made aware of their role in ensuring that terrorists did not get the opportunity to launch attacks on aircraft or airports. ITF Research & Publications Secretary David Cockroft attended the meeting as an observer. It was chaired by ITF Civil Aviation Section Vice-Chairman David Peel who represents the aviation industry on the union's Executive Committee.

Merger mania catches a cold while Wall Street crashes

The current spate of US airline buyouts has met with a sharp rebuff as the New York stock market reacted adversely to the news on Friday October 13 that the consortium bidding for UAL — parent company of United Airlines — had failed to secure the necessary financing (see *ITF News* September 1989). Those involved in the deal now say that it is likely to be weeks rather than days before any alternative plan can be put to UAL shareholders. All the signs are that there will have to be some radical changes for the buyout to succeed.

The upset has come as a severe shock to the ITF-affiliated Air Line Pilots' Association, which was one of the partners in the proposed buyout, along with United's management and British Airways, and which was optimistic about the future of the new part-employee owned business.

This first casualty was shortly followed by a second when flamboyant New York property developer and casino owner Donald Trump announced three days later that he was scrapping his proposed US\$7.1 billion record bid for AMR Corporation, the

parent company of top US carrier American Airlines. However, Trump has not ruled out another bid — at a lower price — when the world's financial markets calm down again. It seems unlikely that having acquired Eastern's east coast Shuttle, he will let drop this chance to add to his growing airline empire.

AMR has not yet reacted to the latest news, contained in a letter to its president Robert L Crandall. But Crandall, a tough and aggressive manager, is known to want AMR to stay independent. He reacted coolly to the original bid announcement, and industry sources believe that he may still counter any new Trump bid by proposing some form of employee ownership for American.

Even before the dramatic events on Wall Street, the seemingly endless spate of airline buyouts had led to concern within the Bush administration over levels of indebtedness and the extent of foreign airline influence, a marked change from the Reagan era when mergers and acquisitions met with little opposition from government.

It was feared that foreign involve-

ment could compromise negotiations with foreign governments over routes, while the debt finance that had been a feature of these leveraged buyouts might lead to companies cutting back on maintenance and delaying fleet renewal to the detriment of airline safety. A deep recession might also drive some of these financially over-stretched carriers into bankruptcy.

Signs of the new tougher approach were already making themselves felt. Wings Holdings, controlled by Al Checchi, the new owner of NWA, had agreed to comply with a Transportation Department consent order requiring it to reduce the KLM stake from \$400 to \$175 million over six months by buying back preferred shares.

The NWA case was thought likely to increase the pressure on British Airways to reduce its stake in the United buyout, even before the news on Friday 13 October that the consortium bidding for United had failed to secure the necessary financing. It is thus likely that DoT approval will be at the back of the minds of those involved as they now seek to restructure the deal, though ironically a lower priced bid may well make regulatory approval easier.

While, as we have seen, many US airline companies have agreed takeovers to help them survive in the fiercely competitive world created by ten years of deregulation, other carriers have inevitably not been so lucky — the latest casualties being the slimmed down Braniff that emerged from an earlier brush with bankruptcy and the Canadian airline Wardair, now part of PWA.

Troubled US airline Braniff has filed for bankruptcy under Chapter 11, the second time in seven years that it has sought the protection of the bankruptcy courts. Braniff made history in 1982 when it became deregulation's first victim. It took two years before it was back in the air, under its new owner

US bill proposes restrictions on mega-carriers

The growing concern over the rise of US mega carriers is reflected in a bill introduced in the House of Representatives by two Republican Senators who want to see more competition in the US airline industry.

The bill would:

- * ban airlines from owning computerised reservation systems used by travel agents;
- * forbid the sharing of booking codes (this allows large airlines to be designated on feeder lines they do not actually own);
- * ensure full and fair competition through the application to the industry of the anti-trust standards developed by the Justice Department; and
- * give the Federal Trade Commission powers to vet the industry for unfair practices.

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Cargo handling — Lufthansa unveils Mosaik

Computer reservations technology is being extended from airline passenger reservations systems into the far more complex world of freight handling.

Lufthansa have unveiled their plans for the *Mosaik* system, which they claim, will be the first open ended worldwide computer cargo handling network.

