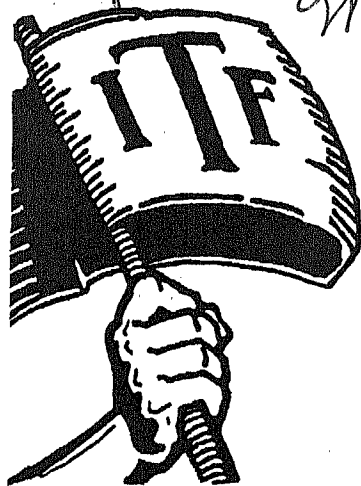
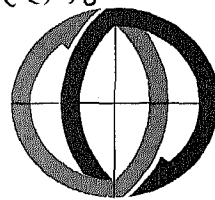


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NEWS



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No. 4 May/June 1995

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Fish wars

The worldwide crisis in fishing: page 3

ILO censures El Salvador, Indonesia and Peru

THE International Labour Organisation (ILO) has called upon the governments of El Salvador, Indonesia and Peru to conduct inquiries into unsolved crimes against trade unionists and violations of human and trade union rights.

Grave violations of the human rights of workers and trade union members in all three countries including assassinations, torture and detentions were formally brought to the attention of the ILO's Governing Body on 6 April.

The complaints against El Salvador include allegations of assassinations and injuries inflicted upon union officials and members, detentions, dismissals and interference in trade union activities. Complaints against Peru were brought by the General Confederation of Peruvian Workers' Trade Unions, representing miners, metalworkers, steelworkers and teach-

ers. These include allegations of killings, disappearances, detentions, torture of trade unionists, repression of demonstrations, ransacking of union premises and violation of trade union rights.

The complaints against Indonesia submitted by the International Confederation of Free Trade Unions (ICFTU) concern violations of trade union rights "including the denial of the workers' right to to form organisations of their own choosing, interference by government authorities, the military and employers in trade union activities and the ongoing restrictions in collective bargaining and strike action".

An example is the case of Muchtar Pakpahan, leader of the independent Indonesian trade union (SBSI), who earlier this year was sentenced to four years imprisonment. ■



PEOPLE

WE send warmest congratulations to ITF Executive Board member **Franz Hums**, President of the Austrian Railwaymen's Union (GdEÖ), on his appointment as Austrian Minister of Employment and Social Affairs.

Val Birnie, Assistant General Secretary of the British Transport Salaried Staffs' Association (TSSA) for the last seven years, retired in March at the age of 61. A Scot with wide experience representing TSSA members in road freight, the docks, British Rail and London Transport, Birnie has worked full-time for the TSSA since 1964. He is succeeded by fellow Scot **Dennis Cameron**, aged 50, who has been the TSSA's Divisional Officer since 1988.

Arne Bruun, President of the Danish Ships'

Catering Personnel Association, retired at the end of April. Bruun has been a member of the association since 1950, serving for 16 years on its Executive Board, and then acting for two years as union Secretary before becoming President and Administrative Secretary in 1979. For most of his long union career, Bruun has been active within the ITF Seafarers' Section, where he has been a member of the Standing Committee on Maritime Mobile Offshore Units since it was first set up in 1984.

A new leadership team was elected at the 19th Annual Council Meeting of the Fiji Federated Airline Staff Association (FASA) on 24 April. They are: National President **Fatiaki Panapasa**, National Vice President **Dewan Chand** and National Secretary **Abid Hamid Khan**. ■

● The master of a Korean fishing vessel is shot dead by a Moroccan patrol boat and the crew (all members of the Federation of Korean Seafarers' Unions) are detained in port for a month.

● Britain's agriculture minister warns Spanish fishermen that the navy will use gunboats to protect fish stocks in British waters.

● Malaysia fires on and detains a Chinese trawler in an area disputed by China, the Philippines, Vietnam, Brunei, Taiwan, and Malaysia. Four of the crew are injured.

● Australian navy patrol vessels capture 12 motorised Indonesian fishing vessels off Western Australia. 116 Indonesian fishermen are put into custody.

● A Spanish trawler crew and skipper are detained by South African marine conservation officials for using an illegal "wall of death" gill net.

● Sixty-two Chinese fishermen are arrested in Philippine waters for poaching sea turtles.

● Irish authorities seize a Spanish trawler on suspicion of illegal fishing activities off Ireland's south west coast, and the skippers of another three Spanish trawlers are arrested on suspicion of exceeding their quotas.

THESE are but a few of the fishing related disputes which have been reported in the press over the past two months. Then of course there has been the well-publicised dispute between Canada and Spain and Portugal over fishing quotas off the coast of Canada, settled in late April after talks between Canada and the European Union.

The settlement involved agreement on adjusted fish quotas, as well as sweeping new enforcement measures. It was not welcomed by Spanish fishermen, nor by rightist opposition leaders in Spain, who attacked the deal as a sell-out.

More recently, talks between the European Union and Morocco over a new licensing accord between the EU and Morocco broke down. On 30 April the three-year fishing pact expired, leaving over 600 Spanish and 40 Portuguese vessels to vacate Moroccan waters.

Morocco is seeking to reduce quotas, increase fees and stipulate that 35 per cent of the crew of EU vessels should be Moroccan. Morocco argues it has a long-term and strategic vision, while the EU is pursuing a short-term approach. It is estimated that some 40,000 to 50,000 jobs in Spain depend on the Moroccan deal. It is anticipated that it will take some weeks at least before any agreement is reached. Meanwhile the situation

Fish wars



ITF researcher Jane Barrett looks at the underlying causes behind fishing disputes around the world

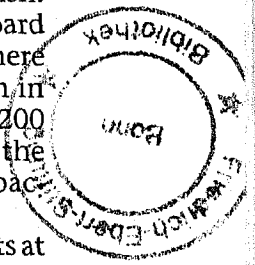
is potentially even more explosive than that which existed between Canada and Spain.

But what are all these disputes about? Why such an apparently sudden eruption of conflict over fish, one which involves hundreds of thousands of fishermen worldwide?

Since 1970 the world fishing fleet size has increased twice as fast as world catches of fish. Not only this, but the technology on board fishing vessels has increased to the point where examples can be found of vessels which can in half a day equal the annual catch of 1,200 traditional fishermen. The expansion in the world fleet has led to an excess in fishing capacity.

Combined with the fact that for newer fleets at least 46 per cent of annual total revenue earned is ploughed back into covering the capital involved in the vessels, this has put pressure on fishing fleets to extend their searches for profit.

Continued overleaf



Strikes in Latin America

SEVERAL Latin American unions have come into conflict with their employers and governments over the past month.

ARGENTINA

In Argentina, ITF-affiliated transport unions were amongst the leaders of a successful general strike against the policies of the Menem government on 21 April.

