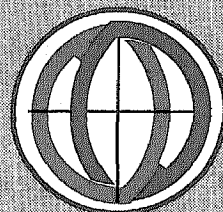


INFORMATIONS : NOTICIAS

ITF NEWS



NACHRICHTEN : NYHETER

CZECH, SLOVAK, POLISH, YUGOSLAV, NAMIBIAN AND USSR UNIONS JOIN ITF

The upsurge of democratic trade unionism in Central and Eastern Europe was dramatically reflected by the remarkable number of former East bloc unions accepted into affiliation by the ITF Executive Board at its meeting in London on 19 and 20 March.

The National Maritime Section of NSZZ Solidarnosc from Poland, the Association of Transport Workers' Unions of the Czech and Slovak Federated Republic, the Federation of Independent Water Transport Unions and the Fish Industry Workers' Union from the USSR, together with two railway and one road transport workers' union from Yugoslavia were amongst the unions whose applications were approved by the Executive Board. So too was the Namibia Transport & Allied Workers' Union representing workers from a country only recently freed from South African rule.

While negotiations on the precise figures to be affiliated and the level of fees to be paid by some of these new unions still remain to be fixed, their total reported membership tops the one million mark. The establishment of close working relationships with these organisations and their integration in ITF Sectional activities will clearly take some time, but their entry is an important landmark in ITF history.

During a debate on the Secretariat's activities report, the Board discussed the demand by some urban transport affiliates for a new ITF sec-

tion to cater for their interests. It agreed to begin consultations with the railway and road transport sections and to return to the subject in future.

NEW ZEALAND

The Board heard a disturbing report about political developments under way in New Zealand where the newly elected Conservative government appeared determined to destroy the trade union movement completely and to eliminate collective bargaining as a method of determining pay and conditions. It agreed to endorse a motion adopted by the ITF Asia/Pacific Regional Committee expressing solidarity with New Zealand unions in their fight to stop the legislation from being introduced. The ITF General Secretary was asked to consult with the ICFTU about what practical form this solidarity might take.

The Board heard a report on the successful completion of the five year Asia/Pacific Education Programme (see separate article) and agreed on the need to improve the ITF's programme of educational activities in the Latin American region.

DRUG & ALCOHOL POLICIES

A preliminary report was given of a

Continued on page 2

March 1991

ITF Asia/Pacific Seminar (3)

DOCKERS

Martial law in Peru's ports (4)

INLAND TRANSPORT

US rail dispute (5)

Danube trade (6)

CIVIL AVIATION

ITF Cabin Crew meeting (7)

European call to halt liberalisation (9)

Support Turkish aviation workers (11)

PEOPLE (12)

SEAFARERS

South African union accord (13)

Campaign news (15)

Port state control (17)

Flag round up (17)

FISHERIES

French fish plan (19)

FORTHCOMING MEETINGS (19)

OBITUARIES (20)

SWEDEN PUBLISHES BRITANNIA LAW (15)

Krzaklewski takes top job at Solidarnosc

The Polish trade union confederation NSZZ Solidarnosc has proved that it is still in fighting form and ready to defend workers' interests in a time of acute economic difficulties.

The confederation's Extraordinary Congress, held in Gdansk on February 23rd-24th, adopted a new programme which calls on all members to "defend vigorously the interests of the membership and the entire population ... in the union's spirit and tradition of non-violent action".

The Congress strongly opposed the "popiwek", an unpopular tax which has heavily hit the incomes of the 80 per cent of workers employed in the state sector. The government

was given until March 14 to find a satisfactory negotiated alternative to the tax or face a series of protest actions from the union.

Despite sharp disagreements between Solidarnosc and the government over aspects of the economic reform programme, both sides are committed to maintaining a constructive dialogue, and in his speech to the Congress the Minister of Labour reaffirmed the government's principles of tripartism, communication and regular consultation.

Delegates approved the setting-up of 15 sector-based "trade secretariats" within Solidarnosc to promote cooperation and mergers be-

tween the union's industry- and occupational-based sections. The move is designed to soften the disruptive consequences of the dramatic restructuring taking place in the economy and to ensure that the union stays ahead of this process rather than lagging behind it.

The Congress elected Marian Krzaklewski the new Solidarnosc President. His predecessor Lech Walesa addressed the Congress as President of the Republic. The National Maritime Section (Seafarers and Fishermen) of Solidarnosc was accepted into ITF affiliation at the March ITF Executive Board meeting (see article underneath).

...Board reactivates ITF European Committee

Continued from page 1

survey carried out by the ITF Secretariat into affiliates' policies on drug and alcohol testing and policies relating to drug and alcohol abuse. Several members identified this as an important and growing problem which affects virtually all ITF sections. It was agreed that a report based on the survey together with a draft ITF policy should be prepared for discussion at the Board's next meeting in October.

Other items considered by the Board were: the ratification of amendments to the so-called 'Milan Agreement' which regulates relations between the ITS's and the ICFTU, approval of the 1991 Budget, and a number of motions which had been referred to the Board by the ITF 1990 Congress.

WOMEN WORKERS

During a discussion on the ITF Constitution and structure, initiated by the Italian affiliates, reference was made to the need to improve the participation of women trade unionists in the ITF's activities. It was agreed that this item would be placed

on the agenda of the next meeting following a survey of affiliates and other international trade union organisations to see how they dealt with the question.

A further issue debated as a follow-up to a Congress decision was the granting of concessions on affiliation fees. Following a constitutional amendment in Florence there is no longer a fixed link between fees paid and voting rights in ITF meetings. Instead the Board has discretion to make concessions to unions which cannot pay full fees. To make this task easier it adopted guidelines establishing limits on the concessions which can be given. These will apply immediately to new affiliates and progressively to existing ones.

EUROPEAN STRUCTURE

In response to another Congress motion and to the accelerating rate of change in the European Community, the Board debated at length possible changes in the ITF's European structure. This included the need for a general forum within which affiliates can discuss European issues, sectional activities

within the European Community, and relations with the so called "Brussels Committee" which has looked after relations with the EC since its foundation in 1958, and with the European Trade Union Confederation. There was general agreement on the need to strengthen the ITF's European structures but some differences on how far and how fast this process should go. Following a long, detailed and animated debate, two points were agreed. Firstly the ITF will reactivate its European Committee, a body which was first established in 1975, but which has not met since 1976. Secondly it will invite the different ITF sections to consider the establishment of European sectional committees, working in close cooperation with the Brussels Committee. It was understood that one of the first tasks of the ITF European Committee, when it met, would be to discuss the future direction of activities and structures in Europe (both West and East) and to make appropriate recommendations to the Executive Board.

ITF Asia/Pacific education evaluation seminar

Greater coordination between transport workers' unions in the Asia/Pacific Region, successful international solidarity actions and significant gains in union membership levels were among the results of the ITF's five-year Asia/Pacific Education Programme recorded at an end of term evaluation seminar in Kuala Lumpur, Malaysia on February 18th-20th.

The seminar was held in conjunction with the annual meeting of the ITF Asia/Pacific Regional Committee. It was attended by 17 Education Officers and 17 members and advisers of the Asia/Pacific Regional Committee (APRC), representing 16 countries. The evaluation seminar was chaired by APRC Vice-Chairman Mike Fleming (Merchant Service Guild of Australia) on behalf of Chairman S. Nakanishi (All-Japan Seamen's Union).

The Education Programme, funded by LO Norway and FNV Netherlands under the coordination of the International Confederation of Free Trade Unions (ICFTU), is the first initiative of its kind by the ITF.

The programme is based on the idea of "training the trainers": knowledge and skills are passed on to one group of people, each of whom then disseminates them to another group, and so on.

ITF Education Officers in each participating country, who have acquired a high level of expertise since the programme was launched in 1985, are responsible for organising and carrying out the educational activities.

In discussions following national reports from the Education Officers, participants agreed that the unions had benefited greatly from the opportunities provided by the programme to exchange knowledge and experience and to improve leadership skills among officials.

Transport workers' unions have grown closer together as a result, both within and across national



boundaries, and this has made solidarity action more effective.

For example, a number of Pacific unions, although relatively new both as organisations and as ITF affiliates, have made an impressive contribution to the programme and to developing inter-union links within the region.

The programme's success is all the more remarkable in the light of the technical problems faced by many of the region's unions, the lack of education materials in local languages and the disruptive effect of political upheavals and violence, particularly in Fiji, Pakistan and Bangladesh. Unfortunately, the political situation in Sri Lanka has become so grave that the programme has been unable to continue.

Although it was agreed that it had been valuable to begin with a unitary programme examining common themes in all participating countries, the unions have asked that the programme be gradually decentralised to the national level, so that greater account can be taken of the specific economic, political and labour relations conditions in each country.

The seminar adopted a statement, subsequently ratified by the APRC, which summarised the experience of the programme and emphasised the necessity of providing a second phase if the gains of the past five years are to be maintained and extended.

