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Transport Workers' Journal

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Geneva 2-3 June 1958
Fishermen's Section Conference

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25th Biennial Congress

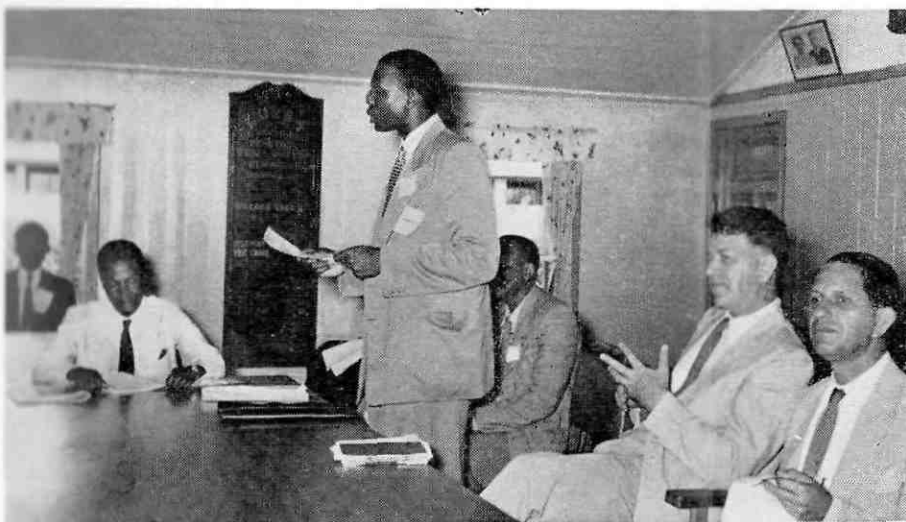
Comment

THIS YEAR WILL AGAIN SEE a reduction in the number of meetings of industrial Committees of the International Labour Organization. Instead of the six meetings of Industrial Committees which would have been normal on the basis of their biennial character, only two such will actually be held as a result of the budgetary estimates which were approved by the Governing Body at its 134th Session. It may be added that it is no accident that the Employers' Group on the Governing Body voted solidly against even this meagre provision for meetings which are of the utmost importance to the work of the ILO, for it is quite plain that the international employers are carrying on a determined campaign to cripple the work of the existing Industrial Committees.

The workers represented at the ILO have consistently criticized this extremely short-sighted policy. It means not only that the present Industrial Committees meet at longer intervals than was originally intended, thus making continuity of work far more difficult (the last two Inland Transport Committee meetings, for example, have met at intervals of three years instead of two as formerly), but also that many industries which vitally need special ILO machinery to deal with their problems will have no real likelihood of achieving this in the foreseeable future. In the transport field, for instance, there is an urgent need for a separate Industrial Committee to deal with conditions in civil aviation, whilst fishermen have been seeking proper attention to their problems for more years than we care to remember. A similar situation prevails in respect of other industries.

Naturally, we appreciate that there are many ILO activities to be financed out of a limited budget and that some patience would in any case be needed before all groups could be satisfied, but at the same time we cannot help feeling that at a time when the work of the Organization should be expanding and not contracting one should not have to think of reducing budgetary allotments at the expense of one of the most valuable types of activity which has been developed within the post-war ILO.

Grave dispute on East African Railways



The President of the Kenya Railway African Union addressing his union's Annual General Meeting. Railway officials were among the union's guests (East African Railways photo)

A TENSE SITUATION HAS ARISEN IN BRITISH EAST AFRICA following an Arbitration Tribunal award on the claim by railwaymen's unions in Kenya, Tanganyika and Uganda for pay increases to meet a rise in the cost of living. The award refused any pay increase at all to one class of employees and for the other stipulated that the unions must agree to a reduction from twenty-two to fourteen days' annual leave in order to gain a five per cent increase.

The award, derisory though it is, is binding and cannot be altered, except by special permission of the authorities, for at least six months. The railwaymen have, under Kenya and Tanganyika government ordinances, no right to strike against the award since the railways are termed 'essential services' in which strikes are forbidden if a dispute has been sent to arbitration by the authorities, a step which in practice they are virtually certain to take in every dispute that arises. In short there is to all intents and purposes a system of compulsory arbitration and local legislation provides for arbitration awards to become part of the conditions of service in the industry affected. Against this there is no appeal.