PARAGUAYAN UNION STRIKE

Members of one of the ITF's Paraguayan affiliates, la Unión de Sindicatos de Trabajadores de Transporte (USTT-FETRAT) joined a successful transport workers' strike on 3 to 7 February. Employers and unions afterwards came to an agreed settlement.

Although USTT-FETRAT had fulfilled all the conditions to make the strike legal, the employers subsequently reneged upon their agreement by taking action against the union in the courts.

Concerned that the outcome of the case would depend more on employer influence on the court than on proper justice, USTT-FETRAT approached the ITF who intervened

by sending protest letters to government ministers and the supreme court in Asunción.

SACKINGS IN HONDURAS

The ITF has also received information on a conflict in Honduras involving the ITF port workers' affiliate, SITRAENP.

Last year, the Honduran government, through the application of a decree ordered all public companies to cut jobs. SITRAENP has informed the ITF that their employer, the national port company Empresa Nacional Portuaria has recently made members of the union forcibly redundant "in a discriminatory way".

SITRAENP, despite being legally recognised as the workers' representative, was neither consulted nor involved in the redundancy process, which was in violation of Honduras' own labour code.

ITF General Secretary David Cockroft supported the union's proposed industrial action, writing to members of the government and asking them to intervene personally in the case. ■

Fish wars

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able fish catches — both territorially and in terms of species.

From the early 1980s massive growth in the total marine catch has been recorded in the lower value fish species that used to be ignored. But even these are becoming scarcer. Young fish, also previously ignored, are now being sought after (in most cases illegally).

The United Nations' Food and Agriculture Organization has warned that nine of the world's 17 major fishing grounds have been devastated by over-fishing, with four more under serious threat. There is no shortage of legislation and international agreements governing the rights and obligations of vessels on the high seas, nor of local and international law governing fishing within the defined economic zones off the shores of all nations.

However, few states have implemented or enforced the obligations over the fleets flying their flags. And in many cases fleets have changed flags in an attempt to evade regulations. Everybody is dipping into everybody else's pockets, and nobody is innocent. The Worldwide Fund

for Nature describes the industry as being run on "the economics of a madhouse". The problem is that for commercial fishing companies, the rewards remain great. One trawler with a single catch of 400 tonnes of fish can rake in more than £1.5m.

If the current crisis of over-fishing continues, the worldwide consequences could be dire. It is estimated that 100 million of the world's poorest people, including millions of traditional fishermen, depend on fisheries in one way or another for their livelihoods. Not only this, but the world's food resources could be dangerously put at risk.

In Asia alone 1 billion people rely on fish as their main source of animal protein, and in Africa one-fifth of the continent's people. No-one quite knows what the impact continued over-fishing will have on other marine wildlife, but serious imbalances are inescapable.

The ITF believes that the long-term interests of fishing workers can only be served by developing strategies which address the problem of rehabilitating the fisheries, and which serve to control and regulate the fishing industry in a fair manner. Only when those who own and control the fishing vessels are forced to adhere to agreements, and to think ahead, will the arrests and shootings stop. ■

Photos please



Following the appointment of Sarah Finke as the ITF's Acting Women's Officer, the ITF is putting together its plans for women's initiatives and activities.

Some affiliates have already received messages asking them to send in photos of women transport workers — here you can see some of the pictures we have been sent. Thanks go to those of you who have contributed.

We would also be very happy to receive cartoons, personal accounts, articles and ideas from women transport workers and their supporters. Please address your contributions to Sarah Finke at ITF headquarters.

● Above: Japanese cabin crew on the march earlier this year; left: an Austrian bus worker.

Worldwide attacks on organised women

HARASSMENT and violence against women trade unionists in Algeria, the blatant exploitation of Latin American women in the continent's Export Processing Zones and the need to address the concerns of young women were among the topics of debate at the 71st meeting of the International Confederation of Free Trade Unions' Women's Committee in Brussels on 30 and 31 March.

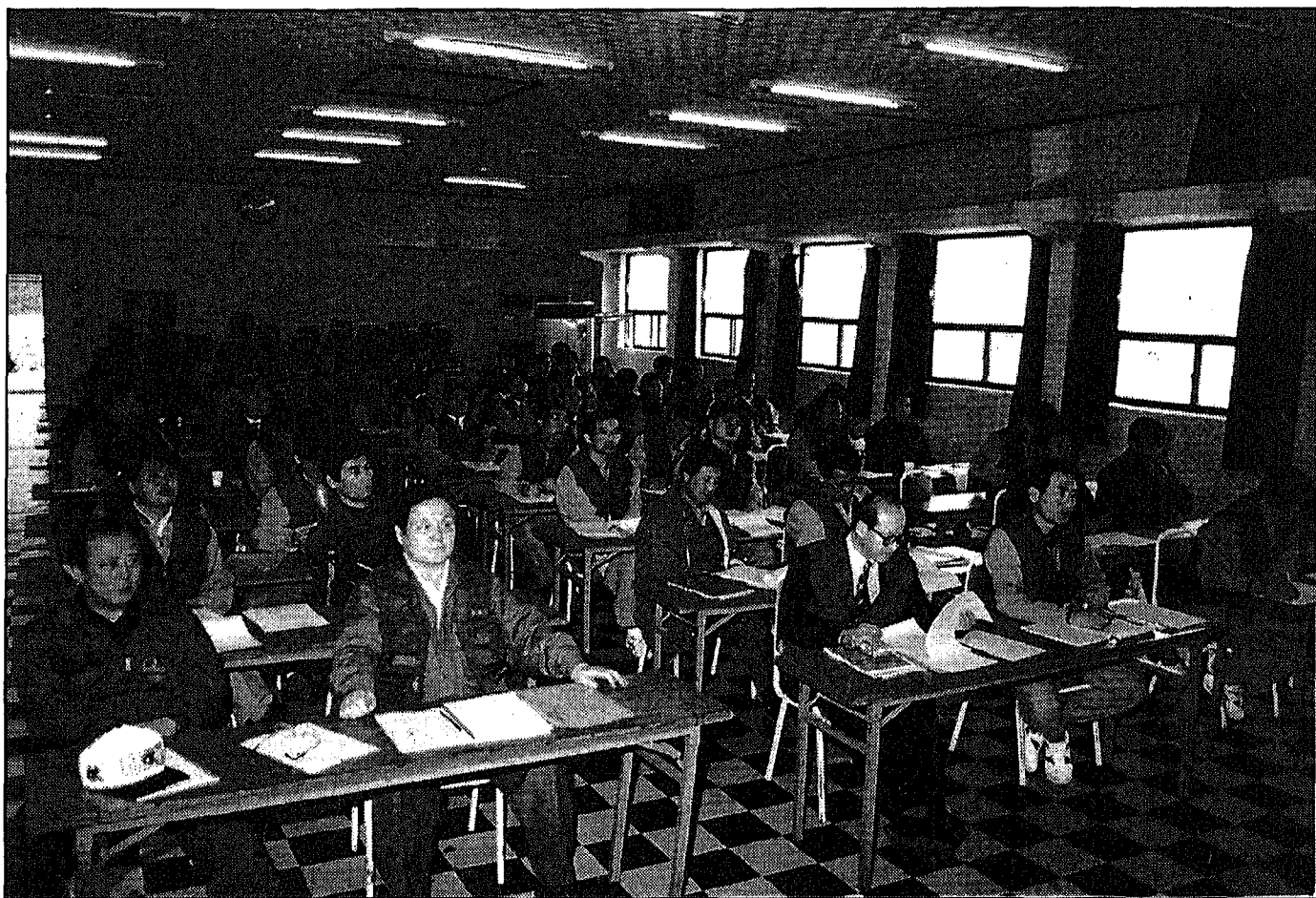
The UN World Women's Conference in Bei-

jing on 4 to 15 September 1995, the success of the ICFTU's own worldwide conference in The Hague in October 1994 and preparation for the ICFTU's congress, together with women's participation in the ILO, were also discussed.