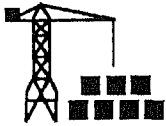
ITF affiliates in the participating countries are now to submit detailed

proposals for national programmes for a second five year period, which they will be asking the donor organisations to consider funding. In the meantime the ITF has agreed to fund an interim extension of the programme during 1991.

* The APRC, which met in Kuala Lumpur on February 21st-23rd, re-elected S. Nakanishi as Chairman of the Committee and Mike Fleming as Vice-Chairman. The meeting was attended by 17 Education Officers and 43 APRC members and advisers. Mario Santos of the Philippine Airline Employees' Association (PALEA) is the newly-elected second Vice-Chairman.

The meeting adopted resolutions attacking violations of workers' rights in a number of countries in the region. As well as re-iterating long-standing ITF condemnation of anti-labour measures by the governments of the PRC, Fiji and Korea, delegates expressed support for New Zealand's workers in the face of the anti-union legislation being introduced there, and for the National Union blong ol Leba (NUL) in Vanuatu, which has been refused recognition in the context of a dispute involving dockworkers employed by the Santo Stevedoring Company.

The meeting also adopted a statement on the Gulf War strongly appealing to the United Nations and all the governments involved to bring the hostilities to an early end.



DOCKERS

Martial law imposed in Peruvian ports

In a move which gives a bizarre twist to the concept of "liberalisation", Peru's right-wing government has

Santos strike

A month-long strike by dockworkers in Santos, Brazil has thwarted attempts to dismiss 5,300 striking crane and truck drivers in the port.

The strike by members of the Santos dockers' union, which began on February seventh, was in support of a 161 per cent wage rise, made necessary by Brazil's treble-figure inflation. The local union belongs to the ITF-affiliated National Confederation of Maritime, River and Air Transport Workers (CNTTMFA).

The authorities hoped that the dismissals would soften up the workforce as a first step in the privatisation of the ports industry. On February 19th they issued the draft of a decree on the deregulation of dockwork and the privatisation of all the country's ports.

ITF General Secretary Harold Lewis protested to Brazilian President Fernando Collor de Mello and to the Labour and Infrastructure Ministers about the treatment of the dockworkers:

"Such a mass dismissal would have grave social consequences and would do much to tarnish the reputation of the Brazilian state in the eyes of the international community", he said.

Despite the hiring of strike-breakers, moves to have the strike declared illegal by the Labour Court and stories of a readiness by the military to move into the port, the dockers stuck by their action. By March twelfth so much cargo was caught up in the port and so many export shipments had been held up that the authorities were forced to capitulate and retract the dismissals.

ordered the country's ports to be placed under military control as a prelude to privatisation.

Decree No. 045-PCM of February 19th orders the militarisation of the ports in order to "guarantee the security and functioning of terminals and wharves". The decree mentions "labour problems" in an attempt to justify the clampdown.

The ITF-affiliated Federación Nacional de Trabajadores

Marítimos y Portuarios del Perú (Femapor) described the decree as a "scandalous violation of the Peruvian constitution and laws, International Labour Conventions and collective agreements".

ITF General Secretary Harold Lewis has protested to Peruvian President Alberto Fujimori about the decree, and has brought it to the attention of the International Labour Organisation.

ITF European Port Workers' Charter

The threat to wages and labour standards in European ports calls for urgent action to enforce the demands contained in the ITF European Port Workers' Charter.

The Charter, published by the ITF in March, is the trade unions' response to attempts by a number of governments and port employers to bring about a return to an industry based on casual labour and cut-throat competition.

It insists that unions be involved together with employers in enforcing agreed standards, urges full respect for trade union membership and bargaining rights and supports common minimum standards on wages, hours and conditions of work based on the current best practice in European ports.

The ports industry must form part of a comprehensive integrated European transport system, and a common EC ports policy must be introduced without delay, according to the Charter.

It ends with a call to the European Trade Union Confederation and the Committee of Transport Workers' Unions in the European Community, together with their affiliates to take steps to ensure that the Charter's provisions are implemented. Political parties and groups and European Community institutions have also been invited to lend their support to the union campaign.

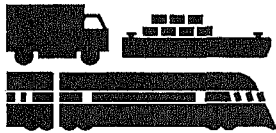
A series of conferences is being organised at European, national and local levels to marshal support for the Charter's demands.

"Port workers are ready and well-equipped to meet the challenges posed by the coming of the European Single Market", says Dockers' Section Chairman John Connolly in his introduction to the Charter. He goes on to ask that port workers be allowed to put their experience and skills to use in the context of secure employment, decent working conditions and respect for trade union rights, in line with the European Charter of Social Rights.

European dockers totally reject the "short sighted and destructive" example set by the UK government and port employers in 1989, when common national standards and joint union-employer regulation of the labour supply were replaced by a free-for-all. They are determined that this experience shall not be repeated elsewhere in Europe.

The Charter was adopted by a meeting of ITF European port workers' unions in Rotterdam last November (see *ITF News*, November/December 1990). It is based on a resolution put to the 1990 ITF Florence Congress by the British Transport and General Workers' Union.

A booklet with the text of the charter is now available in English from ITF headquarters. Versions in French, German, Swedish and Spanish will soon be available.



INLAND TRANSPORT

Strike deadline nears in US rail dispute

The United States Congress may step in to settle a three-year-old national rail labour dispute despite strong opposition from the ITF-affiliated Transportation-Communications International Union.

Collective bargaining with railroad companies remains stalled on health care and wages for some 250,000 rail workers. Rail unions are resisting demands that workers pay some of their own health insurance unless management comes up with a substantially improved wage offer.

On January 14, a Presidential Emergency Board, set up under the provisions of the Railway Labor Act, produced a report aimed at resolving the dispute. The unions completely rejected the report which recommended that some salaries should be cut by up to 40 per cent.

The unions were free to strike from February 15 following the 30-day cooling off period after publication of the report, but agreed to extend the deadline by 60 days to April 17. The TCU plans to continue seeking a settlement but they stress that negotiations cannot be based on the Emergency Board Report.

If no solution is found, Congress may well intervene — the last na-

tionwide rail strike in 1982 was ended by Congress after just four days. Rail unions are opposed to a legislated settlement, especially since

Sweden to invest billions in road and rail infrastructure

Sweden's road and rail network is set for expansion thanks to the injection by the government of funds totalling 20 billion Swedish kronor (US\$3.35 billion) which, taken with existing subsidies and new forms of finance, will enable twice the level of investment of the past decade.

Industry Minister Rune Molin unveiled details in the Swedish parliament on February 14 of a massive investment programme in land transport, which forms an essential plank of the government's 'policy for growth' aimed at improving the international competitive position of Swedish industry.

A special infrastructure fund is being set up, as part of the government's plans for the major reform of planning of investment in road and rail.

A newly-created infrastructure investment committee of treasury officials and representatives from

Congress may choose to impose a settlement following the recommendations in the Emergency Board Report.

the industries concerned will prepare plans for various road and rail projects. It will initiate and conduct negotiations with a wide range of interested parties, who will be invited to make a financial contribution towards the cost. The government itself will take the final decision on how the money available is spent in consultation with the members of the parliament.

Among the rail projects earmarked for early attention are:

- the rail link from Stockholm's central station to Arlanda airport

- a double track railway between Gothenburg and Malmö (vital to Sweden's export trade)

- the expansion of rail services in the region of Lake Mälaren

- the early introduction of high speed services on the main line in the south of Sweden and on the east coast railway; and

- the upgrading of main line services from the north of Sweden, which carry large amounts of heavy goods traffic.

Road projects include the upgrading of the E3, E4 and E6 motorways, with a view to eliminating bottlenecks, and of minor roads used by trucks vital to one of Sweden's most important export industries — paper.

The government has also indicated its willingness to set aside Skr 5.5 billion (US\$0.92 billion) from the infrastructure fund to help finance long-term plans to improve public transport in Stockholm, Gothenburg and Malmö.

ITF Inland Transport Bulletin

The ITF is planning to publish a new edition of the *Inland Transport Bulletin* later this year.

The focus of this bulletin will be urban transport, with a special emphasis on the role of public transport in safeguarding the environment.

The ITF welcomes contributions of articles, or ideas for stories, from affiliates and interested individuals. If you are interested, please write to the Research and Publications Department, ITF London headquarters.

Danube trade set to grow

A recent study shows that by the year 2000 twice as much freight will be transported on the Danube as through the Brenner Pass. Already 23 million tons of freight is carried annually on the Danube — by the year 2000, it is estimated that traffic will have risen to 40 million tonnes.

However, there are still a number of problems which limit the river's economic potential — for example, the lack of links with the waterways network in North West Europe and insufficient harbour facilities.

A series of locks need to be built so that the the water between Vienna and Nagymaros in Hungary stays above 2.7 meters. Keeping the water level high is desirable on ecological as well as economic grounds. If the water level sinks, so does the level of the water table, causing the surrounding marsh lands to dry out.