There are other circumstances in the dispute which have served to spotlight serious deficiencies in East African labour legislation. The three territories – Kenya, Tanganyika and Uganda – which comprise British East Africa are for many purposes separate units with considerable legislative powers of their own. But there is a central

colonial authority, the British East Africa High Commission, which is responsible for the control of certain public services, among them the railways and the ports which are managed by the East African Railways and Harbours Administration.

The inter-territorial nature of the railway management is sensible enough, for the three territories are geographically, and in many ways economically, linked. And yet the East African labour laws make it impossible for a single inter-territorial railwaymen's union to be established and meet with the inter-territorial management.

Thus, theoretically, there were three different claims before the recent Arbitration Tribunal – 'theoretically' since the unions in the three territories had taken care to submit identical demand. This absurd position must at times embarrass the management as much as the unions, for there are signs that the authorities would be prepared to see the law against inter-territorial unions 'bent' when it suits them.

But even when it is interpreted so liberal-

ly as to be practically evaded this legislation by its very presence on the statute book is a source of constant irritation. It gives rise in the unions to a conviction that the authorities are stubbornly determined to retain restrictive laws on labour even when the laws are blatantly, even ridiculously, at odds with logic or efficiency.

The Essential Services Ordinances are an even more serious matter. Trade unionists are in principle opposed to compulsory arbitration and where it exists it is always liable to create a dangerous tension in labour relations if there is the slightest suspicion that the arbitration machinery works inevitably to the disadvantage of the worker. The operation of the Ordinances in Kenya and Tanganyika has unfortunately served to give that impression.

Presumably, the aim of the Ordinances is to preserve industrial 'peace' in industries which the government designates as essential to the country's economy. They are justified, by those who care to justify them, as being necessary to protect these industries from 'irresponsible' activities by trade unions. But surely the most shortsighted of administrations recognize that the seemingly unfair working of the arbitration system is itself an open invitation to irresponsibility. If, in this latest instance, the unions had a case for submitting that their members' real wages had been reduced by a rising cost of living – and we believe they had an unanswerable case for saying that they have yet to catch up even with the 1956 cost of living! – then the total rejection of their case could easily lead the unions to the conclusion that 'peace' and 'responsibility' are always on the management's side.

The administration should realize where their present policies are leading them. It would not be foolhardy to lift the ban on strikes among railwaymen and dockers; it would be prudent. Trade unionism has


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Safety is more than a gimmick

by ROBERT AMON *Managing Editor of Pilot, National Maritime Union of America*

The 'Mission San Francisco' after collision in the Delaware River, one of the latest of many tanker casualties. Gases trapped in her tanks were exploded by the impact. Ten seamen lost their lives



 WHAT'S WRONG WITH MARITIME SAFETY? Why does the shipping industry continue to add heavily to the toll of one out of every forty of the nation's workers who suffer a disabling injury each year?

At industry safety conferences this year, as in other years, shipping executives will meet to read papers to each other on accident prevention aboard ship. They will talk in terms of frequency ratings, safety contests, and insurance premiums. A few will air querulous criticisms of the seamen who man their ships and the 'unjust' liability laws that discriminate against shipowners by requiring them to stand responsible for the lives and limbs of their crews. They will rehash safety programmes which often as not have sagged into tedious routines effective only against the most apparent hazards. The futile and demoralizing aspect of safety as practised by some of the nation's largest ship lines is a sour joke to professional seamen.

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been part of the modern world long enough for this much to be clear: irresponsibility and even lawlessness are produced not by the freedom to associate and act in combination but by the denial of that freedom. By saying, as the East African governments are saying, 'you are not to be trusted with your freedom', the governments are stunting the growth in responsibility of a young trade union movement and are instead creating a climate of suspicion and frustration.

Of course freedom can be dangerous, as any dictator would readily tell us. But we in the ITF believe that if the East African governments showed they were willing to treat their trade unions as adult bodies, the unions would respond like adults; if they continue to insist that they are children they may eventually prompt them to act like children – and destructive ones at that.

The authorities should wake up to these facts before it is too late. Another fiasco like the latest arbitration award could be the last straw.