THE CHINA QUESTION

On the subject of the Beijing conference, the

Continued overleaf



Participants at the ITF-affiliated Federation of Korean Seafarers' Unions Education meeting for trade union leaders, held on 23 and 24 March, in Song Jong, Pusan.

Women

From previous page

women at the meeting were encouraged by the ICFTU's lobbying success at the UN's Social Summit, held in Copenhagen earlier in the month.

Participants reported that the majority of the pro-labour amendments to the Copenhagen conclusions had been the work of trade unionists on government delegations; the events organised at the NGO forum had boosted morale, but the real work had been done at the governmental level.

The same will apply to the Beijing women's conference. The ICFTU is sending a delegation, but it has been encouraging as many women trade unionists as possible to join their government delegations.

The ICFTU's own conference in October resolved that unions should demonstrate solidarity if the Chinese authorities refuse entry visas to any member of a non-governmental organisation delegation, including exiled Chinese trade unionists.

A letter-writing campaign is most likely to be the response to any such development, although exiled railway worker Han Dong Fang has expressed concerns that a trip to the Conference may be too dangerous for a banished Chinese trade unionist to attempt.

ALGERIAN "HORRORS"

Following interventions from French and Italian representatives, it was agreed to draft a resolution on the situation of women in Algeria.

"Women are in the front line in this struggle. Some are being killed just because of their sex," explained Beatrice Ouin, of the French CFDT. "We have to express our horror at this escalating violence."

A WOMAN PRESIDENT FOR THE ICFTU?

Delegates agreed on the importance of preparing for the ICFTU's 16th World Congress in Brussels in June 1996. One of the suggestions made was that a woman candidate be found for the position of president of the ICFTU.

Changes to the role and functioning of the women's committee are also under consideration. ■



INLAND TRANSPORT

Bleak future for US passenger rail

AS if the situation for passenger rail services in the United States was not bad enough, impending measures proposed by Congressional conservatives for Amtrak, the national railway, can be compared to kicking a man when he is already down.

Even during the ultra-conservative Reagan years, the Democratic (liberal) Congress always provided adequate funding to keep most of the passenger rail system running and in good repair. The Republicans (conservatives) seem, however, entirely unsympathetic to Amtrak's woes, especially at a time when the railway is experiencing the worst financial difficulties ever and much of its equipment is in serious disrepair.

Reducing the annual \$1 billion government "subsidy" is the main aim of conservative legislators, who stand behind Amtrak's president Tom Downs' calls for "restructuring". Facing a \$200 million operating deficit, the rail company announced plans last December to eliminate trains nationwide and lay off one-quarter of its 23,000 employees. Not even such austere measures, however, would help the overall health of the railroad, which has been financially starved for a good six years now.

Continued governmental funding for Amtrak will most likely not be entirely cut off this year, but lawmakers are likely to approve a level of spending which would be the lowest in over 25 years. Amtrak supporters claim that the company's financial woes are due to extremely low capital budgets since the 1980s, which has meant that the railway has not been able to replace worn-out rolling stock, or purchase enough new cars to meet peak season demands on popular routes.

The severity of the situation was brought to light by the Congressional auditing agency, which issued a report in December 1994 stating that: "The depletion of Amtrak's physical assets ... is perhaps a greater threat to the railroad's financial well-being than the current shortfall in operating funds." The report added: "Amtrak currently estimates that even with the reduced route system announced in December 1994, it



Amtrak: Under threat from Congress.

needs capital investment of over \$4 billion to purchase rolling stock and bring the infrastructure into a state of good repair."

The proposed route cuts and management restructuring will bring about the redundancy of about 4,600 hourly employees, that is one-quarter of the unionised work force, and 900 managers, one-third of the managerial staffing. And if lost jobs were not enough, in further attempts to remedy Amtrak's dire financial situation, Congress is preparing to pass legislation which would change federal laws governing railroad employees, including the severe reduction of federally mandated severance pay regulation for rail workers who lose their jobs because of route cuts or freight rail mergers. Currently Amtrak has to pay six years salary to workers who are displaced by route elimination, or lose their jobs because they do not wish to relocate. Impending legislation would reduce that to six months for Amtrak workers, and four years for freight rail workers who lose their jobs due to mergers.

Rail unions, which are of course opposed to the measure, are further seeking to preserve current standards for workplace injury processing, and also seeking a ban on Amtrak contracting out work to non-union workers. ■

New tunnel safety standards needed

A COMPREHENSIVE body of national safety standards is essential to safeguard users of the growing international network of road and rail tunnels that are being constructed for environmental reasons or because of the nature of the terrain in mountainous regions.

This was the main conclusion of the Second International Conference on Safety in Road and Rail Tunnels held in Granada from 3 to 6 April.

In all 250 delegates representing safety authorities, road and rail operators, tunnel authorities, researchers, constructors and equipment manufacturers attended the conference, including ITF Assistant General Secretary Graham Brothers, as international spokesman for workers in the road and rail sectors.

The conference identified a range of problem areas that could compromise the safety of bus, train and car passengers. Emergency procedures

developed by tunnel operators were often too complicated and hence unsuited to real life emergencies. Professional staff did not always give the assistance they should because of inadequate training, especially in dealing with fires — a rare event, but the one most feared by tunnel users.

Train and bus passengers needed precise instructions on how to escape from a tunnel, delegates stressed. This was an absolute priority as coach passengers in road tunnels had to rely almost entirely on their own resources in an evacuation. Even in rail tunnels, where the situation was a little better, there would only ever be a limited number of qualified staff to advise and assist train passengers.

