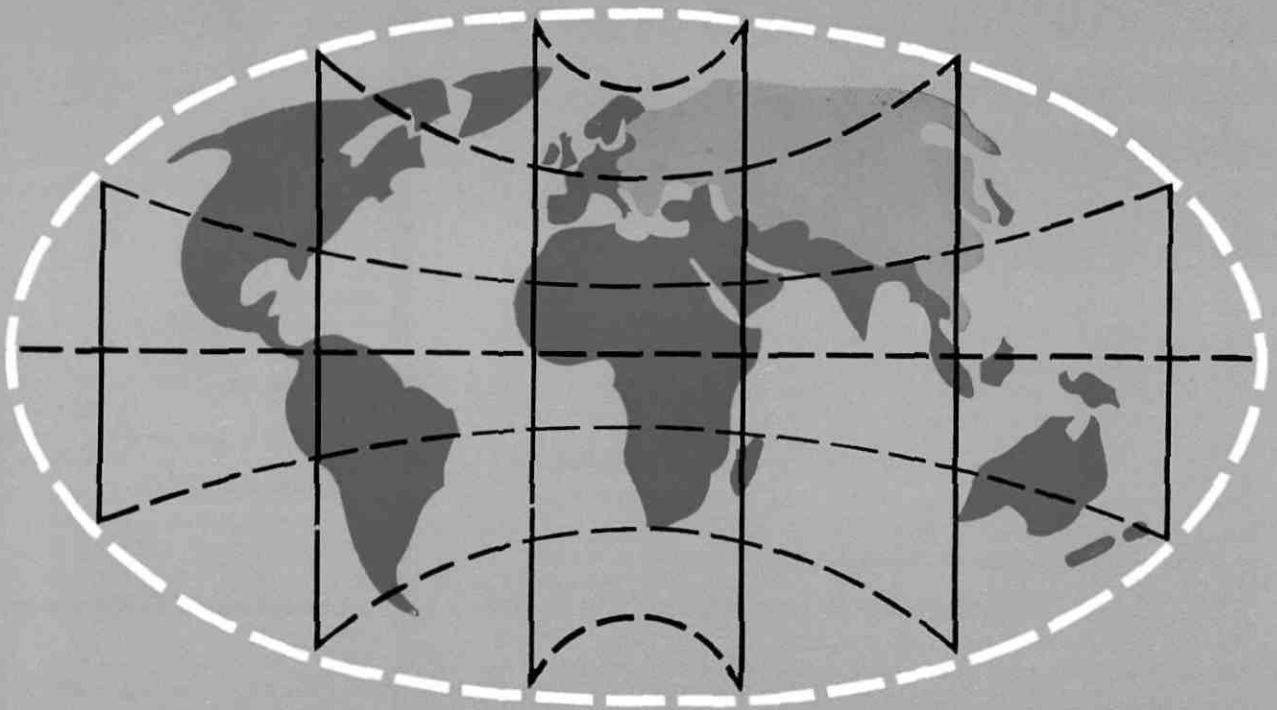


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**INTERNATIONAL  
TRANSPORT WORKERS' FEDERATION**

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**International  
Transport Workers'  
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Stuttgart	18-19 July Civil Aviation (Flying Staff) Conference
Berne	12-13 September Conference on European transport problems
Berne	14-17 September International Railwaymen's Conference

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# Flight dispatch . . . the airline's nerve centre



by G. H. STUART, President, Canadian Air Line Dispatchers Association

THE ROMANCE OF FLIGHT of which the pilots are the principal characters is generally known to the public, but the background of flight dispatch with less than five per cent as many flight dispatchers as there are pilots, remains in obscurity.

## Heritage of flight dispatch

If we turn back the hands of time, we discover that the first experiment at flight dispatching was attempted by the US Post Office when they initiated a trial air-mail service about 1918. For this, they used surplus army aircraft and army pilots.

Since proper airway navigational aids were non-existent at this time for instrument flying, and because poor flying conditions were often experienced, many flights were either grounded, or alternatively, landed in some farmer's field many miles from their intended destination. As a matter of fact, very few flew in accordance with the desired schedule. The upshot of this poor flying reacted very unfavourably with the officials of the Post Office, who, unfamiliar with the ramifications of weather on flying, demanded that 'the mail must go through.' This official attitude created a very unhealthy atmosphere in which the pilots and the Post Office laboured, and the tension gradually mounted until one day they fired two pilots for 'refusing to fly in fog'. The remaining twenty pilots threatened to walk out and cause the first strike in aviation history.

An investigation was immediately launched to avoid the strike, and it became evident that neither of the parties understood the other's point of view. The pilot group felt that they were risking their lives for 'a two cent stamp', while on the other hand the Post Office officials took the stand that weather imposed no hazard on flying. They emphatically asserted that if they

were to maintain scheduled services they could not leave flying decisions to the discretion of the pilot. Several days later a settlement was reached, which allowed both parties to claim victory. The Post Office retained operational control by the setting up of a superior officer called 'the field manager', who would determine whether pilots' lives were endangered on each flight. In some cases, when the field manager was a pilot, he would take the aircraft aloft himself, if the pilots refused to fly, in order to demonstrate that flying was safe. Since the pilots felt that they had some-one looking after their interests, the strike was settled. This department, with field managers attempting to dispatch flights, operated until about 1927.

## The impact of two-way radio flying and flight dispatch

From 1927 until 1930 the majority of the weather problems concerning flying were decided by the pilots, while various ground operations were han-

dled by the different company station managers. However, during 1930, two-way radio became a reality and for the first time the man on the ground' was in a position to render considerable assistance to the pilot. This man could provide the pilot with the latest information on the weather, airway aids, field conditions, passenger loads, train connections, station facilities, spare aircraft and many other details that it was impossible for the pilot in the air to know. Thus, from 1930 onward, the 'man on the ground' became recognized by both the pilots and management alike, as the 'flight-crew-member-on-the-ground'.

As airlines grew and expanded, operations became more complex in scope. Management gave the flight dispatcher more and more authority for the economics of daily operations, as well as holding him jointly responsible with the captain for the safe operation of the flight.

Finally, in 1934, air regulations were enforced which decreed that 'all aircraft operations of an air transport company shall be authorized by the aircraft dispatcher through the issuance of



Past President Ross Smith (right) congratulates the union's new president Gordon H. Stuart at the Canadian Air Line Dispatchers' Association Convention held in Montreal in October last

an authorized clearance bearing his signature'. By 1938, two hundred and sixty-seven dispatchers had received their aircraft dispatchers' certificate.

### What does a flight dispatcher do?

We have talked a lot about co-authority for the safety of flight. How does it work? It is based upon the principle that if the dispatcher does not believe a flight may be safely flown then the flight is either held until the weather improves or it is cancelled. Alternatively, if the captain does not believe that the flight should be operated, it is held. Each person has the authority to veto the operation if it appears unsafe. The old saying 'two heads are better than one' wisely applies here since each man respects the other's point of view. It has worked well, since both Ameri-

cans and Canadian safety records are the highest in the world.

sive action to the pilot when changes occur contrary to what has been expected. Next in importance, is the pre-planning of operations. Hours before flights take off, the dispatcher is making preparations and studying conditions that may affect the flights. If he sees conditions unfit to fly into, then he takes the necessary action and holds the flight until conditions improve or alternatively he may cancel the flight outright. These decisions are usually made hours prior to the pilot's arrival at the airport, since the sales and traffic departments do not wish flights held up or cancelled at the last minute after the passengers have arrived at the airport. Hence, one can recognize the importance of decisions made by the flight dispatcher, because if he should let a

flight dispatcher cancels flights and the weather remains flyable then once again the company has lost a considerable amount of revenue.

Once a flight takes off, the third important duty of the flight dispatcher begins. This is known as flight watch. At fixed intervals flights report to the flight dispatcher to keep him posted of their progress. Thus the flight dispatcher watches every movement, endeavouring to anticipate the captain's requirements by furnishing vital and essential information.

Another very important part of the flight dispatcher's duties is the calculation of the fuel requirements. Since aircraft are governed by a regulated maximum take-off weight which cannot be exceeded, they can carry a certain amount of load which consists either of fuel or revenue load. Thus, the amount of fuel determines the maximum payload. The flight dispatcher calculates the fuel requirements hours in advance so that the cargo and passenger departments may determine, well prior to departure, the load which may be carried. This guarantees that not too many, nor too few, passengers arrive at the field for flight departure.

Although we could write pages and pages on the duties of the flight dispatcher, the basic inherent policies and four major responsibilities are as outlined. These alone convey that the position is quite unique and requires a vigorous and aggressive attitude by the flight dispatcher if he is to make money for his company, which, after all, is one of his primary objectives.

### Crossing the Rubicon

Although the work of the flight dispatcher is similar to management, the need to organize was at once realized, because of poor working conditions and wages existing in the 1940's. The dispatchers banded together in 1944 and formed the Canadian Air Line Dispatcher Association after obtaining certification from the Canadian Wartime Labour Relations Board.

The early executive readily recognized that the Association would do well to become associated with another flight dispatch organization having common problems, and so an affiliation was arranged with the Air Line Dispatchers Association (AFL) in the USA. Very close ties have existed between the two groups ever since.



*A typical flight crew briefing of Super Constellation flight crew Captain A. Tonkin and First Officer William Morrison by the Flight Dispatcher L. D. Brendon*

can and Canadian safety records are the highest in the world.