Existing airline computer cargo networks are restricted to internal use by individual airline staff. *Mosaik*, by building on international "open standards", will be accessible to many different users and should, according to Lufthansa, be at the service of all airlines.

Mosaik would be a computerised database and messaging system avail-

able to outside senders, agents, and carriers through dial up access on their computers.

Initially, users will be able to access shipment status information — where an item is and who is in charge of it. Later this year, agents should be able to actually book cargo shipments and track their progress 24 hours a day.

Lufthansa's manager for cargo automation, Klaus Winkelmann, says that *Mosaik* will not just be a facility for Lufthansa cargo but will be an "unbiased" service available to all carriers.

This availability will be subject to the finalisation of a number of contractual discussions now underway between Lufthansa and other airlines.

Mosaik operates according to the

EDIFACT standard, an internationally agreed computer interchange protocol for electronic cargo documents that is already in use by a number of freight handling companies and port authorities. The standard allows for the uniform exchange of cargo documentation between different models of machines and types of software. The *Mosaik* system is running on a Stratus computer.

Lufthansa hopes that the *Mosaik* project will propel the company into the forefront of the computerised cargo information business. In the future, they plan to add Customs processing services, access to online databases and electronic mail facilities to the *Mosaik* system.

... Wardair to disappear as separate entity

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Chicago investor Jay Pritzker. The airline changed hands again last year when it was bought by a group of investors led by Philadelphia investor Jeffrey Chodorow. Since then it has expanded rapidly but overstretched itself, resulting in a \$42.8 million deficit in the six months to the end of July 1989. The arrangements the airline made to try to overcome its financial difficulties failed and it had no choice but to file yet again.

The Canadian airline Wardair will disappear from the world's skies this autumn. Wardair was saved from financial collapse when it was taken over by the PWA Corporation — the holding company for Canadian Airlines International — earlier this year. PWA promised that Wardair would retain its separate identity but continuing heavy losses have forced its hand. The effect on jobs will be considerable, with massive redundancies being forecast. Wardair's Airbus fleet will be sold off and possibly its 747s, according to industry sources.

In Europe, the ink was barely dry on

the cooperation pact between industry giants Lufthansa and Air France when Scandinavian carrier SAS and Swissair called simultaneous press conferences in Stockholm and Zürich to give details of what they have dubbed "the European quality alliance".

The deal struck by SAS and Swissair is a recognition of the fact that airlines need to find partners if they are to survive the challenge of the next few years. Both airlines are keeping the financial details of the partnership a close secret but are expected to take a cross share ownership in each other of between five and ten per cent next year. The link up will give SAS passengers fast one-stop connections to destinations in Africa, the Middle East and India that were not previously part of the SAS network, while customers of Swissair will benefit from daily services to destinations such as Tokyo, Peking and Los Angeles — a mutually beneficial arrangement. As with other deals, the two companies will coordinate many of their activities, making them more cost effective. Areas covered include hotels, catering, fleet planning, sales and marketing as well as

aircraft maintenance and staff training. The partnership will be 'exclusive' — i.e. both companies have undertaken not to enter into further alliances with other European flag carriers, though existing partnerships and others under discussion (such as the tie up between Swissair and neighbouring Austrian Airlines) are not affected. Nor does the 'exclusivity' extend to joint ventures with non-flag carriers which both airlines are keen to pursue.

SAS President Jan Carlzon also used the Stockholm press conference to reveal details of the deal he has entered into with Icarosan, the private company that has just acquired a 51 per cent stake in the Chilean national airline Lan Chile.

In Asia, Taiwan's fledgling Evergreen Airways signed an order on 6 October with US aircraft manufacturers Boeing and McDonnell Douglas for a fleet of 26 aircraft. Deliveries of the planes will begin in 1992 and continue until 1995. Evergreen is currently negotiating rights with governments in Europe and Asia seeking rights for the extensive network of services it plans to operate out of Taipei International Airport.

Australian pilots' association is derecognised

The Australian pilots' federation (AFAP) has been left stranded in its long-running dispute with the country's domestic airlines. The AFAP's campaign for a 29 per cent pay rise in contravention of the nationally agreed 6 per cent wage limit had led to all 1650 pilots resigning from their jobs at the end of August (see *ITF News* September 1989).