More attention must be given to the safe evacuation of disabled passengers, delegates also insisted. ■

Indians set convention date

THE annual convention of the All-India Railwaymen's Federation will be held in Indore from 30 October to 3 November against the background of growing union fears over privatisation of Indian Railways. The ITF-affiliated AIRF is predicting that privatisation will inevitably result in a worse service for passengers and job cuts among Indian rail workers. ■

New Zealanders in protest strike

A 24-HOUR strike by the ITF-affiliated New Zealand Combined Union of Railway Employees (NZCURE) on 24 March, and meetings with New Zealand Rail over negotiations for a new collective employment contract have resulted in little progress. NZCURE is seeking a pay increase of 3 per cent whilst NZ Rail has offered only 1.5 per cent and is trying to introduce a two-tier contract with different wages and conditions for new employees.

NZ Rail has withdrawn swipe cards used for entry to Wellington railway station, held by union staff and given notice of termination of a commercial telephone agreement between NZ Rail and the union. The national executive has called for an overtime ban, not working on rostered days off, and a work to rule. A national ballot is being held to determine support for the planned action. ■

Ministers asked to extend mandate

A PROPOSAL that the newly created Task Force on Social Costs of Transport should deal with civil aviation as well as road, rail and inland waterways was agreed at the 1995 Annual Hearing of Governmental and Professional Organisations by the European Conference of Ministers of Transport (ECMT) held in Paris on 10 April. This recommendation will now go to the June 1995 meeting of the Council of Ministers in Vienna for formal approval.

The setting-up in March 1995 of the task force follows pressure from the ITF, which for some years has been urging the ECMT to make a detailed study of the external costs of transport.

The task force will spend the next two years producing a detailed report and policy recommendations for presentation to the Council of Ministers.

After further consideration of the separation of railway infrastructure from operations — a topic raised by the ITF and the International Union of Railways at the recent ECMT railway seminar (see ITF News No. 2, March 1995) — it was decided that the Council of Ministers should be asked to authorise an ECMT study, with special reference to Central and Eastern Europe.

The hearing also discussed the integration of Central and Eastern Europe into a pan-European transport network and Danube river traffic. ■

Victory in Hungarian rail strike

IN the biggest industrial dispute to hit Hungary since the emergence of free trade union activity in the late 1980s, the ITF's rail affiliate is claiming victory after unions brought the country's trains to a virtual halt for 86 hours.

Settlement was reached when the MAV state rail service agreed to union demands to maintain the current collective agreement and to schedule talks for September on improving wages.

MAV had planned to introduce a new bonus payment system and reduce shift payments in order to save costs. But unions representing all 60,000 railway workers united to oppose the move and called an indefinite strike from 20 April.

MAV announced on the first day of the strike that the number of passenger services

had been cut from 2,588 to 472.

The ITF-affiliated Free Trade Union of Railway Workers hailed the conclusion of the dispute as a significant victory for the strikers and the whole Hungarian trade union movement.

Several groups of Hungarian trade unionists pledged solidarity with the rail workers, including aircraft repairers, who called a 20-minute sympathy stoppage, and health workers and power station employees, who threatened stoppages unless the government intervened to resolve the dispute.

The ITF added its voice to the calls for government action. General Secretary David Cockroft wrote to Prime Minister Gyula Horn urging him to put pressure on the management of the state rail network to honour the collective agreement with the unions. ■

French unions demand to be consulted on business plan

IN a strong display of unity, all three ITF French rail affiliates (the CFDT, FO Cheminots and FMC) staged a nationwide walkout from 20.00 hours on 29 March to 08.00 on 31 March, bringing rail services throughout France to a virtual standstill.

The rail unions are protesting at the lack of consultation on the new five-year business plan for the French national railways (SNCF), due to be introduced this summer.

They point out that so far they have merely been informed of the progress of negotiations on the plan between the rail company and the public authorities and are demanding to be included in round table discussions.

Union fears centre on the four main planks of the plan:

- the offer of shares in the SNCF group on the stock exchange,
- the conversion of the road freight company SERNAM into an autonomously managed subsidiary company,
- the private financing of future TGV high speed rail routes,
- the reform of regional rail transport.

The rail unions are concerned that allowing private investors access to the TGV network would mean the development of only the most profitable new routes. Few passenger services would survive, they assert, and rail freight serv-

ices would be cut back savagely.

In sum, the unions maintain, the business plan ignores the needs of rail users and would actively prevent the SNCF from offering a full range of services on an up-to-date and well maintained network.

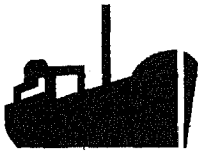
According to the ITF affiliates, the business plan crucially fails to address the prime weakness of the SNCF: its crippling debt burden, with losses running at close on 175 billion French francs.

In a joint press release, the unions said that the SNCF must rethink the plan. What was needed was a wide-ranging public debate on the future direction of the SNCF involving all interested parties.

Responding to these charges, SNCF director general Jean-François Bénard insisted that negotiations were still at the exploratory phase and that firm choices would follow later.

Bénard said the unions could not be invited to the negotiating table because they were not signatories to the plan. He also rejected union allegations that decisions were being taken "behind closed doors".

The rail unions are maintaining their state of readiness and will be organising a massive demonstration in Paris on 31 May followed by a joint union deputation to Transport Minister Bernard Bosson. ■



SEAFARERS

Baltimore ITF meeting debates health and safety matters

Nineteen-ninety-four was a disastrous year for shipping safety. According to official figures from the Institute of London Underwriters, 103 vessels of over 500 gross tons were a total write-off and 1,460 lives were lost at sea. At least 210 of these were seafarers. These figures do not count the thousands whose deaths and injuries are never counted in the statistics, either because they were working aboard a vessel smaller than 500 grt (such as many many fishing vessels and small cargo vessels) or the vessel was not totally lost. So not included are those seafarers who die as a result of engine fires, who fall overboard, who are crushed by shifting cargo, who slip fatally and who die in liferafts or drown after abandoning ship. And of course there are those who die of diseases such as malaria caught in foreign ports.

THIS was the background against which 40 delegates from ITF affiliates worldwide met in Baltimore early in April to discuss maritime safety.

INTERNATIONAL MARITIME ORGANIZATION AND THE ITF

The meeting started with reports and discussion on the ITF's participation in various safety related committees of the IMO. Sven-Erik Nylund was re-elected to co-ordinate the work of the ITF at the IMO.

The first issue that was tackled was the IMO Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), which is currently undergoing revision. The question of "solo watchkeeping" was discussed, and the committee reiterated its total rejection of the attempts to incorporate the practice of solo watchkeeping on board at night into the revised STCW Convention, and agreed to urge all national maritime administrations to ban the practice in their waters.

A discussion on the STCW provisions on basic

safety training followed. The committee again emphasised that any international regulation of basic training must cover all those employed or engaged on board — including catering crew in cruise ship hotel departments. It was noted that the ITF has been unable to get the parties at the IMO to agree to extend the convention to cover maritime mobile offshore units.

The question of fatigue and hours of work of watchkeepers was also discussed, with the committee resolving to support the compromise text of the STCW Code, especially the recommendation that watchkeepers' maximum working hours over a specified period should not exceed 12 hours per day.