The biggest headache for the flight dispatcher is weather. He must be very experienced in practical meteorology of a forecaster standard. He must be fully conversant with how weather conditions affect aircraft performance. He must know all the local peculiarities of weather at every airport or route that the aircraft will fly over or land at, and he must continually monitor these weather developments and be in a position to recommend effective and eva-

flight operate and it becomes abortive and lands at an alternate airport or returns to the point of departure after considerable flying, the company loses a great deal of money. The correct decision to cancel a flight saves the expense resulting from alternate transportation for the passengers, meals, hotel lodgings, aircraft time, fuel, crew time and other factors resulting from the ill-will created whenever a flight does not land at its intended destination. Airline companies demand that flight dispatch decisions be accurate because



*A view of the TCA Flight Dispatch Office at Malton Airport, Toronto. The position of a flight dispatcher is unique, requiring a vigorous and aggressive attitude of the dispatcher*

CALDA was the second group in TCA to secure a working agreement; the other ground organization consisted of mechanics (IAM) who had an agreement before the War. CALDA pioneered many benefits that later organized groups, such as Radio Operators, Traffic, etc., obtained.

In 1951, the Association was honoured by being invited to become an affiliate with the International Transport Workers' Federation and has constantly received inspiration from the Federation ever since.

During 1952, the Association became the bargaining agent for the Pan American World Airway's Canadian Staff based in Gander, Newfoundland, and successfully negotiated a labour agreement for this group, bringing about substantial wage increases as well as other fringe benefits.

During the National Convention held in Montreal last year, the Association amended its constitution to allow 'associate membership' for flight dispatch personnel of other airlines domiciled in Canada, but, due to international barriers, unable to enjoy full membership rights. Since then, we have granted associate membership to dispatchers of Air France, BOAC, Scandinavian Air Lines, KLM and Seaboard and Western.

In 1954, the Association commenced publishing a quarterly magazine which is the official organ for the airline flight dispatcher. It is being sent to all parts of the world, wherever flight dispatchers are based.

At the present time, the Association is assisting British flight dispatchers em-

ployed by TCA at London Airport, in the formation of a British Dispatchers Association, to improve the working conditions and wages. Later we hope to assist with the organizing of an International Federation of Flight Dispatchers consisting of three international groups - the American ALDA, the Canadian CALDA, and the British BALDA. One of the aims of such an international federation will be to secure a place in ICAO for a flight dispatcher representative similar to the pilots' technical representative.

The Association has co-operated with ICAO in all matters pertaining to the flight dispatch function and has assisted in the preparation of the ICAO training manual for flight dispatcher licensing.

#### **Licensing of flight dispatchers in Canada**

Despite the efforts of the Association, the Canadian Government has been very lethargic in establishing formal licenses for flight dispatchers in Canada. Although the Department of Transport insists that scheduled air lines provide 'operational control' they have not taken steps to establish an official license or amend the air regulations as did the Civil Aviation authorities in the US. It is very peculiar, because all flying and other technical personnel having anything to do with the operation of aircraft (with exception of the flight dis-

*Flight dispatcher W. Sheffield, a member of the Canadian Air Line Dispatchers' Association, analyses the latest weather reports prior to the day's operations*

patcher) have been licensed. This is a sad state of affairs since ICAO has recommended flight dispatcher licensing to all member states and yet Canada, where dispatching policies like Topsy just grew, remains formally non-committal.

The Association has for a period of over ten years met with nearly every official of the Department of Transport in attempting to seek enactment of proper legislation and will continue to do so until the license becomes a reality.

#### **An eye to the future**

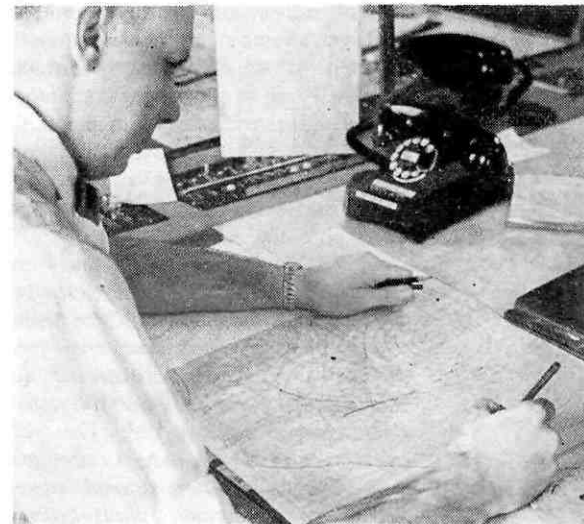
The future for flight dispatchers looks good. Airline companies throughout the world who have openly opposed the flight dispatch principle are now becoming more cognizant of the fact that if they are to operate economically with faster aircraft and maintain greater and greater scheduling, they must have 'positive operational control'.

#### **World airlines set new safety record**

**+** ACCORDING TO FIGURES compiled by the International Civil Aviation Organization (ICAO), the world's scheduled airlines last year set the best safety record to date.

The figures, which are tentative, cover all scheduled air services in the world, excluding the Soviet Union and Communist China.

The fatality rate for 1954 was 1.33 per 100 million passenger-miles, based on a total of 427 deaths and a total of 32,000 million passenger-miles flown. In 1953 the fatality rate was 1.35 and in 1952 1.75.





This year, the Dutch Union of Road Transport Workers, an autonomous section of the ITF-affiliated National Federation of Transport Workers (Centrale Bond van Werknemers in het Transportbedrijf - CBWT), is celebrating its thirtieth birthday. We would like to take this opportunity of heartily congratulating our affiliate on its anniversary and, at the same time, of reproducing a brief sketch of its history which was originally published in the union's official organ 'Het Wegvervoer'

## 30 Years of the Dutch Road Transport Workers' Union

by H. W. KOPPENS, General Secretary, Dutch Road Transport Workers' Union

WHEN WE RECORD THE FACT that the Dutch Union of Motor Transport Workers (as it was then known) was formed within the National Federation of Transport Workers (Centrale Bond van Transportarbeiders - CBT) in the year 1925, that does not mean that no union of the kind had previously existed. A reference to the annual reports of the Dutch Union of Commercial and Road Transport Workers, which, on 1 January 1918, merged with four other transport workers' organizations to form the National Federation, shows us, for example, that motor drivers were organized in these unions as far back as 1909. Indeed, trade union actions were fought at that time on behalf of the drivers, who were mainly employed in the car hire and taxicab trades. Mechanically-propelled vehicles made their appearance in the cab business of the major population centres as early as 1907, and this marked the beginning of the development of the motorized hire car and taxicab trade which was later to extend from the towns to the whole of the country.

It goes without saying that at that time almost all of the organized drivers were to be found among those employed by hire-car and taxi services. There was, however, a marked lack of unity among them and there were many purely local organizations in the bigger towns and cities.

### First steps towards unity

Following the First World War, the first efforts were made to achieve greater cohesion between the large number of local organizations and associations of hire-car and taxi drivers in the big towns. Some of these were already affiliated with the syndicalist trade union centre existing at the time - the National Arbeidssecretariat or NAS - and unification was in fact achieved on syndicalist lines. However, the conflicts over policy and tactics which had broken out within the NAS led to new splits among the motor drivers, and one group after another left the parent body.

At the beginning of 1923, the diver-

gencies were greater than they had ever been. In addition to those organized on a denominational basis, there were drivers in the National Federation of

Transport Workers (CBT), the Neutral Federation of Employees in the Motor Transport Industry\*), and the semi-Communist Federation of Transport Workers. There were, moreover, a number of minor local societies.

In the meantime, the motor bus industry had undergone considerable development; the number of road haulage vehicles had increased at an extraordinary rate; whilst the oldest section of the motor transport industry, the car-hire and taxi-cab trade, had also continued to grow. There was therefore a vital need for greater organizational unity.

At the beginning of 1925, the 'neutral' union (NBWA) proposed talks on the possibility of merger with the National

\*) The so-called neutral trade union movement was founded in 1912. It was neutral in that it aimed to dissociate itself from party political and confessional ties - Ed.

*As the result of the activities of the ITF-affiliated Road Transport Workers' Union during the past thirty years all workers in the Dutch industry are now covered by a single national wages agreement (Photograph: Foto Hooghuis)*



Federation. A joint meeting of the two executive committees was consequently held, at which complete unanimity was reached on the subject of an amalgamation. No great difficulties were met with, seeing that the NBWA had already stated that it had no objections in principle to affiliation with the modern (i.e. Social-Democrat - Ed.) movement. Its main desire was to retain some measure of autonomy as a road transport workers' group. This, it felt, could be achieved by the union having its own name, its own executive and trade union journal. The executive of the CBT was well-advised in acceding to these requests, as was later demonstrated by the new organization's power to attract members.

The two executives having reached an understanding, a joint committee was established to draw up a merger agreement. This was approved by the two executives and on 21 February 1925 a general meeting of the NBWA gave its agreement to the merger. A similar step was taken on the morning of 22 February by the Congress of the CBT, and at midday representatives of the two unions met in joint session. The merger had become an accomplished fact and the Dutch Union of Motor Transport Workers (Nederlandse Unie van Arbeiders in het Automobielfbedrijf) had come into existence.

### Secured greater influence

In the course of the last thirty years our union has been able to increase its membership steadily. When it was founded, it had about 1,000 members. A year later, 1,400 drivers and mechanics were organized in the union. Membership continued to rise regularly, and by 1940 totalled some 6,000 drivers, mechanics and other transport workers. There was, it is true, a wide field in which to operate, but it was often difficult to contact drivers owing to the long hours they worked. Moreover, there were practically no large concerns and our activities were therefore mainly confined to a great number of smallish undertakings.

With the Occupation and advent of the Nazi-imposed Netherlands Labour Front in 1942, our union ceased to exist, but was reconstituted at the end of the war. In 1948, it changed its name to the Dutch Union of Motor Drivers and Other Transport Workers (Ned. Unie van Chauffeurs en overig Ver-



*Although certain transport workers in the distributive field are still organized by our affiliate, a large number of drivers in the transport for own account sector have been transferred to the appropriate industrial unions (Photo: De Arbeiderspers)*

voerspersoneel), and in 1950, with the change in the central organization from a craft to an industrial basis, it was renamed Union of Road Transport Workers (Unie voor het Beroepsvervoer over de Weg). Despite the fact that, following the Liberation, some hundreds of drivers employed in the transport for own account sector of the industry were transferred to the appropriate industrial unions, our organization, with its 7,000 members, is still an important group in the National Federation of Transport Workers.