Nobody is against safety, least of all the working man. Both labor and management agree on the need to cut the toll of crippling, oft-times fatal accidents that beset the maritime industry. Both recognize too that the industry's safety programmes fall far short of their intent. It is evident that safety measures preached at top company levels are not being translated into practice aboard the ship.

In the final analysis, responsibility for real improvement in safety matters rests on the shoulders of the supervisory personnel aboard ship who in turn take their cues from the company executives. Here then is the weakest link in the safety chain.

Ship officers are quick to determine whether or not it is company policy to pay mere lip service to safety. An ambitious officer out to 'get on' in the company is after all subjected to the same pressures as any other young corporation executive.

In spite of the continuing co-operation between the maritime unions and large segments of the shipping industry, too many shipboard supervisors still push their workers with little regard for their safety. And too many company men talk glibly of

safety and let the seamen face injury and death without a qualm. To protect their members the unions, therefore, are forced to resort more and more to collective bargaining for improved safety measures. This is done in three ways:

1) Getting a broad pledge from management that it will provide safe and sanitary conditions.

2) Writing specific requirements on matters of special importance in the industry, for example, on particular equipment, and rules on safety facilities.

3) Negotiating definite procedures (including safety committees) for handling safety matters.

The first method, given good faith on both sides, is, of course, preferable to all concerned since it makes for a minimum of rigid restrictions in the industry. Unhappily, however, long and bitter experience shows that employers often tend to press their advantage over the worker unless curbed by safety clauses written into the union contract.

Take, for instance, the once commonplace and dangerous practice of vessels leaving harbor without having their deck gear end hatches safely secured. Not until the union inserted a \$10 a man penalty pay clause into the working agreement for sailing with 'sticks flying' did the companies take vigorous steps to comply with this commonsense rule of safety and good seamanship.

An unfortunate by-product of labor's efforts to press for more shipboard safety via collective bargaining is the tendency of company officials to regard such moves as infringements of management's prerogatives and, at the worst, feather-bedding.

This management attitude is quickly picked up by the ship's officers who contrive to violate the union agreement and incidentally, good safety practice, whenever they can get away with it. Union records are replete with evidence of such violations.

A frightening case in point took place last summer aboard a tanker operated by one of the largest oil companies. The ship was loading high test gas when a fire broke out in a room on the boat deck aft.

When the fire was reported to the Mate, he called for the watch on deck to put out the blaze. But the three men on watch had been assigned a job three decks up although the union agreement requires one man to stand gangway watch. This violation had been called to topside's attention but was disregarded.

Crew members who finally arrived to fight the fire grabbed the nearest CO-2 extinguisher only to find it was dead. This made it necessary to go to the bottom of the engine room to get the only available extinguisher, again wasting precious minutes.