Other IMO related matters discussed included the ITF's input on the question of ro-ro ferry safety (obviously very topical, given the *Estonia* disaster in September 1994), on bulk carrier safety, on the formulation of a cruise ship safety policy, and on the carriage of irradiated nuclear fuel.

The current IMO discussion on the absence of proper adherence to IMO Resolutions by many flag states was also discussed. The committee agreed that it should be argued at the IMO that those flag states not adhering to Resolutions should be subject to some form of sanction.

PORT STATE CONTROL

As a result of the failure of some flag states to effectively control vessels flying their flag, the question of "port state control", whereby foreign vessels are inspected at the port of arrival, has become increasingly important. The key element of port state control is the inspection of safety provisions — including fire fighting equipment, lifesaving equipment, engine safety and so on. The committee agreed that it needs to step up input on the question of Port State Control at the IMO, the ILO, and also at the regional level.

TONNAGE THRESHOLDS IN THE ITF MANNING SCALE

It was noted that the manning scales contained in the ITF Standard Agreement are all in terms of GRT (gross registered tonnage), whereas increasingly tonnage is calculated as simply gross tonnage. GT is often much larger than GRT. There-

Continued on next page



Dockers support Vancouver strike

ITF Inspector Peter Lahay (with clenched fist) and the crew of the Maraton 1 celebrate after receiving their long voyage bonus.

A COMBINED strike by Peruvian seafarers and a sympathy walk-out by local dockers ensured that the crew of the Panamanian-flag *Maraton 1* received a prolonged voyage bonus to which they were entitled according to their collective agreement.

The 24 crew members shared US\$22,875 between them from Peruvian owners Naviera Humboldt SA.

The action was co-ordinated by the ITF's Inspector in Vancouver, Peter Lahay, who said afterwards that it had been "a classic example of two ITF affiliates working together for the common good of seafarers".

The ITF had been approached for help by the crew after the vessel arrived in Vancouver at the end of February. When a delegation of four of them walked into his office to explain their grievance, Lahay recognised one of them from a ship visit he had made 12 months previously.

Contact was next established with their union in Lima, Peru, the ITF-affiliated Sindicato de Trabajadores Tripulantes de Naviera Humboldt. Strike placards were put up, and the dockers on board the ship immediately left.

Later that day word came from Lima that the company had agreed to meet the union, and by the following day the money owed had been paid to a happy crew. ■

Baltimore meeting

From previous page

fore the ITF will increasingly have difficulty in calculating manning scales. The committee agreed to the establishment of a Correspondence Group of experts on tonnage to pursue the problem.

WORKING PARTY ESTABLISHED

A working party was elected to develop recommendations for policies on cruise ship safety, safe ships and manning.

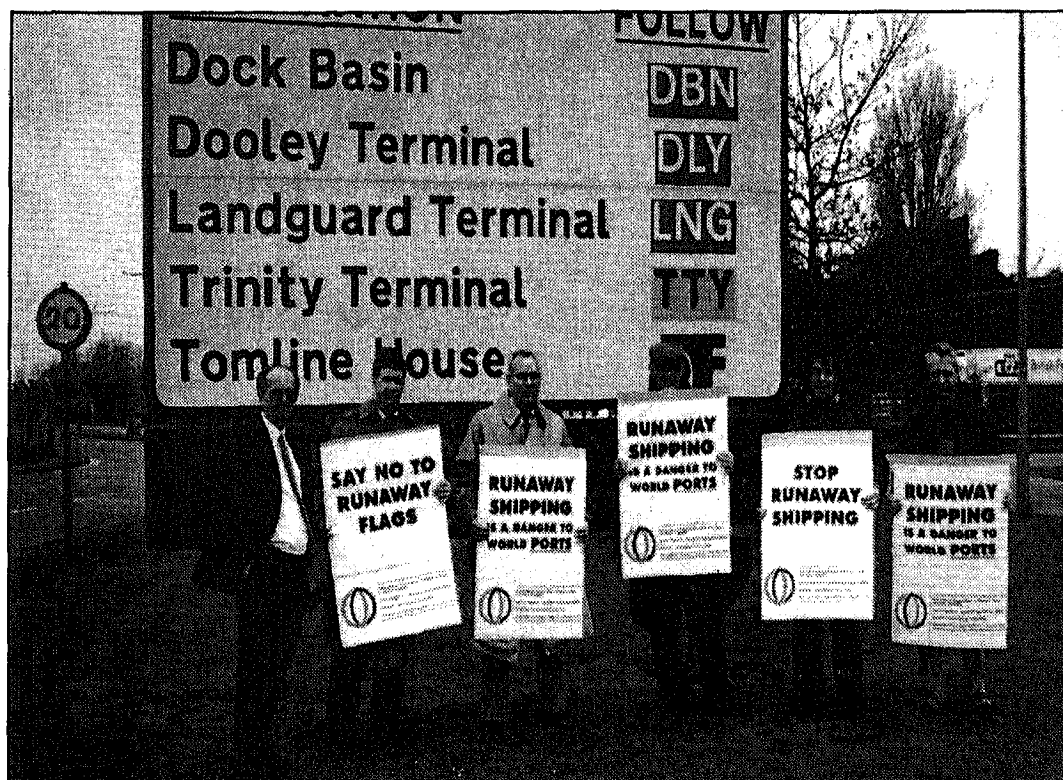
The human element — commonly accepted as being related to 80 per cent of all maritime casualties — was referred to the working party for further consideration. The human element refers to issues such as fatigue, lack of a common language, inadequate training, procedures not being followed, and error. The working party

was also entrusted with the task of considering the various ITF collective agreements with a view to making recommendations to incorporate safety clauses in them.

INFORMAL MEETING WITH THE US COAST GUARD

During the course of the meeting an informal one-day panel discussion took place with representatives of the US Coast Guard. The discussion fruitfully exchanged views and covered issues such as Port State Control, the STCW, the human element in safety, ro-ro safety, bulk carrier safety, and flag-state implementation. ■

US unions fight reflagging



Officials of the three US maritime unions are joined by local TGWU (UK) representatives at the port of Felixstowe (England) to await the arrival of the flagged-out *Sea-Land Freedom*. Pictured from left are: Peter Landles (TGWU), Mark Zalinski (MEBA), Jim Hopkins (IOMMP), John Fay and Spiro Varras (SIU) and Trevor Kent (TGWU).

Hamburg backpay

BACKPAY amounting to US\$48,000 was secured by the ITF for the mainly Indian crew of the Cypriot-flag *Spinoza* before the ship left Hamburg in March.

The ITF Inspector in Hamburg, Ulf Christiansen, found that the Cypriot collective agreement was not being applied by Amer Shipmanagement.