We are naturally well pleased with what we have achieved, but that is a long way from saying that we are content. We are aware that there are still many who have not yet joined the

union, and in this jubilee year, marking our thirtieth year of existence, it is up to us to see that our membership is increased.

### What we have achieved

The period 1925-40 was particularly important to our members in that it saw the social position of drivers, mechanics and other transport workers laid down in collective agreements or otherwise regulated. A great deal of work was necessary here, because negotiations had to be concluded with individual employers. Nevertheless, in the case of a vast number of enterprises the union was successful in negotiating agreements on wages and working conditions - particularly in the motor-bus,

*A modern Dutch omnibus. The Dutch Road Transport Workers' Union is justifiably proud of the contribution which it has made over the years to the improvement of conditions in passenger transport (Photograph by courtesy of Gerrit Berg)*

car-hire and taxi-cab trade, by reason of the public authorities' interest in the granting of licences for local and inter-urban transport. The union took the initiative in getting local authorities to issue local regulations covering the car-hire and taxi-cab trade, and containing provisions on wages and conditions of work.

A study of the annual reports covering the period between 1925 and 1940, taking into account the conditions under which road transport employees worked following the First World War, reveals considerable gains. The union, for instance, maintained a continuous fight to secure legislation on hours of work. Inordinately long hours were being worked and the accident rate continually rose as a result of drivers being too long at the wheel. Finally, in 1936, our efforts were crowned with success by the passing of the Law governing Drivers' Hours of Work (Rij-tijdenwet), which was followed by a Decree on the same subject.

The union has also done pioneer work in the field of vocational training for drivers and mechanics. One example of this is to be seen in the fact that many union branches have arranged courses, in collaboration with the local authorities, to enable drivers to obtain certificates of proficiency.

Mention could also be made of our part in the drafting of amendments to the Motor Cycles and Cycles Law. Then too, there are the numerous representations made by the union to the States-General (the Netherlands Parliament)



regarding the proper regulation of road transport, both passenger and goods. The Regulations on Passenger Motor Transport came into effect before the war, and these were later amended and transformed into a law on the subject. The latter, in particular, has opened the way for great strides forward, as is evidenced by the number of well-conducted regional transport concerns which came into being as a result of its implementation. The union is justifiably proud of the fact that its initiative has contributed to improved conditions in the passenger transport field.

Immediately after the Liberation, we set about securing a nation-wide regulation of wages and working conditions in road haulage (with the exception of that operated in conjunction with the Netherlands State Railways). Contact was established with the trade association for the road haulage industry and an agreement reached which put an end to the practice of negotiating with individual concerns. From that time on all workers employed in road haulage have been included in a single wage agreement. At the same time, a common wage agreement covering a large number of

regional transport concerns in the eastern and northern part of the country was successfully concluded.

Meanwhile, the independent employers' associations had been re-established and, in 1946, the union was successful in negotiating a wages agreement with them covering the entire road transport industry (goods traffic, motor, bus lines and the car-hire and taxi-cab trade). In addition, reasonable conditions for all workers in the transport industry have been laid down by law, and this legislation is continuously being amended, resulting in still further improvements for our members.

#### Other activities

The union has also been able to do good work in the economic sphere since the Liberation. At first, the going was rather hard, but in recent years a better understanding has grown up between employers' and workers' representatives. It is a matter of regret to us, however, that no agreement could be reached with the employers' associations on the subject of a joint industrial council for the transport industry.

Compared with the pre-war period, our union is represented on numerous committees dealing with both social and economic matters. It would be going beyond the scope of this article, however, to describe them here. Suffice it to mention that the Law on Road Haulage has come into force and that from the extent to which we are represented, not



*Mechanically-propelled vehicles made their appearance in the cab business of the major towns as early as the year 1907. Taxi drivers have always played an important role in the Road Transport Workers' Union (Photo: De Arbeiderspers)*



only on the National Committee but also on all provincial committees, a clear idea can be obtained of the growth of the union's influence as compared with the pre-war period.

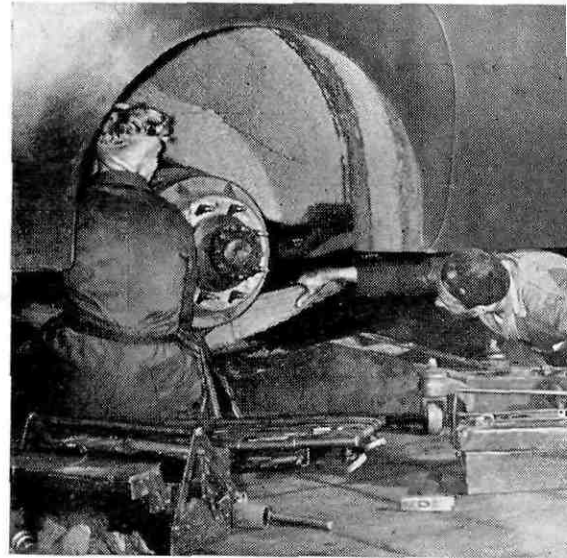
### Looking to the future

Much has been accomplished in the past thirty years and the union is facing the future full of confidence. At an extraordinary Congress, held at Utrecht on 4 March, the National Federation of Transport Workers, of which our union is an industrial section, voted acceptance of a plan to reorganize its structure in company with the Netherlands Union of Railway and Tramway Workers and the National Federation of Mercantile Marine Officers – all affili-


*The union has done pioneer work in the field of vocational training for drivers and mechanics. Many union branches have arranged courses to enable drivers and others to obtain certificates of competency (Photograph by Gerrit Berg)*

ated with the Netherlands Federation of Trade Unions (NVV). As a result, the union now takes its place within the framework of the land transport workers' industrial group, the other three industrial groups being: railway and tramway workers; Rhine and inland waterway workers; and port employees and kindred trades.

Within this reorganized structure, the union faces the future with confidence.



### Australian railwaymen's holiday camp scheme

 IN AN EFFORT TO PROVIDE ITS MEMBERS with cheap holiday facilities, the Australian Railways Union has for some years past operated a holiday camp scheme.

The scheme was begun in 1948, a block of land at Sussex inlet, on the coast 130 miles from Sydney, being developed as a holiday camp site. Cabins, each housing five people, were built and let to financial members of the union for two to three weeks at a time. Half the bookings were allocated to out-back families, one-quarter to inner areas, and one-quarter to city members.

A programme of continuous development was undertaken, the simple cabins having verandas added; a road was built and electric power extended 28 miles from the nearest railhead; and a manager's residence and store built.

Facilities provided at the camp include a children's playground and tennis court. The beaches are famed for their fishing and sharkproof swimming. The initial cost was £6,000 and another property, on the other side of the inlet, has been acquired for £4,000. This comprised fifteen cabins, fifteen rowing boats, and two launches. The additions and improvements added another £3,000 to the capital outlay.

Rentals charged for the cottages are £3 10s. Od. (an Australian pound equals 25s. sterling), the sum including bus fares to and from the railhead.


So successful has the scheme proved that the Amalgamated Society of Rail-

way Servants in the neighbouring country of New Zealand has decided to introduce a similar scheme for its own members.

### Book reviews

THE TRADE UNION MOVEMENT IN NORWAY

*Arbeidernes Faglige Landsorganisasjon – Oslo, pp. 68; price one Norwegian krone (one shilling)*

 THIS IS A REVISED EDITION of the booklet first issued by the Norwegian Trade Union Federation in 1951 and is intended primarily for foreign consumption. So far as can be judged, the information which it contains has been brought up to date to the year 1954.

Approximately one-third of the book is devoted to what is described as 'a brief survey of the trade union movement in Norway', giving a short sketch of the development of the country's Labour Movement, details of its organizational structure (including a full list of TUC-affiliated unions in both Norwegian and English), affiliation fees, relations with the Norwegian Labour Party and other bodies, both national and international.


A further section deals with the main facts of industrial relations in Norway, including collective bargaining methods, labour legislation, the settlement of disputes under the Labour Disputes Act, and compulsory arbitration; followed by a brief outline of joint consultation arrangements.

Finally, the booklet contains a complete English translation of both the Constitution of the Norwegian Federation of Trade Unions and the Basic Agreement of 1954 between it and the Employers' Confederation, together with a chart showing the structure of the Federation and its relations with certain other organizations such as the Workers' Educational and Travel Associations.

Copies may be obtained by writing to the Press and Information Department of the Norwegian Federation of Trade Unions.

TRAINS AND THE MEN WHO RUN THEM  
by Alexander Hull

*US Public Affairs Institute, Washington; pp 100; price 50 cents*

 IN 1831 there were six miles of railroad track in the USA. To-day there are more than 200,000. The story of this development, and of the men who made it possible, is told in readable and non-technical language in this short but highly informative study. Following a brief review of the development of American railways the booklet continues with an account of the railroad labour movement, labour legislation and present-day railway labour-management relations. Its concluding pages are devoted to a quick look into the future in which, among other problems, the job security of some one and a quarter million railroad workers (compared with more than two million in 1920) is discussed.