As well as finding solutions to technical and infrastructural problems, freight transporters must be convinced that river transport makes economic sense. Without help from the Austrian government, it will be impossible to promote the Danube and to ensure its future as a major transport artery.

The transfer of freight from the roads to river transport makes good environmental sense. The need to promote less environmentally damaging modes of transport was stressed by ITF Assistant General Secretary Graham Brothers at the recent European Conference of Ministers of Transport (see *ITF News*, February 1991). He suggested the introduction of a system of 'environmental credits' for environment-friendly transport modes, such as rail and inland navigation.

Dutch truckers save jobs

Truck drivers at a Dutch haulage company have shown how to deal with employers who try to make the workforce the only ones to suffer when they run into financial difficulties.

The Van der Luyt company in Oegstgeest was blockaded by members of the ITF-affiliated transport workers' union Vervoersbond FNV on February 18th when the management decided to make twelve of its 70 drivers redundant because of "unexpected financial problems".

The company, which mainly ships fruit and vegetables to Switzerland and Great Britain, had already built up resentment among the workforce by failing to deal with a long-standing pay dispute and by refusing to

meet the union's regional official Peter van der Put.

The lay-offs were the last straw for the drivers, who brought most of the company's fleet to a standstill. This brought about a dramatic change in the management's unwillingness to negotiate with the union. Van der Put indicated the union's willingness to declare an all-out strike at the company, and by five o'clock the same afternoon the management had backed down and agreed to withdraw the redundancies.

The two sides agreed to enter into discussions over the company's financial position under the condition that lay-offs will not be among the measures considered in response.

Australian unions agree to merge

Australian rail, bus and tramway workers will soon be organised in the same union.

The merger is a response to growing pressures on the industry and the need for workers to join forces to combat the threat of job losses on all three systems.

Plans for an eventual merger of five unions — the Australian Railways Union (an ITF affiliate); the Australian Federated Union of Locomotive Enginemen, the Association of Railway Professional Officers of Australia, the National Union of Railway Workers of Australia and the Australian Tramways and Motor Omnibus Employees' Association — were laid at a meeting of union officers in August 1990.

A national steering committee bringing together the National/Federal Secretaries of each of the five unions has been established to oversee the merger. Leaflets and discussion papers have been produced for union members explain-

ing the reasons for the merger. Members will also be kept informed of progress towards unification.

The steering committee is being assisted by state-level working parties, which have already held discussions on the rules, structures and representation rights of the new union and methods for ensuring full consultation of the union memberships.

When this initial work has been completed the steering committee will draw up a final report including a 'basis of understanding' document — ie a commitment in principle by the unions to pursue the merger.

A conference attended by members of the governing bodies of the five unions will then be held to evaluate the recommendations made by the various working parties in response to the final report.

Even prior to the formal merger, four of the five unions have increased their cooperation with the lodging of a joint national pay claim.



CIVIL AVIATION

ITF unions call for airline smoking ban

A total ban on smoking on all commercial airline flights, both domestic and international, was one of the demands of the ITF Cabin Crew Technical Committee which met in Buenos Aires, Argentina from 12-14 March. The decision, taken in the face of growing evidence of the threat posed to the health of cabin crew from 'passive smoking', will form the basis of a campaign to which unions representing flight deck crew will be asked to give their support.

ALL WOMAN LEADERSHIP ELECTED

The meeting, which was held at the headquarters of the ITF-affiliated Asociación Argentina de Aeronautes, was attended by 23 delegates from eleven unions in ten countries together with a number of observers. The ITF Secretariat was represented by Section Secretary David Cockroft and ICAO representative Stu Johns. One of the Committee's first tasks was to elect new officers. In the event it took a historic decision in unanimously electing two women — Danièle Jullien (SNPNC, France) and Marijke Thyssen (AAA, Argentina) to the positions of Chairman and Vice-Chairman respectively. Thanking the participants for their confidence in electing her, Danielle paid tribute to her predecessor João Tamagnini (SNPVAC, Portugal) and gave special thanks to the AAA for inviting the Committee to hold its first ever meeting in Latin America.

Delegates supported resolutions backing the efforts of UK based British Airways cabin crew to secure equal treatment for colleagues based in the Gulf region during the current programme of job cuts being implemented by the airline; expressing solidarity with employees of Canadian airlines facing possible



At the Cabin Crew Technical Committee meeting: (left to right) Horacio Padovani (AAA), CCTC Vice-Chairman Marijke Thyssen (AAA), Jean Louis Larrère (SNPNC), CCTC Chairman Danièle Jullien (SNPNC) and ITF Civil Aviation Secretary David Cockroft.

extinction at the hands of US mega-carriers; condemning anti-union activity by Líneas Aereas Paraguayas; and attacking Aerolíneas Argentinas' decision to dismiss eleven cabin attendants unfairly accused of violating New Zealand customs regulations.

LICENSING

The ITF has for many years campaigned for state licensing of cabin crew, in recognition of the vital safety function which they perform, but the Buenos Aires meeting was the first occasion when all ITF unions have agreed on the contents of international licensing standards. These will be forwarded as formal proposals to next year's Assembly of the International Civil Aviation Organization (ICAO) in Montréal. In the meantime, ITF unions will campaign with national aviation authorities, pilots' unions, politicians and the travelling public to maximise support for a worldwide cabin crew licence. A parallel campaign will concentrate on achieving the same objective, but much faster, within the borders of the European Community. A publicity brochure,

expressing the main arguments in favour of licensing in simple terms, was also approved at the meeting.

DUTY TIME LIMITS

A second policy statement approved by the meeting dealt with the even more complex issue of duty time limits for flight crew. This followed a series of meetings of unions during the past two years which attempted to bring up to date the existing ITF policy adopted in Miami in 1980. The need for a clear simple policy which has the support both of flight deck and cabin crew unions has become increasingly urgent in view of new international rules being drafted in the European Community and the Joint Aviation Authorities (JAA) in Europe. In addition, ICAO has, for the first time, started discussions on worldwide duty time limits. Many developing countries have no state rules whatsoever limiting the hours which cabin attendants can work, and the meeting heard horror stories from Latin America of crew being forced to operate duty periods of up to 37 hours without proper rest breaks.

Continued on page 8

IAM thanks ITF unions for their solidarity

The President of the International Association of Machinists and Aerospace Workers (IAM), George Kourpias, has written to ITF General Secretary Harold Lewis asking him to thank ITF affiliates for their solidarity and support for striking IAM members at Eastern Airlines.

The long and bitter strike against "number one union-buster" Frank Lorenzo ended in January when Eastern finally ceased operations (see **ITF News**, January 1991). Although IAM members and the union suffered financial losses, they were gratified to see that Eastern's creditors, who supported the pro-Lorenzo bankruptcy judge throughout the strike, also incurred heavy losses.

IAM members take satisfaction in having proved that Lorenzo's anti-union style of management cannot work. Lorenzo himself is now out of the industry for good which, hope-

fully, will serve as a warning to other would be union-busters.

In his letter, Kourpias said: "We are extremely grateful for the overwhelming support and encouragement of trade unions throughout the world; and, especially want to convey to you the thanks of our

striking members to your organisation for assisting us in making sure that if the IAM was not going to be recognised, then Eastern Airlines would have to go out of business. Thanks to your help, the boycott was successful. **SOLIDARITY FOREVER!**"

Former East German carrier Interflug to shut down

Interflug, the former East German national carrier, is to close down with a loss of 3,000 jobs. Germany's Treuhandanstalt privatisation agency announced the closure saying that attempts to find a buyer for the airline had failed.

Lufthansa withdrew from takeover talks blaming the collapse in business since the outbreak of the Gulf War. It has reported unexpected costs arising from the Middle East crisis and economic recession

totalling DM840,000,000 (US\$514,359,194) and has stopped hiring, cancelled flights and wants to slash costs.

Lufthansa initially put in a bid to buy 26 per cent of Interflug but this was opposed on competition policy grounds by the Federal Cartel Office (see **ITF News**, January 1991). British Airways showed interest in buying a big minority stake but was discouraged by the scale of the investment needed.

... Inter-union crew assistance network established

Continued from page 7

A much simplified document designed to provide the basis for minimum legal rules worldwide lays down basic rules in three main areas: duty time; minimum rest periods; and days off.

INTERNATIONAL ASSISTANCE NETWORK

The meeting decided to establish through the ITF a special International Assistance Network (IAN) to provide help for cabin attendants who find themselves in medical or legal difficulties at foreign airports. A pocket sized card giving basic information on how to contact local officials of ITF unions will be prepared and distributed to crew members.

HEALTH AND SAFETY

A particularly intensive debate took place on questions affecting cabin crews' health and safety. The smok-

ing ban referred to above was one result but other issues discussed included AIDS, the use of smokehoods on board aircraft and fatigue and stress from excessive flying. Unions from the UK, Argentina, Japan and Mexico reported on large-scale medical studies which they had commissioned and which were producing valuable data. They promised to provide details of results to the ITF for circulation amongst affiliates. The committee agreed to establish a special panel of experts on health and safety.