He also discovered that some of the 25 crew members had been on board the freighter, which is on charter to ZIM Israel Navigation, for 16 months without a break. ■

Swedish boycott

THE Filipino crew of the Panamanian-flag *Sanko Peace* sailed from Halmstad, Sweden, at the end of February US\$74,000 better off and with a newly negotiated ITF standard agreement giving them security for the future.

ITF Inspectors Olle Borgström and Peter Christoph went on board the Japanese-owned vessel when it arrived in port to load timber for Japan and soon established that the 20-strong crew did not have an acceptable agreement. A boycott was called by the ITF, and the vessel lay idle for two days as a result of action by ITF affiliates, the Swedish Transport Workers' Union and the Swedish Ship Officers' Association. ■

ITF AFFILIATES in North America are on the trail of containerships being flagged out to the Marshall Islands by US company *Sea-Land*.

The first ship to haul down the US flag was the *Sea-Land Freedom*, which transferred to the flag of convenience registry in February.

Officials of the three US unions whose members' jobs are threatened by the company's actions — the Seafarers' International Union, the International Organisation of Masters, Mates and Pilots and the Marine Engineers' Beneficial Association — immediately got in touch with fellow ITF affiliates around the world.

In March the *Sea-Land Freedom* was expected in the British port of Felixstowe, where SIU, IOMMP and MEBA officials arranged to meet the ship.

Support had meanwhile been pledged by British ITF affiliate, the Transport and General Workers' Union, which represents dockers in the port. But the company found out about the planned protest and was forced to divert the ship to Hamburg.

Sea-Land is transferring five ships to the Marshall Islands, a self-governing US trust territory in the Pacific, and replacing American crews with cheaper foreign labour under a contract with Monaco-based managers V Ships. ■

Creative industrial action wins claim for Russian crew



Jubilant crew members of the Ionian Jade prepare to board their flight home from Amsterdam to Russia after the ITF helped them recover 10 months of wages.

THE Russian crew of a tanker in Amsterdam made sure they received the 10 months of back pay owing to them by agreeing to discharge the vessel's gas oil only as instalments of the money arrived on board.

The tactic was suggested to the crew of the Panamanian-flag *Ionian Jade* by the ITF. Gert-jan Harmsen, the local ITF Inspector, meanwhile negotiated US\$189,614 from representatives of the Piraeus-based managers, Adriatic Tankers, for the 20 seafarers — plus their repatriation to Vladivostok. The ITF was called in to help after the crew had dropped anchor off the Hook of Holland at the end of February and refused to sail to Dunkirk, France, until their outstanding wages were paid.

The settlement reached by Harmsen resulted in \$80,000 being delivered to the ship as unloading began, with the balance of nearly \$110,000 to be paid on the following day. ■

Banquet for abandoned crews

A THREE-COURSE dinner was organised for the stranded crews of 10 vessels laid up or abandoned in Holland by the ITF's Rotterdam Inspector, Gert-jan Harmsen, after a television news item roused public concern over the issue.

More than 70 seafarers enjoyed the meal and after-dinner entertainment at a restaurant in Sliedrecht. It was paid for by the Rotary Club at Alblasserwaard, near Rotterdam, whose members had been moved by a news report over Christmas about the plight of crews on two such ships: the Romanian-flag *Vaslui* and the Panamanian-registered *Yehya*.

In fact the TV reporter and camera crew had been alerted to the story by Gert-jan Harmsen, who also accompanied them to visit both vessels. He later supplied the list of eight other abandoned crews to the Rotary Club's committee. They included two other Romanian-flag ships, three former East German-owned dredgers, plus Honduran, Angolan and Ivory Coast-registered vessels. ■



A gypsy band provided musical entertainment for the crews of the 10 abandoned vessels in Holland.



CIVIL AVIATION

Unions stop Iberia plans to engage Frank Lorenzo

FRANK Lorenzo, notorious for his union-busting and airline-bankrupting tactics in the United States, has been denied a board position by Iberia following intense pressure from the airline's Spanish trade unions backed up by the ITF. The move, which comes just a year after US trade unions succeeded in having Lorenzo declared unfit to run his own airline, leaves Lorenzo once more out in the cold as far as airline management is concerned.

The Spanish authorities, through Iberia's holding company INI, had originally proposed to invite Lorenzo to be both a member of the airline's administrative board and to take up a position as adviser to the chairman of the board. In the event, only membership of the board was eventually offered, following labour objections.

However, even an ordinary board seat for Lorenzo proved politically untenable following the exposure of Lorenzo's past record as set out in dossiers provided by the Air Line Pilots' Association (ALPA), and International Association of Machinists, two ITF affiliates in the United States.

Iberia and the Spanish authorities' decision to cold-shoulder Lorenzo is being dressed up for the media as his decision to decline the offer of a position. But most commentators agree that it was action by the unions, who highlighted Lorenzo's past record, that proved to be the nail in the coffin for his ambitions to rejoin a major airline.

The drama at Iberia follows the decision in April 1994 of the US Department of Transportation (DOT) to refuse Lorenzo's company ATX a certificate to engage in interstate and overseas air transportation on the basis of lack of managerial competence and compliance disposition. The official opinion of the DOT explicitly stated: "The record fails to demonstrate that Mr Frank Lorenzo, one of ATX's key personnel and a person who would likely exert strong influence on ATX, has sufficient management ability to ensure that ATX meets safety requirements, or that he is likely to comply voluntarily with legal requirements."

This judgement was reached following formal submissions by the machinists' union and ALPA, and the extraordinary testimony of Joseph Corr, who was chairman and chief executive of Con-

tinental Airlines at the time that the airline was owned by Lorenzo. He stated: "As a result of my personal dealings with Mr Lorenzo, I have come to the conclusion that Mr Lorenzo is not fit to run an airline. I found Mr Lorenzo to be inattentive to matters of safety, dishonest in his dealings with both employees and management, disruptive to the smooth operation of a corporation, and generally unqualified to carry out the duties with which he had been charged."

Lorenzo's past record in US aviation is notorious worldwide; every US airline he has controlled has suffered unprecedented financial catastrophes and been placed into bankruptcy (one of them twice). Eastern Airlines, while under his control, was fined millions of dollars for lack of safety compliance, and in every airline Lorenzo fostered bitter anti-labour management practices, including, in Continental Airlines, the dismissal of the entire workforce and their re-employment on far inferior working conditions.

Lorenzo's name became synonymous with the worst excesses of deregulation in the United States.

Aviation trade unions on both sides of the Atlantic will be hoping that this latest snub to Lorenzo, coming as it does just one year after being declared unfit by the US authorities, will put paid to any future ambitions that Lorenzo might have in the industry. The ITF and its affiliates will, however, remain vigilant and will respond as vigorously to any further inroads that he may seek, as we have in the past. ■

ITF policy digest on globalisation

THE ITF Civil Aviation Section's policies and guidance on international solidarity and globalisation have been published under one cover.

The new digest pulls together the different policies adopted by the ITF's affiliates in response to deregulation and liberalisation in civil aviation. The aim is to make it easier for affiliates to refer to ITF policies and practice when dealing with globalisation and relations with unions in other countries.