*Brother G. E. Leighty, President of the Order of Railroad Telegraphers and author of the article which follows (Photo credit: Chase News Photo, Washington)*

## The US 'non-ops' health and welfare plan

*by G. E. LEIGHTY, President, Order of Railroad Telegraphers*

THE RECENTLY NEGOTIATED HISTORIC AND TRAIL-BLAZING MEDICAL-SURGICAL-HOSPITAL GROUP INSURANCE PROGRAM, providing the most comprehensive benefits per premium dollar ever written for such a large group, is now in effect for over 750,000 non-operating railroad workers and includes provisions for the payment of benefits to furloughed and certain retired employees. The program also makes provisions for the coverage of the employees covered by the costs on a 50-50 basis by the carriers and the employees for such protection. This multi-union three-way agreement providing this protection for the employees was signed on 18 January 1955, by the Chief Executives, or their representatives of the fourteen involved non-operating labor organizations, the representatives of the carriers and of the Travelers Insurance Company. On the following day an agreement was consummated between these same fourteen labor organizations and this same insurance company making available coverage for furloughed and retired employees and for the dependents of all of these involved employees. The fourteen organizations are presently contemplating working out comparable benefits with this same insurance company for the employees of the fourteen labor organizations. It is anticipated that when all three facets of the program become well established over three million people will be covered by this omnibus program.

### Two major benefit methods

The cost of the coverage for the employees is shared on a 50-50 basis between the individual employee and his railroad management. The cost for protecting the employees' dependents, the furloughed and the retired employees are borne entirely by the employee as set forth in the rate schedules which appear later on.

The program includes two major methods of providing health benefits for these employees in the railroad industry: (1) the benefits available through the group insurance policy with the Travelers Insurance Company, providing protection for some 500,000 employees plus their dependents, furloughed and certain employees retired and their dependents, and eventually, no doubt, the employees of the fourteen labor organizations, (2) railroad hospital associat-

ions, some of which have been in operation on certain railroads for 60 years or more. The benefits provided under the hospital association plans, prior to the signing of this present agreement, were generally paid for by the employees. The new agreement provides that the cost for this protection will be shared on a 50-50 basis by the employee and the railroad management.

The railroads have long recognized the necessity of making available to their employees cooperative protection against the financial hazards their employees encountered. The railroads were among the first corporations to make efforts to cope with insecurity resulting from industrialization. Prior to the signing of the agreement on 18 January, 1955, only about one-third of the railway employees in the United States were covered by some sort of a health and welfare program, but such programs on



some railroads had been in effect for more than 70 or 60 years. The Baltimore and Ohio established a relief department in 1880 and a pension plan in 1884. The Chicago, Burlington, and Quincy introduced a health and accident plan in 1899; the Illinois Central and the Chicago and North Western Railroads each adopted a pension plan as early as 1901.

### Past protection uneven

For the industry as a whole, prior to the inauguration of the present program the railroad employees have had a very uneven and unequal type of protection and where such protection was made available it was almost entirely at the expense of the employees. There has been little more than token financial assistance by the carriers, although the carriers have been active in stimulating the organization of protective plans and the maintenance of such in other than financial ways.

Although there have been divers plans and methods of offering protection of the health and welfare of the employees in this industry they might be squeezed into four general classifications;

- 1) hospital associations
- 2) relief departments
- 3) employe benefit associations
- 4) group insurance programs.

With the advent of this new program, all of the above except the hospital associations will be eliminated. The hospital associations, providing benefits

for approximately 275,000 of the 750,000 employees covered by the new program, primarily are on those railroads operating in the western portion of the nation. In many instances these hospitals are owned by the employees and in practically all instances the employees have a voice in their management. The adoption of the new program will have little effect on the hospital associations except that the carriers will now pay one-half of the dues formerly paid by the employees. Provisions have been made whereby a national over-all employee-employer committee will review the benefits provided by each hospital association and will endeavor to see that these benefits are comparable to those provided under the Travelers Insurance Company's group policy.

#### Provides for compulsory participation

The agreement between the fourteen participating non-operating labor organizations and the carriers provides that all employees, not subject to the health benefits provided by railroad hospital associations, must participate in the group insurance plan. It is compulsory that each such employee shall contribute \$ 3.40 per month to the program, which sum is deducted monthly from his wages by the carrier, and that the carrier shall make a like contribution for each employee.

The schedule of benefits available to

the employees under the group insurance policy is:

<i>Hospital daily benefit</i>	<i>Other hospital charges</i>	<i>Surgical expense benefits</i>
up to semi-private room and board charge for 120 days	up to \$ 500 plus 75% of charges over \$ 500	up to \$ 300 as shown in schedule
<i>Medical expense benefits-physicians' visits</i>	<i>X-Ray and laboratory benefits</i>	<i>Polio expense benefits</i>
up to \$ 4.00 for each day of hospital confinement, maximum \$ 480; \$ 5.00 for each home visit and \$ 4.00 for each office visit, after the stated number of visits, with maximum of 120 visits	up to an aggregate of \$ 50, for any period of six successive months, as shown in schedule	up to \$ 5,000
		<i>Major medical expense benefits</i>
		up to \$ 5,000

The following is a partial digest of the above listed benefits:

#### For hospital expenses

- Full charges for semi-private room and board for a maximum of 120 days for any one confinement. The cost of a semi-private room will be allowed if the employee desires a private room.
- All other charges (operating room, ambulance service, anesthesia, services of anesthetist, dressings, laboratory, examinations etc.) up to \$ 500 and 75 per cent of all over \$ 500.
- Full maternity benefits up to ten days and up to 120 days in case of complications.

#### For surgical expenses

- Surgical expenses up to \$ 300, including maternity surgery.
- Service of an anesthetist, not to exceed \$ 25.

#### For medical expenses

- Benefits commence on the day employee enters hospital for accident or confining sickness. (Total not to exceed \$ 480 for each confinement or \$ 4 per day, whichever is less.)
- Benefits commence on the second visit for treatment of bodily injury where employee is not confined to hospital.
- Benefits commence on the fourth visit for treatment of a sickness where the employee is not confined to hospital. (Benefits not to exceed \$ 4 per hospital or office visit or \$ 5 home visit for employees not confined to hospital. Visits are limited to one per day for not more than 120 days.)

Payments will be made for medical visits in connection with surgical expenses whenever a licensed doctor other than the performing surgeon makes the visit. Payments will also be made for visits in connection with pregnancy, childbirth or miscarriage when complications make these visits necessary. No payments will be made for expenses for dental work, dental treatment, dental X-rays or eye refractions.

#### For major medical expenses

After the employee has paid \$ 100 to

The new agreement signed by the non-operating unions provides for a health and welfare plan in the railway industry as well as for longer annual vacations and improvements in working conditions



ward any of the medical treatment or surgical procedures not covered under the basic plan, 75 per cent of the cost of such items will be paid under the major medical expense provisions. Included in such items which are payable on this basis are:

a) The difference in cost of a semi-private room and a private room up to a total cost of \$ 20 per day.

b) The cost of surgical procedures in excess of the amount provided under the surgical schedule.

c) Charges made by registered graduate nurses; charges for drugs and medicines prescribed by a licensed physician; charges for oxygen and its administration; rental of wheel chair, hospital bed, iron lung etc.

d) Charges for artificial limbs and other charges, subject to certain limitations.

#### For laboratory expenses

A maximum of \$ 50 in any 6-month period will be paid for X-ray examinations other than urinalyses or X-ray therapy upon receipt of proof of need.

#### Poliomyelitis

Benefits equal to the amount of the hospital, medical, nursing, physiotherapy and transportation expenses will be paid up to a maximum of \$ 5,000 in any one case on behalf of each employe when the treatment was recommended by a licensed physician.

These payments will be made for any expenses incurred within a period of 3 years after the commencement of a case, beginning not more than six months before notification to the insuring company that these expenses have been incurred.

#### What benefits mean

The following is an example of how the 'omnibus' Major Medical Expense Benefits section functions. The following hypothetical example assumes that an employe, covered by the Group Insurance Policy, is hospitalized for 120 days, during which time he undergoes an operation costing \$ 400.00, and upon his release from the hospital he convalesces at his home.

*A section gang working on the track in one of the southwestern states. Permanent way workers are organized in the Brotherhood of Maintenance of Way Employees*

<i>In the hospital</i>	<i>Expenses</i>	<i>Benefits payable under basic plan</i>	<i>Remaining medical expenses</i>
Semi-private hospital room, board and general nursing (120 days at \$ 15 per day)	\$ 1,800	\$ 1,800	-
Other hospital charges	500	500	-
Surgical fees	400	250	150
Medical expenses fee	300	300	-
Registered nurses (2 shifts for 15 days)	675	-	675
<hr/>			
<i>In his home</i>			
Ambulance to and from the hospital	50	25	25
Drugs and medicine	55	-	55
Registered nurses (1 shift for 10 days)	150	-	150
Rental of hospital-type bed	15	-	15
Visits of physician	120	100	20
Infra-red (10 treatments at \$ 4 each)	40	-	40
<b>Totals</b>	<b>\$ 4,105</b>	<b>\$ 2,975</b>	<b>\$ 1,130</b>

Total bills	\$ 4,105
Paid by basic plan	2,975
Leaving unpaid	1,130
Less cash deductible	100
Balance unpaid	1,030
Major medical pays	772.50 (75% of \$ 1,030)

Total bills	\$ 4,105
Total benefits paid	3,747.50
Total paid by employe	357.50

For the above outlined benefits the carrier retains .068 c to compensate employe and the carrier each contribute them for making the deductions, keeping \$ 3.40 per month. Of this \$ 6.80 the insuring and furnishing records to the insu-



rance company, and for other allied expenses. The remainder, \$ 6.732, is remitted by the carrier directly to the insurance company. \$ 5.95 of this amount is retained by the insurance company as the insurance premium and the remaining .782 c is put into a special fund, at 2½% interest, as a protection against unusual derogatory first year risk experiences. This special fund is under the absolute control of the joint committee comprised of the representatives of the employes and of the carriers. Contributions by the employes and by the carriers began in February and benefits became payable on 1 March, 1955.