WORKING CONDITIONS

A final debate took place on working conditions. Issues raised included the conditions of airlines' foreign based crews, scheduling, quality of in-flight rest facilities, the use of captain's discretion to extend legal maximum duty hours, and the position of cabin crew once the 'fasten

seat belts' light has been illuminated. It was emphasised by a number of participants from developing countries that national aviation authorities regularly turn a blind eye to airlines' violations of safety laws and it was suggested that tougher action by ICAO and by authorities at foreign airports was necessary to stop this. The Committee agreed finally to launch an appeal to European regulatory authorities to force British Airways and KLM to reinstate overwing emergency exits on Boeing 747 aircraft which had been blocked off in 1983 for commercial reasons.

The Committee concluded its discussions by passing a vote of thanks to the AAA and its General Secretary Mariano Belgrano for their invitation and for the extraordinary welcome which they had received in the city of Buenos Aires.

Unions and employers in joint call for halt to European liberalisation

Representatives of trade unions and employers joined forces to call on the European Commission to halt liberalisation measures which are harming an industry already weakened by the effects of the Gulf war, coupled with the economic crisis in a number of countries.

The call came at the second meeting of the Joint Committee for Civil Aviation on February 28. At a meeting of the workers' group on the previous day, there was intense discussion concerning the state of the civil aviation industry. Trade union representatives laid the blame for redundancies firmly at the door of national governments and the European Commission who failed to see that liberalisation policies are drastically weakening an industry which is already in a parlous state.

During the meeting of the full Joint Committee, it became clear that employers' representatives shared many of these concerns. They pointed out that airline profitability, which had already deteriorated in 1989 and 1990, had suffered due to enormous traffic and revenue losses following the outbreak of hostilities in the Gulf.

The Commission has already approved a package of measures to help airlines (see *ITF News*, February 1991) but this looser regime will only apply for three months. Scheduled carriers are concerned that this temporary relief will not be enough since they want to be in the fittest condition to cope with the increased competition which the Commission is hoping to stimulate through its deregulation measures.

The meeting agreed on a joint statement urging the Commission to "reconsider the nature, timing and implementation of measures that could further weaken the industry".

The pressure is now on the Com-

mission to interrupt the liberalisation process wherever it has a negative impact on the industry.

The statement also urged employers and trade unions to work together to mitigate the effects of the crisis, particularly with a view to avoiding redundancies. A number of ITF affiliates would welcome more consultation about decisions affecting the future structure of their airline's operations. It was felt by a number of trade unions that some of the redundancies which have taken place could have been avoided had employers and unions worked together to find a way out of the crisis.

The statement stressed the importance of protecting and promoting employment in the industry and urged the Commission to provide the employers and unions with "more ample opportunities to discuss initiatives for harmonisation of social, safety and technical measures". The Commission has promised to make more resources available to service the Committee and will schedule further meetings in June and September if necessary.

UK loosens the grip on Heathrow flight slots

In a move which is being seen as the most important development in the UK air transport industry for a decade, the UK government is to remove traffic distribution rules for airports serving the London area. All international and domestic airlines will now be able to compete freely for take off and landing rights at Heathrow airport.

Under these rules, only airlines which have operated services from Heathrow since 1977 are allowed to use the airport. Charter flights and new domestic services from

Copies of the joint statement have been sent to Transport Commissioner Karel van Miert, Social Affairs Commissioner Vasso Papandreou, as well as Leon Brittan, the Commissioner in charge of competition policy.

The meeting also agreed that study groups should be set up to examine draft legislation concerning the introduction of VAT payments on airline tickets and the ending of duty free sales. Another group will look at proposals for harmonised personnel licensing requirements.

The meeting was presented with an interim report from the flight and duty time limitations study group. No consensus has yet been reached between trade union and employer members of the group, and work on this issue is to continue.

After a difficult beginning, the Joint Committee is now functioning effectively. The atmosphere has improved as the employers have adopted a more constructive approach. The crisis in the industry has brought the two sides of the Committee closer together.

Heathrow were also banned. The rules prevented airlines such as Virgin, All Nippon Airways, Cathay Pacific, Air New Zealand, Northwest and Delta from using Heathrow.

The first immediate consequence of the removal of the rules is to allow United Airlines and American Airlines to operate at Heathrow in place of Pan Am and TWA respectively (see *ITF News*, February 1991). The UK government has secured some

Continued on page 10

Air Europe/ILG collapse causes 3,550 redundancies

International Leisure Group (ILG), the British-based Air Europe and Intasun travel company, has collapsed. Over 3,550 workers have been made redundant and hopes of finding a buyer for the group's airline and travel operations have all but evaporated.

Administrators appointed by the court on March eighth have been trying to save both the airline and the tour operations in a procedure similar to Chapter 11 bankruptcy protection in the United States.

The UK Civil Aviation Authority (CAA), which was to rescind Air Europe's operating licence on 19 March, has agreed to allow the administrators more time to find a buyer for the airline. Air Europe's take off and landing rights at Gatwick and Manchester are its only selling point since both its buildings and most of its 37 aircraft are leased.

While the chances of finding a buyer for Air Europe are slim, the administrators have been able to

sell its subsidiaries and interests in its European affiliates, for example, Air Europe Express, the short-haul and night-time freight operator.

The chances of saving the ILG's tour operation businesses are even more bleak. The Tour Operators' Study Group, representing the 18 leading tour companies, called in ILG's £62,300,000 (US\$111,488,904) consumer protection bond lodged with a syndicate of banks to enable it to bring home the 25,000 ILG passengers stranded abroad.

The Association of British Travel Agents (ABTA) has also withdrawn ILG's membership which means that ABTA's 3,000 travel agents cannot now sell ILG holidays. This means that ILG's travel brand names — including Intasun, Global and Club 18-30 — are now worthless.

None of ILG's competitors are interested in taking on the group's tour operating liabilities. With package tour operating capacity exceeding demand this year by 15 to 20

per cent, most UK operators are only too pleased to see capacity reduced.

ILG's collapse could lead to a second wave of lay-offs among companies which provided services to Air Europe at Gatwick airport — particularly Ogden Allied and Steels Aviation, whose main customer is Air Europe.

Steels, which provided catering services to Air Europe, has announced that 300 workers employed in one of its kitchens dealing exclusively with Air Europe contracts will be made redundant. Ogden currently employs 600 people at Gatwick where two thirds of its work is for Air Europe. It is expected to announce 300 compulsory redundancies. On top of these job losses, there will be a 'knock on' effect as suppliers to these companies are also forced to cut back.

Although other charter airlines such as Dan Air may pick up some of Air Europe's business, this is unlikely to create any new jobs since there is already considerable over capacity in the charter industry.

Air Europe was a non-union carrier which means that its workers are entitled to the UK minimum statutory redundancy pay — one week's pay for each year of service. Had they been union members, the company would have been obliged under UK law to notify the union of redundancy plans 90 days in advance — effectively guaranteeing the workers 90 days redundancy pay.

However, the collapse of Air Europe shows that, while an anti-union policy frees an employer from certain commitments, it does not guarantee long-term financial success. Other non-union carriers such as Laker and British Island Airways fared little better in the past than Air Europe.

... More slots available in Heathrow

Continued from page 9

concessions in return which will benefit Virgin particularly, though these concessions will not open up the US domestic market as UK carriers had hoped.

Both UK and foreign airlines have long believed that having to use Gatwick was a significant competitive disadvantage. One reason for this is that large jets taking off from Gatwick, where the runway is shorter than at Heathrow, have to carry more fuel and fewer passengers.

A number of long-haul international scheduled airlines have already applied for Heathrow slots.

However, the very limited availability of slots will prevent short-haul scheduled carriers, who need a large number of slots, from making the move.

The movement of long-haul carriers to Heathrow will release Gatwick slots and add to those released by the collapse of Air Europe and cut backs in their Gatwick operations by British Airways and Dan Air. This will mean that Gatwick will no longer be short of space which throws into uncertainty the future of the recently revamped Stansted whose development was a consequence of congestion at Heathrow and Gatwick.

Support the Turkish aviation workers' fight for better wages

Members of the ITF-affiliated Turkish Civil Aviation Union, Hava-Is, have decided to strike for better wages despite the country's savage anti-union legislation. The strike decision was taken on February 25, and under Turkish law, there must be a sixty day cooling off period before strike action can begin.

In January, approximately 200,000 Turkish miners, textile workers and metal workers were on strike (see **ITF News**, January 1991). The government stopped the strikes for two months during the Gulf war and most of the disputes were then resolved by agreement. However, following the strikes, massive numbers of workers were dismissed, many without compensation.

Under Turkish law, it is easy for employers to dismiss workers without compensation simply by claiming that their company is overstaffed. The threat of dismissal is often used to intimidate workers in order to

prevent unions from making serious demands during negotiations.