As well as including general policies on globalisation, the report reproduces the ITF's guidelines on solidarity assistance and gives

examples of bilateral and multilateral agreements signed by affiliates organising workers in airline alliances and company groups.

Also set out in the digest — which will be updated and reissued from time to time as new policies are adopted and new inter-union agreements develop — are ITF policy and approach to issues facing different industrial groups of workers and on particular topics such as the international regulatory framework for the industry.

Copies will be circulated to all affiliates in the appropriate ITF languages as these are published. ■

Air Canada meets unions and ITF over international jobs pact

ITF AFFILIATES from three different countries have agreed an international pact designed to stop airlines from pitting unions against each by threatening to switch jobs from one country to another.

On 24 April the International Brotherhood of Teamsters (United States); the CAW (Canada) and the TGWU (Great Britain) signed an international jurisdiction agreement under the auspices of the ITF. The agreement pledges each union to refuse to accept any airline reservations work switched to them by a company from either of the other countries.

Immediately after the signing, the unions and the ITF Secretariat went into a meeting with Air Canada's director of labour relations, Pat Heinke, and presented the new agreement to the company.

ITF Civil Aviation Section Secretary Stuart Howard told the airline that trade unions were developing new strategies in response to globalisation. "In the future an increasing number of airlines are likely to find themselves in meetings such as this facing across the table unions from more than one country," he said.

The Teamsters-CAW-TGWU agreement comes as a response to a threat by Air Canada during its negotiations with the US Teamsters to switch reservations work which would normally be done in the US to Canada if it hit union trouble.

The company is eager to set up the infrastructure it needs in the USA to expand into around 20 new Canada-US routes it is planning in the wake of the newly signed US-Canada "open skies" agreement. The company recently made a

similar threat to the CAW in Canada, threatening to move Canadian jobs to the United States.

Cheryl Kryzaniwsky, President of CAW local 2213 which organises Air Canada reservations staff, said: "This kind of threat can be extremely damaging and divisive. The company tries to hold out to one group of workers that they will benefit from someone else's jobs being moved to them. But of course, this work is distributed electronically. Satellite technology makes it extremely easy for the company to move work to any location, to some non-union location elsewhere in the country, or right out of the country altogether."

Marvin Griswold, Airline Director of the Teamsters, told the company: "This agreement makes it quite clear that unions will not be played off against each other."

The agreement is also to act as the basis for increased communication and co-ordination between the unions.

The unions believe that more joint meetings with the company involving the three unions are an essential way forward for dealing with aspects of industrial relations matters which are likely to be relevant to the employees in all three countries.

Air Canada is currently studying the agreement before issuing any response. ■

North American committee set up

THE ITF's new North American Civil Aviation Regional Committee is set to begin work later this year. A preparatory meeting held in Washington DC on 26 April — chaired by Jim Sprang (IAM) and attended by representatives from AFA, ALPA, CAW and IBT and by ITF Civil Aviation Section Secretary Stuart Howard — set dates for the first full meeting of the committee in December.

The meeting agreed that Mexican unions should be invited to attend.

The decision has been planned for some time, but comes only weeks after the US and Canadian governments signed an "open skies" agreement. According to Jim Sprang the committee will create a regular forum for information to be

exchanged between aviation unions in the NAFTA countries, and enable North American unions to have a co-ordinated input into the global strategies of the ITF.

Cheryl Kryzaniwsky of the CAW said that as a Canadian union her union very much welcomed the setting up of the committee which was particularly timely with the signing of the US-Canada open skies agreement.

Seth Rosen of ALPA also welcomed the setting-up of the committee, noting that its key task must be to develop positive strategies for confronting globalisation in civil aviation.

The meeting in December will also begin discussions on an ITF Inter-American Civil Aviation Conference to take place in 1996. ■

Support for Icelanders

AN attempt to contract Tower Air in the United States to break a strike of Icelandair cabin crew was prevented by action by the ITF-affiliated Association of Flight Attendants.

AFA members told the company that they would not fly strike-breaking flights. According to the Icelandic Flight Attendants' Association, the cancellation of Tower Air flights last April caused great publicity in Iceland and a boost to their strike.

The Icelandic union is not an ITF affiliate but the worldwide solidarity which ITF cabin crew unions can provide is generally made available to genuine unions anywhere. The ITF, however, urges all such unions to join the ITF to add to its global network of solidarity, and to join in its discussions concerning effective solidarity strategies. ■

African meeting

THE ITF has been invited to attend the next plenary meeting of the African Civil Aviation Commission to be held in Abuja, Nigeria, in May.

The meeting has particular significance, as the African governments vehemently opposed any move towards global open skies at the ICAO conference on international regulation held in Montréal last November.

ITF civil aviation unions in Africa have called for African governments to develop and act upon alternative strategies for civil aviation in Africa, and for a union input into the strategies.

The ITF will be represented by Akwei Adoté, Secretary of the Africa Regional Committee of the Civil Aviation Section. ■

Unions oppose air traffic control privatisation

AGAINST the background of increasing moves towards privatisation, European air traffic control trade unions have given a guarded welcome to the launch at the end of April of Eurocontrol's Central Flow Management Unit. The unit will co-ordinate the national air traffic control systems currently operated by 22 different European countries.

Meeting in Brussels earlier in the month, the unions agreed a resolution opposing the commercialisation or privatisation of air traffic control in Europe. Participants agreed that the public service function, impartiality of service and maintenance of highest safety standards should be defended against commercial and profit-oriented pressures.

The unions have also criticised proposals for the establishment of a single European Air Traffic Control system, a long-term objective both of the European Commission and European Parliament. The paper agreed by the unions points out the enormous cost implications of such a system, the very serious political impediments — such as the refusal of countries to give up control of their airspace — and the limited impact that the change would have on the main traffic bottlenecks.

The paper praises the various European Commission and Eurocontrol programmes for harmonising technical and other standards in the field and ensuring co-ordination and effective communication between the national air traffic control and management systems. ■

EU commissioner's positive response to ITF statement on deregulation

NEWLY appointed European Transport Commissioner Neil Kinnock has responded to the ITF's 2 December 1994 International Civil Aviation Campaign Day Statement and has informed European unions of the European Commission's intention to set up a study into the social impact of liberalisation in civil aviation.

The ITF statement, marking the first ITF International Civil Aviation Trade Union Campaign Day, called for clear regulation of minimum labour standards and a code of conduct for minimum social rights as part of international air agreements.

The statement was sent to the commission by the Committee of Transport Workers' Unions in the European Community and was accompanied by a letter from CTWUEC Secretary Hugues de Villèle calling for specific European social safeguards.