### Dependents and retired employes

The agreement between the Organizations and the Travelers Insurance Company makes available similar, but more limited, benefits to dependents of active employes, furloughed employes and their dependents, as well as retired employes and their dependents. This coverage is available at each individual's option and is paid for by the employe. Railroad managements have agreed to make payroll deductions for dependent insurance while the employe is in compensated service. Signed authority is necessary to effect such payroll deduction. Payments for this coverage by furloughed or retired employes will be made by them directly to the Insurance Company.

The benefits available to the dependents of the employe, whether in active or furloughed status, are summarized as follows:

However, an employe cannot provide this protection under this agreement for his dependents unless the said employe is covered by the policy appropriate to his status. This dependent protection also is available to the employe covered by a railroad hospital association. The monthly contribution required of the employe, whether in compensated service or on furlough, is:

For children only (regardless of number) a total of	\$ 3.00
For spouse only	\$ 4.24
For spouse and children	\$ 7.24

If an employe performing compensated service is furloughed or is on leave of absence he may secure protection for employes in such status by making his monthly contribution of \$ 2.99 directly to the Insurance Company and may continue the protection for his dependents by making his remittance for them directly to the Insurance Company. The summary of benefits applicable to employes on furlough or leave of absence is:

<i>Hospital daily benefit room and board</i>	<i>Other hospital charges</i>	<i>Surgical expense benefits</i>	<i>Medical expense benefits - physicians' visits</i>	<i>Polio expense benefits</i>
up to \$ 12.00 for one day; up to \$ 1,440 for each period of disability	up to \$ 240 plus 75% of additional charges up to \$ 3,500 for each period of disability	up to \$ 300 as shown in schedule	up to \$ 4.00 for each day of hospital confinement, maximum \$ 480 for each period of disability	up to \$ 5,000 for each case of poliomyelitis

If and when this employe returns to compensated service with this same carrier, monthly deductions of \$ 3.40 are again made from his wages and he is automatically covered by the more liberal benefits.

When an employe terminates his employe relationship with the carrier because of retiring on railroad pension, the following schedule of benefits is available to him and for each of his dependents:

<i>Hospital daily benefit room and board</i>	<i>Other hospital charges</i>	<i>Surgical expense benefits</i>
up to \$ 8.00 for one day; up to \$ 480 for each period of disability	up to \$ 80.00 for each period of disability	up to \$ 150.00 as shown in schedule

### For each dependent

<i>Hospital daily benefit room and board</i>	<i>Other hospital charges</i>	<i>Maternity hospital expense benefits</i>	<i>Surgical expense benefits</i>	<i>Medical expense benefits - physicians' visits</i>	<i>Polio expense benefits</i>
up to \$ 10.00 for one day; up to \$ 700 for each period of disability (exclusive of pregnancy)	up to \$ 200 for each period of disability (exclusive of pregnancy)	up to \$ 50 for confinements resulting from one pregnancy	up to \$ 250 as shown in schedule (including obstetrical benefits)	up to \$ 3.00 for each day of hospital confinement, maximum \$ 210 for each period of disability	up to \$ 5,000 for each case of poliomyelitis

The monthly contributions, made directly to the Insurance Company by the retired employe, are:

Retired employe insurance	\$ 3.97
Retired employe's dependents	4.11

### A long and tedious task

As in all pioneering programs, the negotiation of an agreement with the nation's railroads to provide the above benefits was a long and tedious task. Every conceivable obstruction was used by the railroads to block the organizations in achieving this victory. Employes who have not yet learned the value of true unionism were induced to run to the court to seek injunctions preventing the completion of the plan;

(continued on page 138)

# Toledo Teamster



SOMEWHERE IN THE UNITED STATES MIDDLE WEST, possibly as you read this, there's a wiry little guy with deepset squinty eyes tooling a semi-trailer along the concrete. To the people who see him, the tourists, the cops, all the other drivers, he's just another truck driver. The name is Roy Houck.

But Roy Houck is an individual who has a life quite outside the cab of that big tractor that pulls cargo in and out of Toledo, Ohio, for the Liberty Highway truck line. He's a husband with the responsibilities and emotions of a husband. He's twice a father and he thinks of two little girls aged 3 and 5 as he rides the bumpy roads. He's a Teamster and a shop steward of Local 20 in Toledo and he mulls over those problems

stories about themselves. This, then, is Roy Houck's story; the story of a Teamster who, every day, as a million others do, meets the problems of life in the best way he knows how.

As he bumped along the broken concrete from Detroit to Toledo with a pile of balloon freight, upholstery stuff for Willys Motors, behind him, Roy recounted his life story. He was born into a poor family. The WPA was their

to keep eating regularly.

When times got better, Roy got off WPA. Through a neighbourhood acquaintance, he learned of a job open with Liberty Highway. He went to work there, only to have his work interrupted by World War II. He left his job and went into the Air Force. While he was in training in Arkansas, in December 1943, he and his girlhood sweetheart got married. Even the commanding officer and his wife went to the wedding. But though the love of the couple was great, their married life together was all too brief as Roy went overseas with a B-24 bombing squadron of the 15th



The workday begins. Roy Houck, a truck-driver and member of Local 20 in Toledo (Ohio) of the ITF-affiliated International Brotherhood of Teamsters, removes stubble before going on the job



Arriving on the job, he checks in by punching a time-clock at the Liberty Highway Company where he does high-way hauling. Roy likes his job and is buying his own home from his savings



In the yard of the freight-forwarding company, Roy backs his tractor unit under a waiting trailer loaded with cargo. He may be called on to make runs throughout the great [US Middle] West

too. He's a member of his community and a homeowner (almost), and he's any number of things. He's not just a truck driver, as no truck driver is just a truck driver.

From the hundreds of thousands of truck drivers organized for collecting bargaining purposes in the International Brotherhood, Roy was selected by a whole string of circumstances to be 'put under the microscope.' A writer-photographer on the staff of the International Teamster went to Toledo and lived with Roy Houck and his family for four days. They rode in the cab together, ate together, played together, went grocery shopping together, and told each other

life during the depression. Roy bought an old beat-up pickup truck and hauled men to the projects when he saw the opportunity. That paid off and he bought a bigger truck and hauled water kegs, men and materials, besides working on WPA.

One day, with his twin brother riding in the truck bed, a wild driver forced him to the low side of an underpass. The brother's head was crushed. His third brother later drowned. His father, crippled by arthritis, died. Roy carried on with his mother, whom he supports today, as he did in those times when he left after two years of high school to go to work because he had to if he wanted

Air Force Group. He was trained as a flight engineer and it was his job to keep the engines running. He had fought all through Italy and now, in September 1945, they were flying out of Foggia, Italy. This particular morning they were scheduled to bomb some rail yards in Austria. They lost one engine. Then a second engine went out. They began to lose altitude. The hydraulic system failed. Roy clambered back into the bomb bay, kicking the bombs out of the bomb bay he had cranked open by hand when the Nazi fighters came in, their 20-mm cannon barking death. The intercom was knocked out. The rear turret was a shambles; its gunner

bleeding from a neck wound. The nose gunner was knocked out. One by one the crew left until only Roy and the pilot were left. The pilot waved him away and he jumped. As he did, a 20-mm shell showered his left side with shrapnel. Down he went through the frigid air under the canopy of silk but the Nazis were not satisfied. They circled him, shooting. One slug hit Roy's right arm but went through without breaking the bone. He lit, broke both legs and was taken prisoner.

He had four operations to remove lead while he was in prison camp for nine months. The Russians overran the camp and the Nazis, to the last man, fled. All this time nobody had told his wife, Virginia, that he was alive. She wrote every day but all her letters were

live, Roy came back, carrying around (as he still does), pieces of German lead. In January 1946, he was discharged. He is entitled to the World War II Victory Medal, the Africa-Middle Eastern ribbon, American Theater and European Theater ribbon with four Bronze Stars, the Air Medal, the Good Conduct Medal and the Purple Heart. He doesn't wear them, but keeps them in a little cardboard box in his dresser drawer, along with his prisoner-of-war dogtags, his US dogtags, a piece of shrapnel they dug out of him and a couple of religious medals he wore when he dove out of that bullet-shattered B-24 high over Austria.

With peace re-established, Roy went back to Liberty Highway. He and Virginia picked out a house in a middle-

don't work that way,' he said. 'Their runs are theirs. I like what I've got.'

Most people seem to like Roy. He's seen enough of hatred and strife during wartime. In peace, he wants to be left alone to do the job before him as he sees it. 'I got several jobs' was the way he put it. 'I got a job as a wage earner and I figure to give Liberty a full day's work for a full day's pay. If I don't and the other drivers don't, then Liberty won't make any dough and I wouldn't have a job . . . or not a good one, anyway.'

'Then I got the job of a husband. I want to keep Virginia happy. She went through hell during the war. Sure, I had it rough, but at least I could figure pretty well she was alive. She figured I was dead. I want to do all I can for her.'

'Then I got a job as a father. With



*Out on the road, Houck keeps his mind on his driving and his eyes on the road. He has special rear-view mirrors installed. He has had only one minor accident and that was through no fault of his*



*With lights on, he heads into the gathering dusk. As the load of auto-body parts he is carrying is a rush job, usual procedure will be altered and the load dropped at the customer's dock for quick handling*



*At a truckstop between Detroit and Toledo, he breaks his trip for coffee and some hot, home-made pie. This particular stop is operated by the wife of another teamster. Refreshed, he resumes his trip*

returned. She thought he was dead. Only one man of the ill-fated crew actually died, though. Roy lived; partly because he had a will to live. He knew he probably couldn't make it on what they were feeding him. So he did work for the other prisoners around the camp in return for K-rations.

'I figured I could use the nourishment in the chocolate,' he said. He cut down the size of the big, fuel-wasting stoves. Once, when he did it for an officer, the officer dragged out some carefully-hoarded flour and chocolate and baked him a nice cake on the stove Roy had rebuilt.