At Turkish Airlines (THY), Hava-Is and another handling company, Celebi Co, more than 100 workers were dismissed. Although management claimed that staffing levels had to be cut due to the economic effects of the Gulf war, the dismissed employees were immediately replaced. Clearly, the real reason behind the dismissals was to weaken the union's position by frightening workers.

Over the past ten years, THY employees have seen their living standards decline steadily. There have been massive increases in productivity at the airline, while the real value of wages has fallen significantly. In 1980 there were 277 passengers per worker — this figure had risen to 494 by 1989. Hava-Is has calculated that in 1980, the average worker was able to buy 12.5 Istanbul-Ankara THY tickets with one month's wages — now the same

worker could only buy 2.6 tickets.

Although the workers' case is extremely strong, the employers' association, TÜHIS, has consistently refused to discuss proposed wage increases unless the union withdraws its demands concerning job security and occupational health. Their rigid attitude left the union with no choice but to strike.

Hava-Is faces great difficulties since Turkish law severely limits workers' right to strike. The union has asked for the support of ITF affiliates during the strike. Messages of solidarity would be very welcome and can be sent to the following address:

Mr. A. Ayçin

President

**Türkiye Sivil Havacılık Sendikası
İncirli Caddesi, Volkan Apt. 66/1
Bakırköy**

Istanbul

TURKEY

Fax: +90 1 571 90 51

Hard times prevail for airline staff

While the privatisation of Aerolíneas Argentinas has run into serious difficulties, the Polish government is to push ahead with privatisation of the state-owned airline LOT. The Belgian government is to refloat Sabena as part of a restructuring plan which will involve large-scale job losses. Elsewhere, aviation workers continue to feel the effects of the airline industry's problems, as more and more airlines announce redundancies.

AEROLÍNEAS PRIVATISATION ROW

A serious dispute has blown up between the Argentinian government and the owners of the recently privatised carrier Aerolíneas Argentinas. The Iberia-led consortium which owns 85 per cent of Aerolíneas has failed to pay for its

stake in the airline.

The state-owned carrier was sold to the consortium in a \$2.3 bn cash and debt for equity swap. The government gave the buyers a three month extension on the original deadline for full payment but even this extension has now expired. Aerolíneas is claiming that some jet engines have gone missing and that the government owes part of the \$42m in ticket sales made before privatisation but which were honoured by the new owners.

Iberia, which owns 42 per cent of Aerolíneas, has offered to pay an outstanding \$130m in cash with government bonds. Under the original contract, the money would be paid back over 10 years. However, Iberia and its Argentinian partners have

still failed to settle their disagreements over the financing and control of the airline.

POLISH CARRIER PRIVATISATION

Poland's state-owned carrier, LOT, is to be privatised. The airline, which, in common with a number of airlines, is recording a serious fall in passenger traffic and high fuel prices, is unlikely to attract many bidders largely because the aircraft are Soviet-designed.

The decision to press ahead with privatisation goes beyond the need to raise extra capital to modernise the airline. The authorities also want to avoid pay restrictions on state sector companies so that they can offer more competitive rates of pay to highly qualified personnel.

Continued on page 12

... World-wide aviation industry job losses continue

Continued from page 11

SABENA REFLOATATION

The Belgian government is to refloat Sabena, the country's flag airline, as part of a complex restructuring plan, agreed with aviation unions on March 14, which will involve 2,204 redundancies.

Most of the jobs to be lost will be in North America as Sabena cancels services to Toronto, Montréal and Atlanta and reduces frequencies to New York. The airline will also cut services to Singapore and reduce its other flights to south-east Asia and reconsider its frequencies to African destinations. It has received separate proposals from BA and American Airlines to turn Sabena into a regional European airline using Brussels as the hub airport.

AIR FRANCE COST CUTTING PLANS

The effects of the Gulf war and poor financial performance by airlines continue to be felt by aviation workers in a number of countries. Air France has announced plans to cut its wage bill by nearly FF600,000,000 (US\$107,855,473) in the latest of a series of stringency measures aimed at coping with rising costs and falling traffic.

Under the plan, employees' wages and working hours will be cut by six per cent and all wages will be frozen at their 1990 level. Air France management also proposed adjustments in working hours to adapt the workforce to Air France's seasonal needs, as well as measures to encourage early retirement between the ages of 53 and 58.

The company had already announced a freeze on non-essential ground investment last September and in February it announced it was cutting 2,000 flights from its schedules, around 6 per cent of the total.

QANTAS JOB LOSSES

Qantas Airways, the Australian state-owned flag carrier, may cut a further 2,000 jobs. The airline faces a fuel bill of US\$613m in the current financial year, up 70 per cent on a pre-war estimate. One reason for continuing high fuel prices is that a huge amount of aviation fuel was consumed during the Gulf war.

US Northwest Airlines, the fourth largest US carrier which is buying some of the grounded Eastern Airlines' assets, is to cut its non-domestic flight capacity by almost a fifth.



PEOPLE

Jack Ashwell retired last December after fourteen years as National Secretary of the Road Transport Commercial Trade Group of the British Transport and General Workers' Union.

As National Secretary Jack spearheaded the drive to recruit more truckers into union membership, always a difficult task in an industry with many small firms and a scattered workforce.

Jack first joined the TGWU in 1966 as a full-time officer for fishery workers in the Yorkshire port of Hull. Four years later he made the move to regional officer, representing bus and lorry drivers.

As Vice-Chairman for the past four years of the ITF Road Transport Workers' Section (he retired at the 1990 Florence Congress), he sought to improve the conditions of drivers in international road haulage, particularly in the light of the advent of the EC single market, leading the fight for shorter working hours and a safer working environment.

Jack Ashwell is succeeded as National Secretary by John Moore, who has been working alongside his TGWU colleague for the past year. The road transport commercial trade group's London and South-East regional secretary since 1979, John Moore has wide first-hand experience of work as both a bus and lorry driver. His aim as the new national secretary will be to boost membership of the trade group and achieve professional status for drivers.

Victor McGeer, an ex lorry driver and former regional trade group secretary for passenger services, has taken over John Moore's previous position as the national officer of the TGWU road transport commercial trade group.

Captain Hubert Wardelmann, Deputy Director of the Maritime Safety Division of the International Maritime Organization and head of its Cargoes Section, retired at the end of 1990 after 18 years with the

IMO.

After 20 years at sea, Wardelmann came ashore to a career first in Germany and later with the IMO devoted to ensuring that the maritime industry was provided with comprehensive guidance on the safe transport of dangerous goods by sea and that the correct remedial action was taken in an emergency, including attention to the first-aid needs of seafarers. As Secretary of the IMO Sub-Committee on the Carriage of Dangerous Goods he oversaw the development and later revision of the International Maritime Dangerous Goods Code, the standard industry guide.

Captain Wardelmann attended the ITF conference on the transport of dangerous goods in November/December 1989 as one of a team of international experts from the transport industry's regulatory bodies invited to make presentations to the delegates on international moves to safeguard the transport of hazardous materials.

SEAFARERS

South African union signs historic shipping agreement

A history making union recognition accord has been signed between a major South African shipping group and the ITF-affiliated Transport and General Workers' Union (TGWU).

The TGWU predominantly organises inland transport workers (buses, trucks and ports) along with security staff.

An agreement covering shore-based workers already existed between the union and Unicorn Lines of Durban, but now the union has negotiated a recognition agreement for crewing with the company. This is the first such agreement for the TGWU and, very significantly, the first such agreement in South African history.

The union is now entering into wage negotiations on behalf of the relevant crews.

Unicorn Lines of Durban are 60 per cent owned by African Coasters Holdings — which is controlled by the wealthy Grindrod family. The other 40 per cent of the company is owned by Safmarine — the formerly state-owned South African shipping line (the state still owns 50 per cent, and British and Commonwealth 21 per cent — but Safmarine is now part of a larger South African leisure and transport holding company called Safren).

Unicorn Lines beneficially own 11 ships — four South African flag, five under the Panamanian flag of convenience and one registered with the Saint Vincent Foc. They also have two new ships on order with a Polish shipyard.

The ships are engaged mostly in the internal South African coastal



The TGWU negotiating team — responsible for the first-ever union recognition agreement between a South African trade union and a shipping company (Unicorn Lines) for seafarers — (from left to right) Bonga Mlumpi, Amon Gewabaza, Ntokozo Mbele, Stanley Zungu and Cecil Luwaca pictured in front of the South African-owned, Panamanian Flag of Convenience, the *Eland*. Picture thanks to David Hernson.

trade (Durban-Port Elizabeth-East London) with occasional trips to

other African locations such as Réunion and Mauritius.

ITF Asia/Pacific unions condemn New Zealand government

The New Zealand government's attack on trade union rights, the Korean government's AIDS decree and their second register proposals have been strongly condemned by ITF Asia/Pacific seafarers' unions.