After unsuccessful attempts by the Industrial Relations Commission to mediate in the dispute, the AFAP was forced by the united hostility of the Labor Government, the employers and the trade union movement to retract its 29 per cent claim at the beginning of October. The Federation indicated that

it might be willing to accept a 6 per cent rise in the context of productivity increases and the extension of overtime payments.

However, with pilots who are now being hired by the airlines being induced to sign individual contracts, the AFAP's position has been seriously undermined. The pilots' climbdown on the 29 per cent claim met with a cool response from the employers and the Government, neither of whom wish to re-recognise the AFAP. The Federation has in turn refused to give formal recognition to the national 6 per cent pay limit.

Any hopes that a solution to the

dispute might nevertheless be in sight were dashed when the Industrial Relations Commission turned down the AFAP's request for a conciliation conference order. The Commission also ruled that the Federation did not represent the pilots now employed by the domestic airlines.

These rulings represent a new low point in the fortunes of the AFAP, whose tactics have isolated it from all potential allies in the industry and the trade union movement. However, with continued support among the pilots, the Federation is unlikely to be completely excluded from the industry without much further conflict.

US task force to investigate ageing aircraft

A task force of US government and aviation industry experts have proposed a series of modifications to improve the safety and extend the lives of 1,900 ageing McDonnell Douglas airliners.

The task force is the second organised by the Air Transport Association which represents US airlines. The studies were initiated after a series of accidents involving older airliners. The most notable of these was the peeling-away of a top section of the fuselage on an Aloha Airlines Boeing 737 over Hawaii last year.

The first task force produced a study of ageing Boeing airliners. The third will report this year on changes to Lockheed, Airbus Industrie, British Aerospace and Fokker aircraft.

The decision to modify old aircraft marks a change in policy by US regulators. In the past, they have always

stressed regular inspection of aircraft to detect metal fatigue and corrosion.

The changes to Boeing aircraft entail an average of about \$600,000 per aircraft. The McDonnell Douglas changes range from \$90,000 for early versions of the MD-80 to \$490,000 for early

DC-9 airliners which came into service 25 years ago.

Avmark, a Washington-based aviation consultancy, said the bill was smaller for McDonnell Douglas aircraft because they were suffering fewer corrosion problems.

New cargo door latches on Boeing 747s

Boeing is to be required by federal safety officials to redesign the cargo door latches on 747 jumbo jets. The modification is to prevent the doors from bursting open in flight, as with the United Airlines plane which made an emergency landing in Honolulu earlier this year.

Nine passengers were swept from the plane after the cargo door broke away, ripping a hole in the right side of the aircraft as it flew over the Pacific Ocean on its way to New Zealand.

DC-10s to be made safe if hydraulics fail

McDonnell Douglas has announced that it will equip its DC-10 passenger jets with a new device which allows it to be landed safely if all hydraulic lines are severed and the hydraulic fluid begins leaking.

The initiative comes after a United Airlines DC-10 crashed in Sioux City, Iowa killing 112 people. The modifi-

cations will be completed over the next 21 months.

The hydraulic system acts like a circulatory system pumping fluid through the plane's skeleton. It powers controls for the plane's movement, such as the ailerons, elevators, rudders and flaps.

The new device is a 'shut-off valve' already in use on some other planes. If the hydraulic lines are severed, it allows pilots to retain control of the plane's ailerons, which control its banking. The pilot also retains limited control over the elevators which determine altitude.

Air traffic control crisis in Europe

Europe's air traffic control system is reaching breaking point as air congestion grows steadily worse.

This year passenger traffic in Europe reached 3.6 million flights — the level predicted three years ago for 1995. This could treble by the year 2000, according to Gunter Eser, director-general of IATA.

The situation can only worsen as liberalisation in the European Community causes a massive expansion in air traffic. In his recent letter to the President of the Council of Transport Ministers, Michel Delebarre, Clive Iddon of the Committee of Transport Workers' Unions in the EC, said that the effect of deregulation proposals would be "to bring about a significant further increase in capacity at a time when the entire infrastructure is over-

loaded" (see ITF News September 1989).