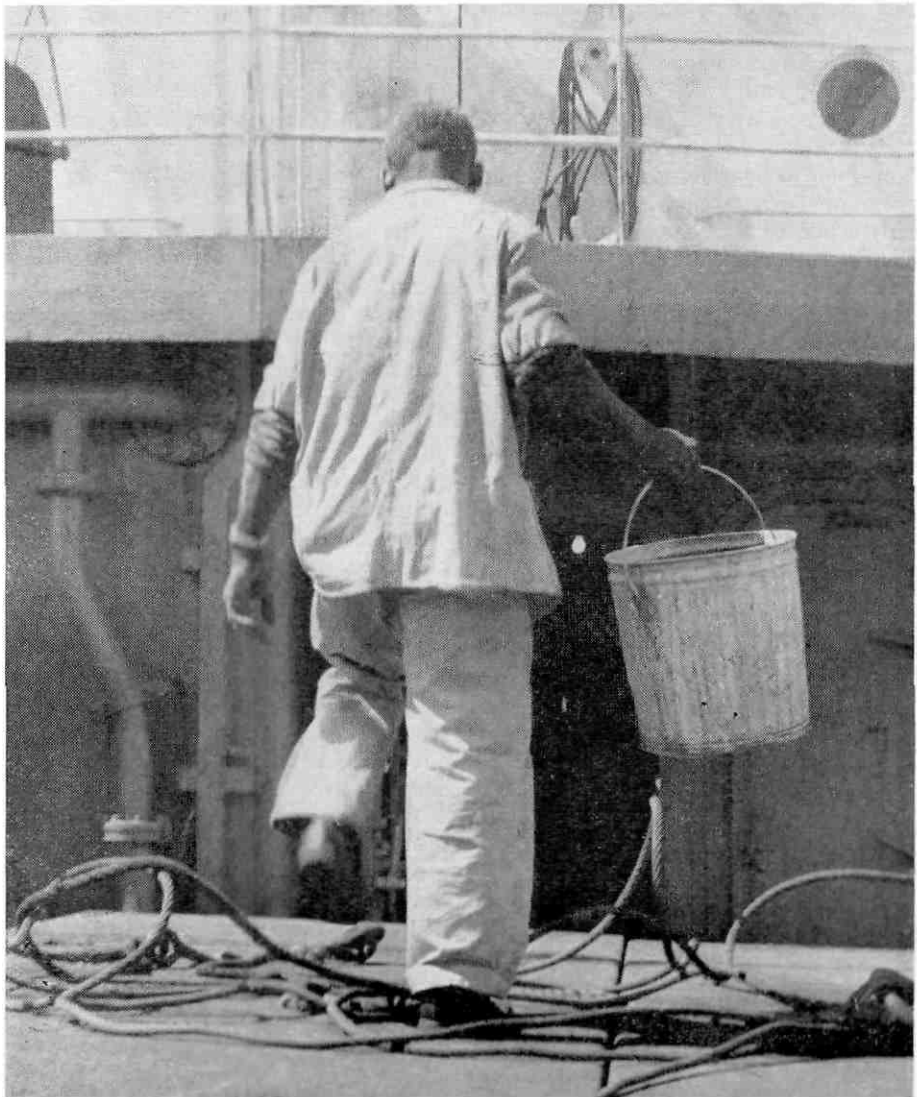
The blaze was eventually under control without further incident. Other ships have not been as lucky. Last year marked the tenth anniversary of the disastrous ship explosion that took 510 lives.

Yes, safety is more than tin hats, goggles, and slogans – although these all have an important place and perform a valuable service. Too often, however, safety experts over-work the gimmicks, seemingly with a greater eye to public relations than to the welfare of the company's employees.

Fleet-wide safety competitions have been known to defeat their own purpose by re-

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The stage is set for an accident as a member of the stewards department clammers over pontoon cable left unstowed carelessly over the deck. US unions are demanding better safety measures



sulting in workers being urged subtly, and sometimes not so subtly, to hide their injuries.

Three-color safety posters tacked on to the ship's bulletin board can seldom take the place of proper maintenance and replacement of defective or worn-out equipment.

Nor can safety lectures, however well intentioned, overcome the dangers in break-neck port turn-arounds, excessively fast loading and discharging of high explosive or inflammable liquid cargoes, and movement of partly-loaded, unballasted almost wholly unmanageable vessels in narrow channels at night or in periods of low visibility.

The roll call of ship disasters during the past few years offers tragic evidence that there is still room in the maritime industry for fundamental improvement in existing safety conditions.

Future conclaves of marine safety experts face the challenge of drafting basic, deep-going recommendations for safer ship operation. Two vital safety issues demanding early action by the shipping industry and government authorities are the development of a 'Code of Good Practices' for carrying iron ore, phosphate rock and similar bulk cargoes in general cargo ships,

and the development of regulations covering the gas-freeing of unladen oil tankers.

Investigations have disclosed improper loading of ore cargoes as important factors in the loss of the s.s. *Mormackite* off the Virginia Coast with thirty-three lives in 1954 as well as the loss of the s.s. *Pelagia* off the coast of Norway with thirty-one lives in 1956.

Similarly, the need for prompt industry-wide adoption of regulations insuring better gas-freeing of unladen tankers was pointed by the loss in 1957 of the *Mission San Francisco*, latest in a series of tanker casualties in recent years. The *Mission San Francisco*, filled with high test gasoline vapors, exploded in the Delaware River following a collision with a small freighter. Ten seamen lost their lives.