The ITF Asia/Pacific Seafarers' Regional Committee met in Taipei, Taiwan on February 25-27 1991. Over 40 members, advisers and observers from 14 Asia/Pacific countries attended the meeting which

was chaired by ITF Seafarers' Section Chairman Mols Sørensen. ITF Assistant General Secretary Åke Selander, Asia/Pacific Regional Secretary Mo Hoda and ITF Senior Section Assistant Agis Tselentis attended on behalf of the Secretariat.

The Committee focused on several maritime policy issues, including second registers and non-domi-

Continued on page 14

Lawyers scuttle European cabotage deal

The European transport ministers agreement on a limited form of shipping cabotage has been scuttled by European Commission lawyers.

The December 1990 decision (see *ITF News*, January 1991) stretched the interpretation of the December 1992 EC deadline for the liberalisation of services by agreeing to a limited lifting of existing restrictions on some internal European maritime trade "during 1993". Inter-island shipping (crucial to the maritime industries of Greece, Italy, Spain, and Portugal) was exempted. Further exemptions for "strategic shipping" (such as oil) were also mooted by some states.

While this package would have involved a major shift away from the existing European cabotage arrangements (under which all coastal states, except the UK, restrict domestic trading to ships of their own flag), it has not satisfied the EC lawyers, who have now stated that the agreement would be a breach of the Treaty of Rome.

The legal opinion from the lawyers states that all trade must be liberalised by December 1992, but certain "derogations" may be agreed within a limited framework.

A "derogation" is an agreed exemption to the Treaty that must be justified for specific social or economic reasons and must be limited in scope and time.

For example, the transport ministers could agree to a derogation for inter-island shipping on the grounds that this mode is socially vital, and the maintenance of viable transport links is necessary for the economy of the states concerned. Governments could also establish a licensing system on certain shipping routes that required minimum local employment.

Any such derogation would also have to be limited in time. A similar derogation in civil aviation is set to run for 15 years.

The European Transport ministers, meeting again in late March, have now decided, at a preparatory meeting, not to discuss the cabotage issue. Following the draft decision at December's meeting, they had hoped to work on the detail of the agreement at this month's meeting. The legal opinion has made that impossible — since the original deal was based on a delicate balancing act of contradictory positions by member states, the prospect of renegotiating the package from scratch has made many ministers angry.

Unions call for non-purpose built nuclear ferry cargo ban

A call for nuclear waste cargoes to be barred from ro-ro ferries in the Straits of Dover has been made by dockers' representatives in the ports of Dunkirk, France and Dover, England.

The traffic of irradiated nuclear fuels on non-purpose built ships between the two ports has doubled in the past year. The route was also used to slip through the German nuclear cargo successfully boycotted by dockers in Rotterdam in January (see *ITF News*, January and February 1991).

Union representatives in Dover and Dunkirk have now expressed their determination to ensure that ro-ro ferries such as the *Nord Pas de Calais* on the busy cross-Channel route are not used for such hazardous cargoes.

In a statement issued by the ITF-affiliated RMT on February 28th, the two sides "welcome and support the recent actions taken by other European dockworkers and seafarers to boycott these transports".

They have further agreed to approach port authorities and politicians "to terminate these shipments which endanger their respective populations and the environment in general".

The ITF is opposed to any carriage of irradiated nuclear fuels on non-purpose built vessels.

... Korean second register and AIDS decree denounced

Continued from page 13

ciled seafarers, recruitment practices, quota systems, the plight of Asia/Pacific fishermen, drug testing, alcohol, AIDS, ITF campaign activities in the region and the attack by the New Zealand government on collective bargaining in the maritime industry.

The committee adopted four resolutions: on non-domiciled seafarers (seeking improved labour standards, voicing opposition to bi-

lateral crewing agreements and insisting on ILO conditions as the absolute minimum standards); on the proposed second Korean shipping register (supporting the Korean Seafarers' Federation FKSU's opposition to such a register and demanding that the Korean government and shipowners abandon the idea — they have — see *Flag Roundup*); on the Korean AIDS prevention decree (urging the Korean government to amend those sections of the decree which single

out seafarers from other groups); and on the New Zealand government's anti-trade union legislation (condemning the New Zealand government's amendments to maritime legislation and calling on all ITF seafarer affiliates to take whatever action possible to assist New Zealand seafarers in their struggle against a reactionary government).

The committee also welcomed plans by the ITF Secretariat to convene an ITF Asia/Pacific fishermen's seminar.

New Swedish law will protect union shipping boycotts

— **Government decision a major victory for seafarers' rights**

Industrial sympathy action by Swedish dockworkers in support of ITF agreements for crews of flag of convenience vessels — hampered by the *JSS Britannia* court ruling in 1989 — will soon be completely legal again. A draft law has now been published and submitted to the Swedish Parliament, and it should be adopted as law by July first.

The original court ruling (see **ITF News**, Nov/Dec 1989) arose from a boycott action against the Cyprus-flag *JSS Britannia* — a ship with a Filipino crew covered by a sub-standard non-ITF agreement which had been “negotiated” by the non-ITF ALU-PSU seafarers’ “union” in the Philippines. The owners and their cronies from the PSU went to the Swedish labour court and argued that the boycott action contradicted basic Swedish trade union law (the Co-Determination law) because the industrial action was disrupting a valid collective agreement.

Under Swedish labour law, workers are not permitted to take industrial action while a valid collective agreement is in force (nor can employers take lock-out or similar action — the agreement is a binding legal contract). They are allowed to take secondary action in support of a valid appeal from another union involved in a dispute, however.

This makes sense when the agreements concerned are the result of free and democratic bargaining be-

tween Swedish workers and employers. In the *Britannia* ruling, however, the court was forced, by strict interpretation of the Co-deter-

mination law, to state that any “collective agreement” signed by any “union” was protected from industrial action irrespective of whether the “union” was genuine or not, and without any regard to whether or not the workers covered by it had any democratic voice in the process of bargaining.

As well as severely limiting the ITF campaign, this ruling had major implications for the entire Swedish workers’ movement. This ruling meant that foreign workers could be brought into Sweden under imposed phoney union agreements that the workers had no say in. It would have fundamentally undermined the basic principle of free collective bargaining.

Following the ruling there was a vigorous campaign in Sweden to get the ruling overturned. The ITF-affiliated Swedish Seamen’s Union (SSU) and the national centre LO ran a major public awareness campaign, organised local meetings and exhibitions and lobbied Sweden’s Social Democratic government for a new law.

Hard work paid off on June 14,

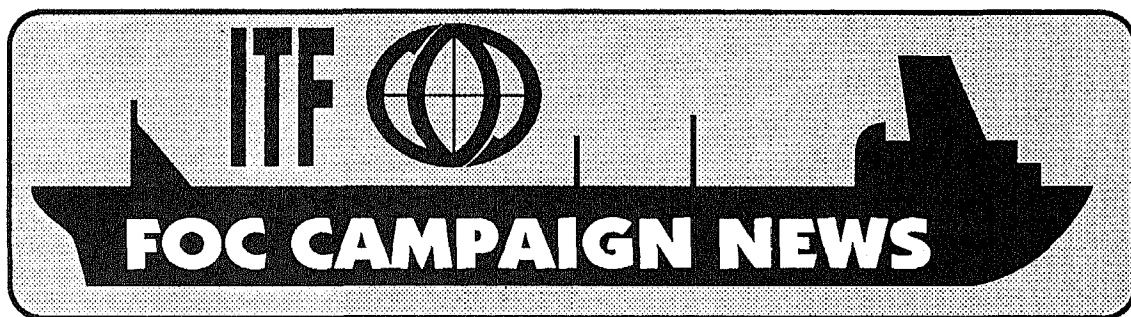
government (see **ITF News**, May/June 1990).

Shipowners and their friends (like the PSU, who have demonstrated clearly what side they are on in this affair) campaigned hard against the proposals — and the draft law, originally scheduled for January of this year, was not published.

Now the amendments have been laid before Parliament. Solid support from the Social Democratic Party and the Greens in Parliament guarantees its passage.

The amendment to the Co-Determination law specifically limits the protection against industrial action to Swedish union agreements that fall within the Co-Determination act. Working conditions that are outside these terms, and that are inferior to Swedish conditions are legitimate targets for industrial action. Subject to checking with their international organisations (the ITF) Swedish unions can legitimately and legally take industrial action to support better agreements on Foc vessels.

The new law also explicitly states that where foreign law is applied to



Continued on page 16

...Boycott secures backpay for Russian crew

Continued from page 15

an agreement that the agreements cannot be held to be illegal because they came about through lawful Swedish action.

The ITF has warmly welcomed the news, and particular credit must go to SSU President Anders Lindström and the entire union for the excellent job they have done in campaigning for this law and in raising the awareness of the Swedish public about the plight of the world's seafarers.

Boycotts do still occur under the old law in Sweden. The Greek-owned Cyprus flag of Convenience vessel, the *Atlantis*, was boycotted by Swedish dockers in **Göteborg** on March 21 and 22 for non-compliance with an ITF agreement. The ship was covered by an ITF Agreement (signed in Norway in April 1990). The Greek and Chinese crew were changed for 25 Russians last December and their pay was cut to approximately US\$300 per month for an Able Seaman. The crew were owed US\$43,000 in backwages. The boycott resulted in agreement to abide by the contract and the payment of the backwages.