Commissioner Kinnock responded by saying: "I am greatly interested by your statement which clearly raises several issues that are central to current policy making in the civil aviation sector....The liberalisation process within the (European) Union is...in no way synonymous with deregulation in the US sense. The new policy is...being introduced gradually and contains important safeguards to preclude and prevent unrestricted market forces."

He went on: "In parallel with the liberalisation of the market, the Council (of Ministers) has either adopted or will adopt what are called 'accompanying measures' in the technical, safety and social fields.

"The commission is very anxious that EU policies for the aviation sector should take into account the social consequences of the adaptation to the new economic environment. In this context the commission is also launching a study, as part of its monitoring role. In this study we shall try to ascertain the impact both on the number and quality of jobs in Europe of current trends, and on this basis, will assess the need for further action."

The familiar commission dictum that European liberalisation is qualitatively different from that in the United States rings rather hollow to trade unions, whose experience has been of fast-track economic liberalisation while social protection has been side-lined or forgotten. Nevertheless unions see the pledge for a full study into

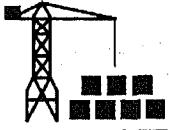
the employment impact of liberalisation on civil aviation as a mark of progress.

The CTWUEC will be maintaining close contact with Kinnock's office concerning this study.

The "open skies" offensive by the United States government continues with its attempt to create a wedge of EU member states with individual bilateral open skies agreements with the US. The European Commission wants international air agreements to go through the commission.

However, Austria, Belgium, Denmark, Luxemburg, Sweden and Finland rejected a demand from the Commission to desist from signing any individual agreements until a common EU position had been established. To underline its challenge to the commission the US government wanted all six agreements signed simultaneously.

The preliminary agreements signed by the six include "fifth freedom" rights which would allow US airlines to fly to other EU destinations from an EU airport. Commissioner Kinnock has threatened to take the six to court for signing the deals. ■



DOCKERS

Brazilians strike as pay contract talks break down

FOLLOWING a series of warning strikes, Brazil's 100,000 port workers left their jobs in a full-scale protest as contract talks with the government broke down at the beginning of April.

Unions have presented a number of wage and work rule demands to officials at the 47 river and ocean port authorities, including a 12.9 per cent inflation-based increase, and a 6.8 per cent increase for productivity and additional benefits.

On 10 April, the unions began a series of so-called "hopscotch" strikes, targeting different ports around the country on different days. The first ports struck in the industrial action were Santos, where approximately

10,000 port workers walked off the job, leaving some 40 ships idle in the port, São Sebastião, Manaus, Macapá, Itacoatiara and Pôrto Velho.

A hearing on port worker wage adjustments was held before a superior labour court in Rio de Janeiro to decide the legality of the strikes, the outcome of which would decide a return to the bargaining table or continued strikes. The court decision was requested after the warning strikes halted operations at 34 Brazilian ports on 21 and 22 March. ■

Crew cargo handling campaign stepped up

THE ITF's campaign against cargo handling by seafarers has been boosted by the introduction of a computer-based monitoring system which can be used to gather evidence and isolate the worst incidents of this practice.

The cargo handling policy which has been adopted both by the Seafarers' and Dockers' Sections of the ITF states: "Ship's crews shall not be required or induced to carry out cargo handling and other work traditionally or historically done by dock workers without the prior agreement of the ITF dockers' union concerned and provided that the individual seafarer volunteer to carry out such duties, for which they shall be adequately compensated."

The Dockers' Section conference in Geneva, Switzerland, in August 1994 approved a work programme for the section, which declared: "In order to implement the joint seafarers' and dockers' policy on cargo handling, seafarers must be well informed about this policy and the ITF Secretariat must be informed about any violations."

It added: "The Secretariat will produce infor-

mation in different forms and distribute it to seafarers together with a monitoring system enabling seafarers and dockers to report vessels and ports where violations of policy are common..."

A data base to enable the ITF Secretariat to monitor incidents of cargo handling by seafarers has now been developed. ■

Australian victory over lay off plan

MEMBERS of the ITF-affiliated Maritime Union of Australia (MUA) at the ports of Melbourne, Geelong and Westernport walked out on 31 March in support of their dismissed colleagues in Portland. Five berthed vessels and one waiting for a berth at Melbourne port were immediately affected.

On 28 March Seas Sapfor instructed Victoria regional stevedores that waterside labour would no longer be required to work at their woodchip stockpile at Portland wharf — where union members have been undertaking all work for well over a decade.

The MUA established a picket line on 29 March in protest against the lay off. Sea Sapfor sought legal action, but its application was rejected by the Adelaide Commissioner on 5 April. Two days later the company agreed to reinstate the status quo of workers prior to the dispute, and the MUA removed the picket on the next day.

Commenting to ITF News, MUA Joint Secretary John Coombs (ITF Executive Board member) said: "It was a significant victory because woodchip export is minority cargo and our rights to cover its workers have been constantly challenged." ■

Indian port boycott ends

THE ITF-affiliated Transport and Dock Workers' Union lifted its three-month boycott at the ports of Jawaharal Nehru and Bombay on 13 April (see ITF News No. 3, April 1995). A memorandum of understanding was signed between the union and Natvar Parikh Industries after the Shipping Corporation of India intervened.

Among the 400 dockers who were locked out, 100 at Tassa Yard, Chembur, will be immediately re-employed without any adverse changes in conditions. The Regional Labour Commissioner of Bombay will study the employment status of some 46 workers. Meanwhile 220 transport and allied workers at Kalamboli and Jawaharal Nehru will face arbitration at the Bombay High Court. The company will pay 800 Rupees to each worker by way of an ex-gratia payment pending the final decision of the arbitrator. ■



Rotalia crew return to Bulgaria

THE crew members of the fishing vessel *Rotalia*, who have been stranded in the Shetland Islands for several months (see ITF News No 3, April 1995), returned home to Bulgaria on 29 March, amidst fears for their safety, after accepting back pay totalling US\$90,000 from the new owners of the vessel. Three of the crew members are seeking political asylum in Britain. ■

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Excelling in Research and Teaching



Mexican dockers on the march against the privatisation of port facilities and the denial of union recognition — part of the worldwide restructuring of dockwork.

New ITF port adjustment study

A MAJOR report on developments in the worldwide port industry has been produced by the ITF with assistance from British academics Peter Turnbull and Victoria Wass.

"Reform and structural adjustments in the world's ports: the future for labour and the unions" is based on an analysis of questionnaires which were sent out to ITF dockers' affiliates. Replies cover 66 per cent of all dockworkers affiliated to the ITF.

The report was produced and written by Peter Turnbull from the School of Business and Eco-

nomics Studies at the University of Leeds, England, and Victoria Wass from the Trade Union Research Unit at the University of Wales College, Cardiff.

The report looks at the restructuring and reform changes in the world's ports and its effects on employment and union policy.

Structural adjustments and ports' reforms are happening on every waterfront in the world and this ITF-sponsored report (which is available from the Secretariat) provides useful ammunition to port workers' unions facing restructuring. ■

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