Management's responsibility to provide safe working conditions was underscored recently in a ruling of the Sixth us Court of Appeal. The court declared employees were justified in walking off a job because of 'abnormally dangerous' working conditions.

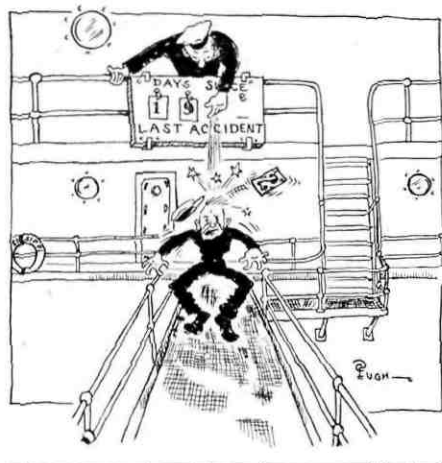
The case grew out of a ventilation grievance in a Michigan factory. A big blower went haywire, blowing dust, grit and abrasives on the employees. Temperatures climbed to 110°F. and breathing became difficult. A union representative complained to management.

Finally, the employees couldn't stand it any longer and walked out - despite a no-strike agreement and grievance procedure in their contract. They were fired.


Last December, five years after the incident occurred, the court ruled that the employees were entitled to reinstatement with back pay following their discharge for the walkout. The court cited Section 502, a seldom-used section of the Labor-Management Relations Act, which protects the right of employees to quit their labor without penalty in order to protect their health and their lives.

The decision is of particular interest to seamen because it reinforces a maritime precedent that grew out of an incident last May aboard the s.s. *Columbia Heights*. At that time, the Coast Guard ruled out

charges of mutiny against seamen who refused to take out the ship with faulty engine room ventilating equipment. Accusations against twenty-one crewmen were dropped after hearings brought out that several men had become ill due to the extremely high operating temperatures in the engine room and that the ship was unseaworthy because the engine room fans were not functioning properly.



Italy's expanding merchant fleet

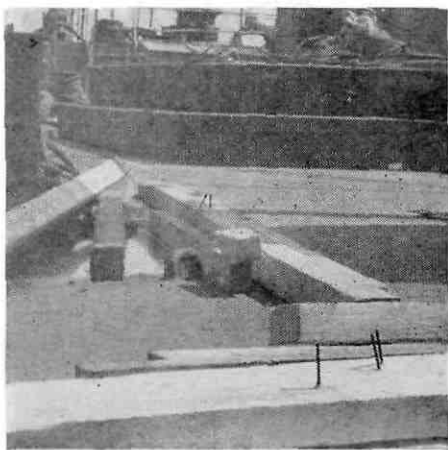
 ITALY'S MERCHANT FLEET has continued its upward climb since the war and is about to reach 5,000,000 tons for the first time in history, official statistics showed recently.

The figures released by the Merchant Marine Ministry, revealed that on 1 January the merchant fleet totalled 4,084 ships with an aggregate of 4,965,216 tons, compared with a pre-war peak of little more than 3,500,000 tons, nine-tenths of which was destroyed in the war.

About 1,290 vessels, totalling 4,858,707 tons, were steamers or motor-ships above 100 tons, the increase over last year being 461,845 tons, or about 10.5 per cent.

The largest increases came in dry cargo ships, with fifty-seven new vessels totalling 289,438 tons, and in oil tankers, with seventeen new ships totalling 164,826 tons.

Upright spikes in damage strewn on deck constitute grave hazards for men working by them




FRANK COUSINS
General Secretary of the British Transport
and General Workers'
Union and Vice-President of the ITF



Profile of the month


Enquiry on British road haulage

 A NEW ENQUIRY into how Britain's system of road haulage operates – an earlier one was held in 1952 – is to be conducted by the Ministry of Transport. Among other things, it is hoped that the enquiry will reveal what proportion of goods are carried by road, and the total 'ton mileage' covered by lorries.

The Ministry announced that the investigation would be concentrated on about 8,000 vehicles, representing a cross-section of the various types of haulage, including the lorries owned by the British Transport Commission. Firms will be asked to give details of each vehicle and its movements during the week beginning 21 April. They will supply information about the nature and quantity of goods carried, the number of miles run and the starting and finishing points of each journey.