The ITF campaign utilises the boycott or the boycott threat as an integral element of the campaign in many ports throughout the world. In many cases, a warning from the local union is enough. For various reasons, the ITF does not intend to publicise every boycott threat or act in this column, but we will, from time to time, report on certain activities that give a flavour of the campaign.

A 30-year-old second officer, Mr. R. Kumar Pahuja—an Indian national

— was tragically killed in August 1989 by a snapped tow rope. His ship, the Hong Kong flag *Pawnee*, was in **Taiwan**. The owners contacted the deceased man's family and initially offered the US\$24,000 payable for loss of life compensation under the then National Union of Seafarers of India agreement. At that time the NUSI rate was \$24,000, but, in line with ITF policy, the union has now raised it to US\$40,000. The ITF was called into the case, and negotiations were conducted for the family by the claims specialists in the ITF Special Seafarers' Department—agreement was reached to pay the family the higher amount of the Hong Kong Workers' Compensation Ordinance—totalling US\$44,230.76. Since the company had already paid out \$24,844, the remaining balance of \$19,386.76 will now be paid to the family. As in most cases handled by the SSD claims division, there were no overheads or settlement costs and the family will receive the whole sum.

The crew of the Maltese Foc *Luna*, dry-docked in **Hirtshals, Denmark** hadn't been paid for many months. The Finnish owned general cargo vessel is covered by an ITF Standard Agreement. The crew contacted the ITF in February, and Danish Foc Inspector John Jacobsen visited the vessel and calculated the back wages claim at US\$36,000 for the six crew on board (a Finnish master and five Polish ratings and junior officers). The ship has now been jointly arrested by the crew and the repair yard. According to Jacobsen, this is the first backwages arrest in Danish history. The owners have been unable to provide the funds owed to the crew and yard, and so the sale of the ship seems very likely. The ITF has taken on the responsibility of providing food to the crew on a

weekly basis, and a \$500 cash advance has been given to each man.

The Maltese flag *Lito*, under arrest in **Rotterdam** by the ship's agents and nine Sri Lankan and three Greek crewmembers who were owed US\$23,000 (see **ITF News**, January and February 1991) was sold by public auction on March 13. The ship was valued at 150,000 Dutch Guilders (US\$85,000) but was bought for a million guilders (\$570,000)! Stranger still, it was bought by the semi-bankrupt bank that already owned it—Chancery Bank of London (who are under Chapter 11-type administration at the moment). Whatever bizarre fiscal reasons there may be for this act, it does mean that the crew will receive their claim in full. The *Lito's* sister ship, the Maltese flag *Pascal*, under arrest in Malta and owing 12 Egyptian crewmembers US\$82,000 was set to be sold at the beginning of March, but the sale has now been postponed till April 12.

The case of the Liberian flag *Darien* (see **ITF News**, January 1991) has been settled. The ship, managed by Gulfeast Shipmanagement in Hong Kong, was under arrest for US\$109,000 in backwages and a claim for a seafarer who had left the ship. We incorrectly stated that this was an injury claim—the seafarer is, in fact, fine—his claim was for UK£6,000 (\$10,737) in outstanding wages that were not paid when he left the ship. The wage claims for the existing crew were settled in the first week of February, and the former crewmember was paid £12,850.71 (\$22,996) in backpay and compensation for non-payment. The arrest has been lifted and the ship sailed on February sixth.

Europeans to improve port state control

Stricter controls on sub-standard ships and greater co-ordination between European ship safety inspectors were agreed by European maritime ministers at a meeting this month.

The fourth ministerial conference on Port State Control was held in Paris on March 14 1991 under the auspices of the French government and the chairmanship of the French Maritime Minister, Jacques Mellick. In addition to the fourteen governments who are signatories of the 1982 Paris Memorandum of Understanding on Port State Control (MOUPSC), the governments of Canada, Luxembourg, Morocco, Poland and the USSR attended by special invitation as did representatives of the European Community, the International Maritime Organization, the International Labour Organisation, French trade unions and the ITF. The ITF was represented by Assistant General Secretary Åke Selander. René Valladon (Force Ouvrière, France), member of the ITF Executive Board, attended as part of the French trade union delegation.

The MOUPSC agreement commits member states to maintain a maritime inspectorate in their ports responsible for checking that visiting vessels (irrespective of flag) adhere to basic safety standards (IMO and ILO Conventions). The MOUPSC Inspectors are linked by a European computer network (Sirenac) and their activities are co-ordinated by a Secretariat based in the Netherlands.

In its final declaration the conference underlined its determination to further improve maritime safety, the protection of the marine environment and working and living conditions of seafarers on board ships calling in their ports. The conference expressed particular concern at accidents involving passenger ships and ships presenting a special hazard which had resulted in a considerable loss of life and has

caused serious damage to the marine environment.

The conference accepted that failure to comply with adequate operational standards and on-board procedures for maritime safety and pollution prevention was often a major element in causing accidents. The meeting noted that important amendments to international instruments were expected to come into force in the near future and expressed concern that the failure of some states to fulfil their financial obligations to the IMO might be adversely affecting the implementation and development of standards — an oblique reference no doubt to certain *Foc* registers!

The ministers present also agreed to intensify port state control efforts and undertook to make the necessary resources available to enable the scope of the Memorandum to be widened to include controls on operational procedures. They also agreed to promote further harmonisation of inspection procedures through the medium of regular seminars for port state control inspectors and bilateral exchanges of such surveyors.

The ministers further backed initiatives with the IMO to improve maritime safety, especially with regard to the role of seafarers, safety of passengers and crew and protection of the marine environment.

UK budget disappointment

Despite unprecedented public and parliamentary support, the **British** government has severely disappointed the shipping industry in refusing to adopt positive measures to assist the ailing fleet. The trade unions and shipowners were (for once) united in calling for income tax exemption for British seafarers and a new 100 per cent ship tax allowance to boost new investment in the British register (see **ITF News**, February 1991). The shipowners'

They pointed to the importance of the relationship between working conditions of seafarers and the safety of ships and pollution controls — welcome words for the ITF and its affiliates.

In conclusion, the conference expressed its appreciation of the co-operation which signatory governments had received from several major maritime nations elsewhere in the world and stressed that the introduction of regional port state control systems in important shipping areas worldwide would create a more effective overall port state control which could contribute to the elimination of substandard ship operations.

In the question and answer session which followed the conference, Selander conveyed the ITF's views that "ports of convenience" should be eliminated; that the concept of coastal state control be re-considered as a supplementary tool to port state control; and that improved international standards on crew competency and manning were vital to port state control. He suggested that member states should consider banning ships from certain registers calling in their ports in cases where such registers' ships had seriously and repeatedly violated international maritime safety and pollution standards — an idea received positively by many of the ministers.

council, headed by Lord Sterling (Chairman of P&O — well known as a close friend of former Prime Minister Thatcher and union-busting head of P&O Ferries) had lobbied hard for financial concessions in the 1991 government budget, unveiled on March 19. In a demonstration of massive cross-party support for the measures, over 320 members of Parliament signed an

Continued on page 18

...Union pressure sinks Korean second register

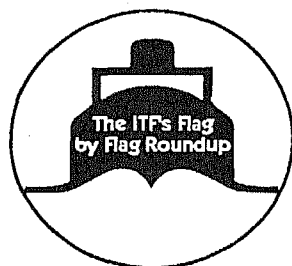
Continued from page 17

"early day motion" in support of the measures (a kind of Parliamentary petition). This was the largest number of MPs to have ever signed such a motion. But when the budget came, Chancellor Norman Lamont referred to the strategic importance of shipping and proceeded merely to extend the period of time UK seafarers could be in Britain without being eligible for tax from 90 to 183 days. While this measure will be welcomed by many seafarers — many UK flag seafarers work a six month on, six month off system, and so will now be eligible — it doesn't go far enough. Sterling described the decision as "extraordinary" and criticised the government for not introducing "measures vital to rebuild the UK-flag fleet manned by British seafarers".

The **Canadian** government has changed its tax laws specifically to allow foreign shipowners to operate tax free from Canadian locations. In an amendment to the Income Tax Act a company incorporated in a country other than Canada where all or substantially all of its activities consist of international shipping will be considered, for tax purposes, to be a non-resident. In effect it means that international shipping companies can establish their headquarters in Canada without being liable for tax on their shipping business. The Pacific coast city of Vancouver, already brimming with investment from Hong Kong, is seen as the main beneficiary of this measure — which it is estimated will bring US\$180 million in shipping investment to the city by 1994, with the creation of up to 2,000 jobs in ship management, banking and marine administration.