Europe's present approach to air traffic control is fragmented and inefficient. There are 22 different control systems and 42 centres in Europe.

There seems to be no solution in view. The authorities claim that they are taking the situation in hand. Karl-Heinz Neumeister, secretary-general of the Association of European Airlines is sceptical. He explained: "They say we now have 'coordinated slots'. But they are not increasing the capacity of air space."

Governments are to blame for the crisis. As Neumeister points out: "the problem is political not technical".

The AEA, which represents twenty-one European airlines, is proposing a continental air traffic control system to

replace the national systems currently in operation. They have called on governments to convene a conference to set a timetable for implementing the new integrated system.

The plan is for governments to set up a commercial holding company, funded by the money airlines currently pay for air traffic control, to finance a pan-European system. The holding company would pay national air traffic controls for services and would harmonise training and equipment.

The aim is to reduce the number of air traffic control centres from 42 to six. Existing ATC systems would be kept as intact as possible. Governments could coordinate safety and security through Eurocontrol which is a supranational body set up several years ago by five countries.

UTA dispute — the strikebreaking companies

The pilots' union SNPL is still locked in a long-running dispute with UTA, France's second biggest airline. The dispute centres on anti-union policies adopted by UTA's head René Lapautre (Europe's 'Frank Lorenzo').

A non union charter subsidiary, Aeromaritime has been established which operates with lower pay and poorer working conditions for staff. A large part of UTA's work has been transferred to the subsidiary.

Lapautre is making use of every strike-breaking tactic at his disposal. He laid off cabin crew personnel following strike action by pilots during June and July. The aim was obviously to force the pilots to call off their action (see ITF News July 1989).

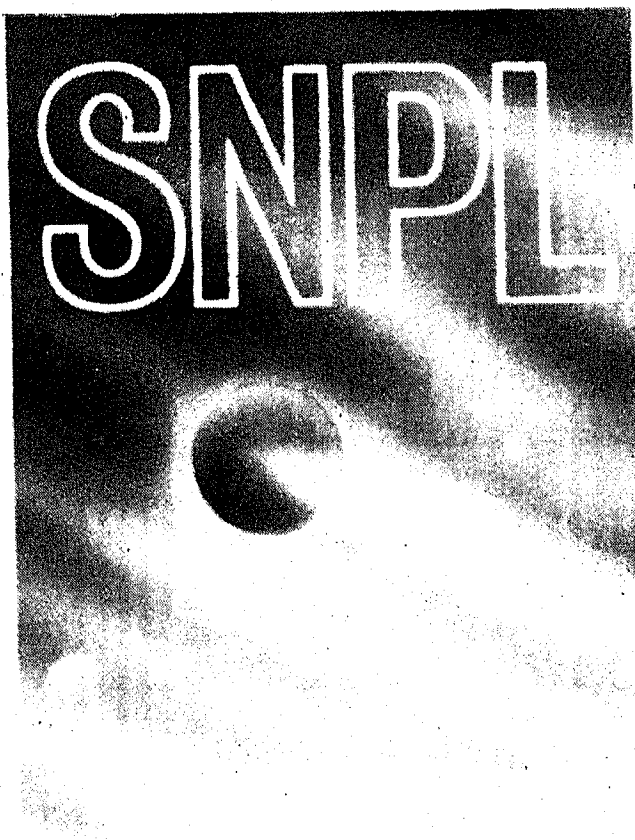
The following companies have operated passenger flights on behalf of UTA during the pilots' strike.

American Transair, Nationair, Transcontinental Airlines, Scibe, Transeuropean Airways, Middle East Airline, Lionair, Air America, Qantas, Air Ivoire, O.N.A., L.T.U.

Replacement cargo services have been operated by the following airlines:

Affretair, Liberian World Airlines, Evergreen, Ansett, Cargolux, Compagnie Nationale Maganagani, Dairo Air Services, Seagreen, Belgian International, Tradewinds Airways.

Pilots, flight engineers and cabin crew took further strike action on 5 and 6 October. The employer's tactic was to try to use pilots and flight engineers from Orion Air and Rich International as strike breakers.



SYNDICAT NATIONAL DES PILOTES DE LIGNE