Thanks to his ingenuity and will to

class neighbourhood not too far from the truck terminal in Toledo. They found out, after the papers were signed, it was riddled with termites. Roy got exterminators in, then doubled the floor joists himself. Together, they painted and papered and refinished until today the house shines and its floors are covered with warm and attractive carpeting that flows smoothly up the stairs to where their two little girls sleep snugly.

Roy is shop steward at Liberty and takes his duties seriously. 'It's a good place to work and we don't have much trouble. Some guys like to think that I'd take advantage of my shop steward's job to take their runs from them. I

two girls I have the job of seeing to it that they get what's good for them and get a good bringing-up.

'Then there's Mom. I got to look after her, too, but she's pretty self-sufficient. She helps look after the kids, too.'

Roy realizes his responsibilities to the community. He put in two dollar bills when the neighbours came by for the March of Dimes; 'One for each of the girls' as he put it.

Roy never knows where he's going or when. The chances are, it will be at night. He likes to travel at night and there is a lot of night freight required in the industrial area he serves; raw materials to be at dock-side in the morning's

light so it can be turned into manufactured products the next day. He gets his assignment over the 'phone and climbs aboard the cab, which has been put into position and the load made ready for him. If it's overnight, he has a choice of about three hotels. All the company pays is the hotel bill. He buys his own food. His base wage is \$1.02 an hour.

At truckstops, he meets other drivers. They have coffee, exchange road information and he's away again. He doesn't like to kill a lot of time, simply because he'd rather go ahead, do the job and get it over with.

He and the wife have a lot of fun together. They bowl in a mixed community league. Neither of them are any great shakes as bowlers but, as Roy says: 'What the hell difference does it

He doesn't do it out of a sense of duty, but because he enjoys it. 'It makes me feel more like I belong,' he said.

The Joint Council of which Roy's local is part maintains a credit union that made 226 loans totalling \$74,737 last year. In all, there are 500 members eligible for loans at 1 per cent a month on the unpaid balance and shareholders get 2½ per cent on investments.

Roy watches his money but he has one indulgence: his car. He's got a new red Buick hardtop that he really babies. Come a fleck of snow or a drop of rain on that buggy and it's whisked away. For beating it to and from work there's an old but oil-tight Ford; that Buick stays garaged while he's away except when Virginia cautiously takes it around Toledo. However, he has been able to

do it for he doesn't drink even beer. And when there's a bunch of the boys ready to 'take over the town,' he drops out.

'Virginia doesn't do it, why should I?' he asks. He's a convert to her religion and he goes regularly with her and the two little girls. He takes it seriously, too. 'It makes things kind of quiet for you when they begin to get noisy', he says.

He has never been cited for reckless driving although he had one good wreck of which he was completely cleared. He was going down a wintry highway and 'some clown stopped a long house trailer smack in front of me,' he said. 'There were dishes all over Wayne County,' Roy recalls. 'That house trailer looked like it had been hit



The Houck family gathers for family dinner. A souvenir pillow from Roy's service days in California boosts Karen (left) to table level whilst Linda Ann patiently awaits the 'starting signal'



On the day after payday, the Houck family takes off for the corner grocery store to lay in a supply of provisions. The grocer is not just a shopkeeper but a personal friend too - of long standing



Keeping their hand in. The Houcks bowl in a husband-and-wife league and look forward to dates when the league meets. Virginia's game has improved considerably. She now bowls as well as Roy can

make? We have fun with the other people and with each other.'

The children excitedly climb all over him when he comes back from a run. That's one reason why he's extra careful on the road, he says. He knows there's a big load of freight right between his shoulder-blades and he wants to bring those shoulders into 2809 Lawrence Avenue safely so his girls can take piggy-back rides on them.

Some nights he likes to watch the grunt-and-groan artists put on the TV wrestling shows after the children are put to bed. Somewhat of a 'model husband,' Roy helps with the dishes and often beds the girls down for the night,

double his house payments and in about five months it will be his; free and clear of debt.

Roy knows what his union has meant to him. He takes it seriously and this particular weekend there was a meeting of the drivers from his firm to discuss the upcoming contract's provisions. As a member of the contract committee, Roy made a report to his fellow drivers. He personally likes the contract, he said. For his dough, he'd buy it. The final decision, of course, is up to the majority vote.

Houck falls down in one respect; he's not much of 'one of the gang.' When there's a lot of drinking to do, he doesn't

by a cyclone. Nobody got hurt, luckily enough. The cops just told the house-trailer guy that if he was that much of a knucklehead he had it coming to him.'

But Roy knows that he's always in a certain amount of danger on the road no matter how careful he may be. He says he's glad he's covered by the health and welfare plan of the Ohio Drivers' Conference.

'I heard a lot of talk about union health and welfare plans so I decided I'd look into this one,' Roy said. He found out, he reported, that 16,000 drivers plus their dependents are covered. In the past 12 months there were over 11,000 claims and the fund paid



out nearly a million and a half dollars. Union Labor Life Insurance has the policy, he said, and the cost of administering the fund is 1.8 per cent.

'That I'll buy' he declared.

What does Teamster Roy Houck want from life? The battle-scarred veteran of war and peace, who was born in not-too-far-distant Napoleon, Ohio, in September 1917, wants mostly to live in peace; peace with his fellow-workers, peace with his employers, peace with his neighbours and peace with the world. If the time comes when he can step up a notch, he wants to go up; for the prestige, yes, and for the money; for 'the better life.' If the bargainer discovers that his firm can pay him more money, he wants it, because it will mean more to his family. He wants to

stations reminiscent of the marble halls of some Byzantine emperor was started in the thirties, while nothing was being done to improve the horrible overcrowding and incredible slum conditions in which the majority of the city's workers were compelled to live. In Hungary, work was started on an underground railway in Budapest some years ago, but was suspended in the summer of 1954 after the Hungarian Communists, following the Malenkov line, had decided to concentrate the country's resources on the development of agriculture and light industries providing consumer goods, rather than on heavy industry. Explaining this policy, the Hungarian Communist leader Rakosi stated, on 18 September, 1954: 'The slowing-down of the pace of

this policy is now out of fashion. The emphasis is again on heavy industry – which means, of course, rearmament – shorter rations for the workers and no foreseeable relief in intolerable housing conditions. The man who was most closely identified with the policy of relaxation in Hungary, Prime Minister Nagy, is in disgrace. The Hungarian Communist Party newspaper, 'Szabad Nep', was attacked by the Cominform journal, 'For a Lasting Peace', on 25 February. Among the mistakes which 'Szabad Nep' had made was reporting that 'at the Klement Gottwald Heavy Engineering Plant in Budapest, everything intended for the production of mass consumer goods was specially labelled to ensure smooth passage, or was given priority in processing. One



On his day off. As a Teamster's steward, Roy calls at the Teamster building to pick up dues receipts issued to men employed at his firm where a check-off system is operated under their contract



Roy took part in the planning of a contract to be submitted to the firm he works for. Here he is running over the provisions with L. Steinberg, President of the AFL Teamsters' Joint Council 44




At a special meeting of the drivers of the firm he works for, Roy outlines the principal features of the contract, one of which is a 23-cent an hour increase. Roy takes his shop steward duties seriously

give them all he can. That's why he works. That's why he's a Teamster. That's why he does everything that he does.

'Who doesn't?' asked Roy Houck.

### I dreamed I dwelt in marble halls

 IN THE COMMUNIST COUNTRIES the building of underground railways seems to be pushed ahead in inverse proportion to the provision of the ordinary amenities of everyday life to the man in the street. In Moscow, the building of the Metro with its sumptuous – but highly impractical –

industrialization, the switch-over from the development of agriculture and the manufacture of consumer goods were correct. It was correct to stop those constructions and investments which would have come to fruition only after many years, and it was correct to utilize the resources so released for raising the standard of living and for strengthening agriculture. We have, for instance, stopped the construction of the underground railway in Budapest...The material, the concrete, iron and glass which would have been used there have been used instead for building and repairing dwellings.'

With the fall of Malenkov in Russia,

would have expected the newspaper to condemn this method...but in its editorial of 17 December, it referred favourably to this incorrect practice.' No official announcement has been made, but it is believed that work has restarted on the Budapest underground. The trade union paper, 'Nepszava', of 5 February reported the chief architect of Budapest as saying in a lecture on development plans for the capital: 'The backbone of transport will be the fast underground railway.'

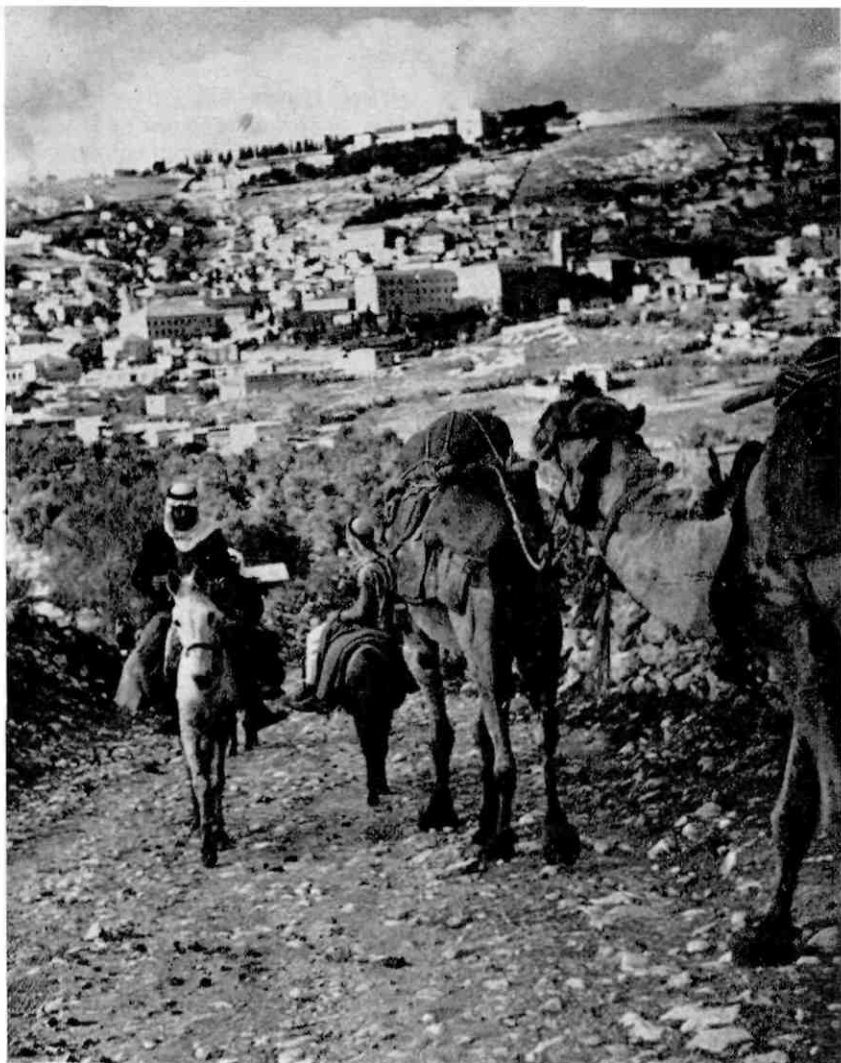
The outlook for the Hungarian people now appears to be not only guns instead of butter, but marble Metro stations instead of houses.