Alan MacNaughton is in the news again. The "chief marine surveyor" of the **Cayman Islands** Flag of Convenience register (see **ITF News**, February 1991) has attacked British

shipowners who flag out to Foc registers that aren't British colonies! "I do find it vexing that major British companies flag ships in places where we know the government is corrupt," he told *Lloyd's List* newspaper. The protection of the British crown through colonial status is no automatic guarantee of propriety, however. Take another notorious tax haven Caribbean colony, the Turks and Caicos islands, as an example — the former Prime Minister and much of the government ended up in US



jails charged with cocaine smuggling. The islands were a well known transfer point for South American drug smugglers. The "private" banks of the Caribbean are known to be awash with laundered drug profits. The Cayman Islands — originally settled by pirates in the 17th Century — is a major international banking haven. Secrecy laws protect the confidentiality of account holders — the same laws, in fact, also conceal the identity of shipowners registered in the Foc state. Michael Isikoff, writing in the *Washington Post* on November 29, 1990 about foreign countries whose banks were considered by the USA to be involved in money laundering, stated that "Federal officials in the past have identified Panama, Switzerland, Luxembourg, the Cayman Islands and the Bahamas as such nations." On June 10, 1990, another *Washington Post* article (by Lee Hockstader) stated that "...the Cayman Islands have been accused of providing havens for drug money." Naturally, no-one is saying that the Cayman Islands government is corrupt — but if MacNaughton is

trying to inject some degree of morality into shipowners' choice of flag (something the ITF would applaud) questions must be asked about the reasons for the colony's strict secrecy laws. Just as private depositors who don't want too many questions asked about where they got their money from choose to bank in a haven like the Caymans, shipowners who wish to hide their true identity opt for the Caymans' Foc register.

The largest **Japanese** shipowner, NYK, has reached an agreement with the ITF-affiliated All-Japan Seamen's Union (JSU) for the employment of non-Japanese seafarers on two Japanese flag bulk carriers. The mixed crewing agreement will involve Filipino and Japanese seafarers. NYK argued that it was unable to renew the charters on the vessels unless it received significant crewing cost concessions. Mixed crewing has previously only been agreed for newly built Japanese-flag ships.

The **Korean** government has dropped plans for the creation of a Second Register (see **ITF News**, February 1991). President Kim, of the Federation of Korean Seafarers' Unions (FKSU), told the ITF Executive Board (of which he is a member), meeting this month, that as a direct result of pressure exerted by the ITF and the trade unions, the government has agreed to halt the proposal.

The **Singaporean** government has announced tax exemptions for foreign owners who operate non-Singaporean flag ships from the state. In a move that parallels the Canadian tax exemption for foreign shipping (covered elsewhere in this column), the government will exempt from tax the outside income of foreign shipping companies who choose to relocate in Singapore.



FISHERIES

French 'plan for fish' unveiled

The French fishing fleet will be cut ten per cent by January 1992 in line with continuing European Community reductions in fishing capacity — but the government promises to implement the cuts in a humane manner through a "social plan" for the industry.

The French "Fish plan", announced by Maritime Minister Jacques Mellick in March, envisages a loss of 1,800 jobs out of a total of 18,462 within the year.

This is in line with the 1987 EC decision to cut fishing fleet capacity:

"We do not have to adopt the English method and leave everything to market forces..." said Mellick, "It's not our way of doing things and it's not in the tradition of French fishing."

Under the plan, fishing vessels more than ten years old will be eligible for scrapping allowances from a fund totalling 230 million francs (US\$41,344,598). Half this money will come from the EC, half from the French government.

The plan also extends social and financial protection to small-scale fishermen — bringing them under government unemployment insur-

ance for the first time, and provides retraining, relocation and early retirement funds for redundant fishermen.

Finally, the plan includes a number of social measures designed to rationalise and regulate the industry.

ITF Fisheries Bulletin now available

The ITF Fisheries Bulletin — the first ever ITF Publication for Fishermen — has just been published in English.

The 28-page magazine includes articles on the environmental threat to the world's oceans, the health and safety of fishing work, the activities of the International Labour and Maritime Organisations and a round-up of news and views from ITF-affiliated fishing industry unions throughout the world.

The Bulletin is designed to inform union members about the role of the ITF and to encourage greater international solidarity between unions in the fishing industry.

Writing in the Bulletin, ITF Fishermen's Section Chairman Oli

All fishermen will have to be covered by a proper contract of employment and will have to pay unemployment insurance contributions. Minimum professional training and qualifications will also be required for all new fishermen.

Jacobsen, from the Faroese Fishing Union, welcomes the launch of the new publication and appeals to affiliated unions to submit articles for future issues so that the publication can become a regular service to the ITF Fishermen's Section.

The Bulletin is being distributed amongst ITF affiliates and sympathetic organisations. Copies are available to any interested organisation or individual upon request: write to the Research and Publications Department at the London Headquarters. The Bulletin is now available in the English language and will shortly be available in Norwegian, Spanish, French and German. Please specify language(s) and quantity when you order.



FORTHCOMING MEETINGS

9 April	Flight Deck Technical Committee	London
9 April	Ground Staff Technical Committee	London
10-11 April	Civil Aviation Section Committee	London
15-17 May	Road Transport Workers' Section Committee	Copenhagen/ Södertälje
3-4 June	Dockers' meeting	London
4 June	Seafarers' meeting	London
5-7 June	Fair Practices Committee	London
11-12 June	ITF/PSI Urban Transport Working Group	Nantes

OBITUARIES

First ITF Civil Aviation Chair Roger Lapeyre...

Veteran French trade union leader **Roger Lapeyre** died on February ninth.

Roger was General Secretary of the ITF-affiliated Force Ouvrière (FO) Public Service and Transport Workers' Federation from the Liberation of France until his retirement in 1973 and helped found the FO trade union confederation, one of the major trade union groupings in France today.

During nearly thirty years as head of the FO union, he was responsible for overseeing vast improvements in the conditions of life and work of both public service and transport workers in his native country, where he is held in high regard by the entire labour movement, particularly the ITF's transport affiliates, who owe him a considerable debt for the sustained effort and the keen intelligence which he brought to their cause.

On his retirement from trade union office, he devoted his very considerable talents to helping to train the next generation of trade union activists.

Roger holds a special place in ITF history. He was the first-ever Chairman of the ITF Civil Aviation Section, elected at its inaugural Paris conference in October 1949 in line with the 1948 Oslo Congress resolution calling for the founding of a section to represent the interests of ground and flying personnel. He was chairman for nine years, during which he presided over a significant growth in the membership of the Section and the range of its activi-

ties. In these early years, the Section drew up key policies on crew complement and flight and duty time limitations, a model collective agreement was evolved for cabin crew and considerable attention was devoted to improving the working lives of ground staff.

Under his leadership, the Section pressed the International Labour Organisation (ILO) to establish tripartite machinery for dealing with civil aviation issues and it was as a direct result of these efforts that the ILO convened a bipartite meeting in 1956 to discuss conditions of employment in the industry, which set the stage for the tripartite meetings so long advocated by the ITF Civil Aviation Section.

Although he retired from the chairmanship at the ITF's 1958 Congress in Amsterdam, Roger remained active in the Section, attending meetings and ITF Congresses to press for further improvements in working conditions of workers in the aviation industry. He also played a significant part in the work of the ILO on behalf of transport workers generally, attending many of its meetings over the years as a workers' representative.

As a leader of French public service workers, Roger made a major contribution to the growth of the Public Services International.

Roger will be remembered as a man who was greatly respected and liked by all he came into contact with and as a trade unionist of great courage and dignity, who helped the

French labour movement emerge from one of the most difficult periods of its history and re-establish itself as a strong and viable force for good in the community.

Keith Mortimer, former National President and President of the Geelong branch of the ITF-affiliated Waterside Workers' Federation of Australia, died on November eleventh 1990, aged 74.

— CORRECTION — **Reuben Mathies is alive and well**

We are pleased to report that **Reuben J Mathies**, President of the Liberian Federation of Transport Unions, did not die in the civil war as reported in the January issue of ITF News.

Joseph Pupoh, who is General Secretary of the Sierra Leone Dock Workers' Union, has written to ITF General Secretary Harold Lewis saying that he met Mathies during a visit to Monrovia in December and also heard a recent radio announcement by him on Liberian radio.

Pupoh's union has been helping Liberian dock workers who fled to Sierra Leone following the troubles in Liberia, with the assistance of an ITF appeal fund.

We hope that Reuben will accept our sincere apologies for this genuine mistake, and our good wishes for the future.

GENERAL SECRETARY : **HAROLD LEWIS**

PUBLICATIONS OFFICER : **DAVID COCKROFT**

International Transport Workers' Federation

Federación Internacional de los Trabajadores del Transporte

Internationale Transportarbeiter-Föderation

Fédération Internationale des Ouvriers du Transport

Internationella Transportarbetarefederationen

133-135 Great Suffolk Street, London SE1 1PD

Telephone: +44-71-403 2733

Telex: (051) 8811397 ITF LDN G

Fax: +44-71-357 7871

Cables: Intransfe, London SE1

E-mail: Geonet - GEO2:ITF