*The Israeli railway network has not yet been extended as far as Nazareth, the town in which Christ worked and lived. In stony, hilly Galilee, now as then, the principal means of transport is still the slow, plodding camel or the humble ass*

## The Israeli transport scene

by YNGVE TIDMAN,

*Swedish Railwaymen's Union*



THE STREETS OF JERUSALEM HAD REMAINED ALMOST EMPTY for twenty-four hours, but now in the twilight they suddenly began to come to life again. From narrow streets and alleys people of all ages started to stream into the main thoroughfares of Ben Jehuda Street and Jaffa Road: families with small children, noisy adolescents, beautiful dark-skinned Jewish women, old Ghetto Jews with patriarchal beards and tall black headgear. Sitting in a so-called taxi cherut and waiting to be transported to Tel Aviv on this Sabbath evening, I had plenty of time to look around me, because an hour or two would probably go by before all seven seats had been taken and we could move off.

### Transport at a standstill

The fact of the matter is that the Sabbath is observed so punctiliously in Israel that all traffic except for taxis comes to a complete standstill. In modern, labour-controlled Haifa you can find *some* form of transport, even on the Sabbath, but in Tel Aviv it becomes much more difficult. The approximately 400,000 inhabitants of Tel Aviv-Jaffa have no other means of transport for a trip to the beach or some similar Sabbatical excursion than the very small number of taxi cherut, i.e. taxis which

operate to a specific destination once all the seats have been taken. All buses and trains are stopped.

As can be imagined, this system is not particularly popular with the non-religious section of the population. Although the religiously orthodox are a long way from having a majority in the Knesset (the Israeli Parliament) or on the local authorities - with the possible exception of Jerusalem itself - the fact that they occupy a pivotal position in Israeli political life means that they have succeeded in winning considerable influence.

In Jerusalem it is consequently almost impossible to find an ordinary taxi on the Sabbath and the taxi cherut do not dare to start until the official time for the setting of the sun. The Jewish Sabbath, incidentally, lasts from sunset on Friday to sunset on Saturday.

In Mea Sherim, the orthodox Jewish quarter of Jerusalem, the inhabitants erect street barricades of stone and barbed wire during the more important religious festivals and holidays to prevent any movement of traffic, and even in the modern parts of the city one can see patrols which stop Sabbath breakers and exhort them to go to the synagogue.

### Transport during the war period

However, after an hour's wait, we got under way to Tel Aviv. Among the very mixed company in the taxi was a talkative nature-cure enthusiast who was keen on coming over to Sweden and teaching us how to live properly on

Many of the districts in the towns and cities of Israel were never designed to be used by traffic other than pedestrian as can be seen from this photograph of a back 'street' in the Tel Aviv-Jaffa area

vegetables and fruit juice.

At the same time, however, he told me something of the background to the twisted skeletons of buses and lorries which littered the side of the Jerusalem road at a point where small hills dropped steeply down to the highway and formed a narrow pass. Here, Arab snipers, armed with incendiary bombs, had taken up their positions during the last troubled years of the British mandate and the new State of Israel's war against the Arab countries in 1948.

The position was that if the Arabs could prevent traffic from getting through to Jerusalem and stop supplies of arms and foodstuffs, then it would not be very long before the Holy City was in their hands. However, despite their excellent strategic position, they did not succeed in stopping the Israeli transports. Buses were equipped with armour plating, their crews and passengers were armed, and traffic proceeded in the form of convoys.

From time to time, the Arabs succeeded in surprising a convoy. The incendiary bombs gave the vehicles' occupants only two alternatives: to be burnt alive in the buses or to take a chance with a hail of bullets outside. The result was often the same.



These twisted wrecks have been left by the side of the road as a reminder of events which are still relatively fresh in the memory. And no one knows when such times may return.

Israel's position on the Eastern Mediterranean coast, with hostile Arab States to the north, south, and east, allows of communication with the rest of the world only by land and air. Our own SAS, for instance, has a direct service to Tel Aviv-Lydda once a week and

it takes a modern pilgrim only fifteen hours to get from Sweden to the Holy Land.

#### Post-war transport development

An important factor which favours the development of Israel's transport industry is the country's position as a connecting link between three continents: Europe, Asia, and Africa.

Without a terrific increase in the growth of sea and air transport, the movement of 750,000 immigrants – which doubled Israel's population in six years – would have been impossible. Two transport operations in particular have attracted attention throughout the whole world. Operation 'Magic Carpet' shifted the whole Jewish population of the Yemen (some 45,000 persons) to Israel, whilst the long Babylonian exile was ended by an airlift which carried 120,000 Jews from Iraq to the land of their forefathers.

The development of the country's transport facilities can also be demonstrated in cold statistics: in 1947, they gave employment to 17,000 workers:



Two officials of Histadrut who have a lot to do with transport and transport workers. On the left is Brother Barash of the ITF-affiliated Israeli Seamen's Union and on the right Mr Jeheshel who represents the workers in the large number of industrial concerns owned by Histadrut



*A Constellation aircraft used by Israel Airlines. Sixty per cent of this company is State-owned, the rest by other public bodies*

last year the figure was over 40,000. Railways, ports and airports are owned by the State. Sixty per cent of the Israeli airline El-Al is also State-owned and the rest by other public bodies.

Only inland transport, which before the establishment of the State of Israel had been built up and developed by cooperative bodies, is not State-controlled. Road transport has always been of the utmost importance to Israel and this trend has been accentuated since the creation of the new State. The intricate network of roads now carries 95 per cent of the country's passenger traffic and 83 per cent of its goods traffic.

#### **Bus drivers are well off**

Passenger traffic is mainly the concern of the three large bus cooperatives which have their headquarters in Haifa, Tel Aviv, and Jerusalem respectively. In addition, a private bus company operates out of Beersheba. The bus lines are complemented by taxis which operate fairly regular services – the so-called taxi cherut already mentioned. About 500 of the country's 2,000 taxis fall under this heading.

The majority of Israeli taxi drivers own their own vehicles, but are nevertheless members of Histadrut, the national trade union organization. The same is true of bus drivers and conductors, who, in their capacity as shareholders in the cooperatives, are also their own employers.

Bus workers, by the way, are an extremely well-situated class in Israel, with salaries which compare with those of Legation Secretaries. However, that does not mean so very much in dem-

ocratic Israel, where the ratio between the wages of the lowest and highest paid employees is only 1 : 2. 2.

The size and character of the country has not encouraged the growth of railways, and developments since the State's creation have been hardly any more favourable to them. The destruction during the war makes necessary extensive reconstruction, and as only 6 per cent of the railway labour force was Jewish before the war considerable training of new personnel is required. Israel has only two railway lines: one along the coast from the Gaza area to the Lebanon frontier and the other from the coast to Jerusalem. There are, however, plans to construct a new line from the coast to Dodom and Eilat. As has already been pointed out, the railways only handle about 5 per cent of inland passenger and 17 per cent of goods traffic. The present cavalier treatment of the railways does not hold out much hope of their being able to improve on these percentages.

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*(continued from page 131)*

the carriers themselves enjoined the organizations in the courts; some of the carriers, at the last minute before the signing of the agreement, walked out of the negotiations, etc. However, in spite of all of this display of unfair bargaining, the program is now a reality and the employees covered by it have a custom-made plan which provides the most benefits per premium dollar of any such mammoth program in the nation. The organizations are now in the process of improving the employe

advantages by demanding of the railroads that they pay the entire cost – \$ 6.80 – for the employes in active compensated service.

Mr. G. E. Leighty, President of The Order of Railroad Telegraphers, served as Chairman of the Fourteen Cooperating Railway Labor Organizations participating in this program and presently is continuing to serve in this same capacity.

The Railway Labor Organizations participating in the program are:

- 1) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees;
- 2) Brotherhood of Maintenance of Way Employees;
- 3) The Order of Railroad Telegraphers;
- 4) Brotherhood of Railroad Signalmen of America;
- 5) International Association of Machinists;
- 6) International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers;
- 7) Sheet Metal Workers' International Association;
- 9) International Brotherhood of Electrical Workers;
- 9) Brotherhood of Railway Carmen of America;
- 10) Intern. Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers;
- 11) National Marine Engineers' Beneficial Association;
- 12) International Longshoremen's Association.

# Road transport development in India



IN INDIA UP TO COMPARATIVELY RECENT TIMES road transport consisted almost exclusively of bullock-drawn vehicles and horses. Nevertheless, a study of recorded history in India reveals that centuries ago there were reasonably good road systems in existence with shady trees on either side of the road and places for halt and rest. With the advent of the railways, however, the same story of neglect and disuse was repeated in India as elsewhere, revival taking place only after the coming of the motor-car. That this revival has not been quite so rapid as in other more highly industrialized countries is perhaps to be expected in view of the economy of the country, characterized by self-sufficient village communities.

Since Independence, however, the tempo of industrialization in India has quickened, although there still appears a marked reluctance on the part of industries to use road transport, and particularly to run their own fleets. The reasons advanced for the latter include the desire to avoid the problems involved in running a fleet of motor vehicles, such as the necessity of having a workshop, the lack of adequate and reliable repair facilities and the absence of return loads. Factors contributing towards the reluctance of private industry and trade to make use of road transport services operated by road transport concerns are stated to be: the absence of proper business methods on the part of private operators; the unwillingness of the latter to pay compensation for goods damaged or lost in transit; and the absence of a clear-cut schedule of rates.

## Road transport uneconomical?

The road transport interests themselves, however, have had the charge levelled against them that they tend to overlook this attitude of industry and trade towards road transport and are inclined to lay undue stress on the effects of governmental policies regarding the regulation of motor transport. One of their targets, for example, is Chapter IV of the Motor Vehicles Act, 1939, one of the several objects of which was to ensure a measure of road/rail coordination. The Code of Principles and Practice, formulated by the government of India with the object of regulating motor transport has also come in for criticism by road transport interests. The Code, which is primarily aimed at coordinated development of road and rail services, is based on the principle that, except for a few commodities, road transport services are uneconomical over distances in excess of 150 miles. It places no restriction on the movement

of goods by road for distances up to 150 miles, however, even on routes served by the railways, and, in the case of distances exceeding that limit, considerable discretion is given to the State Transport Authority to issue permits for road services, due regard being paid to the nature of the commodity, the services provided by the railways and other factors. Nor is the Code itself strictly applied in all States. In the Punjab and Madras State, for example, road transport services are operated over long distances. In the circumstances, therefore, whether responsibility for the slow growth of motor transport in the country is to be attributed to either the Code or the Motor Vehicle Act, 1939, must remain an open question.

## Come to stay

The policy of nationalization of road transport has also been held responsible for retarding the growth of road transport services in the country. Doubtless, it has created uncertainty in the minds of operators, particularly since several of the State Governments have been known to issue permits under the Motor Vehicle Act for very short periods. In this connection, however, a fairly uniform policy may be expected to emerge as the result of recent advice tendered to State Governments by the Planning Commission.

There can be little doubt, however, that in India nationalization has come to stay, particularly as regards the operation of passenger bus services. Some of the State Transport Undertakings have been operating very successfully and are providing comfortable and reasonably cheap transport for the public. Private operators, it is contended, would be unrealistic if they expected any reversal of policy in regard to such services. This does not mean that there is no scope at all for private operators. It does mean,

however, that they are expected to organize themselves into viable units and above all be prepared to serve the interior districts. At present, however, they appear to have shown a marked reluctance to operate on feeder roads and in rural areas, preferring to concentrate on the main roads – which run parallel to the railways – and in the big cities, where there is too much competition.

## Basic needs

Whatever divergence of opinion may exist as to the reason for the inadequacy of road transport facilities in the country, and on this point Government and private operators cannot very well be expected always to see eye to eye, there is unanimity at least as regards the need for a substantial development of road transport. The basic requirements for such a development are generally recognized to be: more and better roads; more and better motor vehicles; and the creation of an atmosphere favourable to the growth of the industry. In 1950, India had a total road length of 241,513 miles, i.e. something like a fifth of that of the United States per square mile of territory. Motor vehicle density on the other hand was seventy times greater in the USA. Of this mileage, 95,453 were metalled roads and the remainder (146,060 miles) unmetalled.

It was not until 1929 that any attempt was made to foster road development on an all-India level. In that year a portion of the central duty on petrol was set aside as a central road development fund for allocation to the provinces. Owing to the economic slump, however, no increase in expenditure on road construction and improvement was registered and the first real attempt to estimate the immediate needs of India in the field of road development had to wait until the war situation had focused attention on the inadequacy of India's roads.

## The Nagpur Plan

At the end of 1943, a conference of Chief Engineers held at Nagpur drew up a programme – known as the Nagpur Plan – calling for the construction of 160,000 miles of new roads and for the improvement and up-grading of the existing road system. The Plan, which was regarded as the barest minimum,

*One of 88 diesel-engined buses in service with the Delhi Transport Authority. Since their appearance in 1920, petrol (and now diesel) buses have virtually replaced the trams. In India, a number of urban and interurban passenger transport services are operated by the State*

would still not have brought India up to the level of more highly industrially developed countries in terms of road communications. Some idea of the present paucity of road communications in India may be gauged from the fact that the country has only eighty-nine miles of road to every 100,000 inhabitants. In the USA, France, and Great Britain, the figures are: 2,500, 934, and 392. In terms of road mileage per square mile of territory, India has 0.22 compared with 1.03 in the USA, 1.84 in France, and 2.02 in Great Britain.

In spite of the pressing need, little headway was made with the Nagpur Plan, however, something like five per cent only of the expenditure envisaged by the Plan having gone on road development by March 1951. When India's first Five-Year Plan was begun in April 1951, therefore, road construction and improvement was one of the most urgent and vital needs the Plan was expected to cover. Nevertheless, the expenditure involved could not have been covered by the Plan which had to content itself with a more realistic figure.

Within the framework of the expenditure authorized under the first Five-Year Plan, India is going ahead with its long-term purposes of providing the country with a balanced development of all classes of road, including village roads. By the end of the period 1953-4, under the National Highways Programme some 300 miles of new sections on the National Highways had been constructed, improvements effected on a further 2,100 miles of existing sections, whilst twenty major bridges had been built. In addition, the construction of about 530 miles of missing links, improvement of 1,425 miles of existing National Highways, and construction of fifty-three major bridges was in progress during the period. Development of village roads has received encouragement under the Community Project and National Extension Service Administrations, which provide for the construction of some 20,000 miles of new roads within the period of the Plan. Practically all of these will be unmetalled, however, and,



as the maintenance of the major portion of this mileage will probably not be taken over by any of the recognized road authorities, it would perhaps be improper to regard these village roads as constituting a regular addition to India's road system.

#### **Road transport ignored?**

Other than to record the decision of a number of State Governments to transfer bus services from private to State ownership, the Five-Year Plan is accused of silence on the necessity of securing an expansion of road transport. Road transport interests even level the charge against the Plan as it affects road transport that, in order to finance it, taxes on motor transport in certain parts of the country have been increased to such an extent as not only to prevent the expansion of road transport but to bring about a substantial recession in its volume. In support of this contention they instance Bombay where, it is alleged, as a result of increased motor vehicle taxation in 1952, the number of motor lorries in use dropped immediately from 16,034 to 15,061. Official circles, on the other hand, maintain that the effect of taxation is over-estimated by operators and point out that, in the period 1948/9 to 1952/3, the number of licensed goods vehicles had increased from 72,926 to 90,075.

Whether or not legislative and administrative enactments have been deliberately framed to favour railways at the expense of road transport, is a matter

which only the Indian legislators and economists themselves can be expected to determine. In so far as road transport may be regarded as benefiting by more and better roads, however, the first Five-Year Plan can be said to have assisted it in no little measure by the impetus it has given to road-building, progress which is expected to increase under the second Five-Year Plan.

#### **Staff position on Canadian Pacific Railway**

**RECENTLY** - PUBLISHED FIGURES show that last year the Canadian Pacific Railway Company employed a staff of some 87,000. Of this total, about 67,000 were employed in railway operations whilst the remaining 20,000 were engaged in other enterprises run by the CPR.

Railway staff comprised 13,000 engaged in maintaining road property, 18,000 in maintaining rolling stock, 16,000 in train and yard operations, 8,000 in the control and direction of train movements and the handling of freight and other traffic, and 12,000 in the performance of clerical, station and a variety of miscellaneous other duties.

Of the 20,000 engaged in the company's other enterprises, some 5,000 were employed in ocean and coastal steamship services, 5,500 in express operations, 4,000 in hotels, 3,000 in commercial communications services, 1,500 in air services, and 1,000 in other operations.

# International Transport Workers' Federation

Acting President: H. JAHN

General Secretary: O. BECU

Asst. General Secretary: P. TOFAHRN

**7** industrial sections catering for

RAILWAYMEN  
ROAD TRANSPORT WORKERS  
INLAND WATERWAY WORKERS  
DOCKERS  
SEAFARERS  
FISHERMEN  
CIVIL AVIATION STAFF

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 160 affiliated organizations in 54 countries
- Total membership: 6,000,000

#### *The aims of the ITF are*

to support national and international action in the struggle against economic exploitation and political oppression and to make international working class solidarity effective;

to cooperate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;

to seek universal recognition and enforcement of the right of trade union organization;

to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

#### *Affiliated unions in*

Argentina (Illegal) ● Australia ● Austria  
Belgium ● British Guiana ● Canada  
Chile ● Colombia ● Cuba ● Denmark  
Ecuador ● Egypt ● Estonia (Exile) ● Finland  
France ● Germany ● Great Britain  
Greece ● Grenada ● Hong Kong ● Iceland  
India ● Israel ● Italy ● Jamaica  
Japan ● Kenya ● Lebanon ● Luxembourg  
Mexico ● The Netherlands  
New Zealand ● Nigeria ● Norway  
Nyasaland ● Pakistan ● Poland (Exile)  
Republic of Ireland ● Rhodesia  
Saar ● St. Lucia ● South Africa  
Spain (Illegal Underground Movement)  
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