This enquiry, like the one in 1952, will enable the Ministry to compare the parts the roads and the railways play in the movement of freight. This second investigation is necessary because, since 1952, 250,000 more lorries have gone on the roads, the fleet of nationalized vehicles has been considerably reduced and restrictions on the use of private vehicles have been lifted.

Low-seniority pilots furloughed by TWA

 IT IS REPORTED that eighty co-pilots, all with less than one year's service, have been furloughed by Trans World Airlines and informed that it is unlikely that they will be needed before 1959.

In a statement issued by TWA it is said that the furloughs were necessary because (a) the company now has an over-supply of pilots due to unusually heavy demand last year when it introduced 1649 Jetstream equipment at the peak of the season, and (b) most Martin 202A's have been replaced with 404's and Constellations, resulting in fewer planes on the routes.

FRANK COUSINS was invited to address the annual meeting of a British businessmen's organization shortly after an annual conference of the British Trades Union Congress at which he had spoken vigorously against wage restraint. The invitation, and his acceptance, were enough to prompt the resignation of one prominent member and protests from others.

It is a measure of the hostility, and near hysteria, with which he was regarded at that time by the right-wing press and politicians that charges of a 'conspiracy' by certain trade union leaders (meaning him) to thwart the Conservative Government were being aired.

The businessmen who heard him and the British public who know him by his frequent appearances on radio and television have since come to recognize that he is too candid to make a conspirator and too honest to want to ever be one. The controversy over wage restraint which reached its climax in the ludicrous 'conspiracy' charge can now be seen in its real perspective.

What some of the press chose to regard as a revolutionary position on Cousins' part was, as the businessmen heard, a straightforward statement of fundamental trade union principles delivered by a former coal miner and truck driver who believed that it was trade unionism's business to look after the workers' interests. If, he told them, there had to be sacrifices in the cause of Britain's economic stability, then those sacrifices were not to be made by workers alone. 'They must not be asked to make all the sacrifices and take all the risks while others receive the rewards and are protected . . .'

The early effort by innumerable right-wing columnists to paint him as a 'wild' leader of a union 'colossus' threatening the country's future have since subsided. And indeed, they were bound to for the public soon saw that there is no one less 'wild' than this self-possessed, restrained and likeable trade unionist who can debate industrial topics logically, fluently and very convincingly. Furthermore, the charges against the TGWU itself have resolved into little more than a complaint that it is too

strong for the comfort of some of its industrial opponents.

It is a mighty organization, its 1,300,000 members covering a wide variety of occupations with the largest groups in the docks and road transport (both passenger and goods), but its constitution jealously guards the right of its rank-and file members to make their voice effectively heard. Frank Cousins believes that that is how it should be, and that is why the tag of union 'boss' has failed to stick.

The union's first General Secretaries were men of international stature, Ernest Bevin and Arthur Deakin. 'Jock' Tiffin, who succeeded Arthur Deakin, died shortly after his election and in 1956 Frank Cousins was elected by a huge majority in his place. The election was a clear indication that although he was then little known to the general public his calibre was known and valued by the membership of the TGWU.

He was already known, too, to the ITF for he had during his time as a national officer of the TGWU, played an active part in sectional activities. In 1956 he became a member of the Executive Committee and at the Vienna Congress the same year he was elected Vice-President.


His union has been a source of strength to the ITF for many years, not least in the character and steadfastness of its leaders. Both Ernest Bevin and Arthur Deakin made immense contributions to our International, and there is every reason to believe that Frank Cousins will also. He differs from his predecessors in many ways, as indeed they differed from one another, but like them he is an individualist who can yet work well in a team when team-work is needed. He has already made his mark.

(Photo by courtesy 'Reynolds News')

Municipal transport workers in Japan

by J. F. SOARES, Director, ITF Asian Office



 AS IN MANY ANOTHER COUNTRY IN THE EAST, the inter-city transport systems in Japan are city-owned and operated. In the six major cities of Japan, viz., Tokyo, Osaka, Kobe, Nagoya, Kyoto and Yokohama, the city transport services are run mainly with single-deck tramcars (street cars), but buses are increasingly being used and are tending to displace the older-type vehicles.

Employees of the city-owned transport undertakings are generally organized in industrial unions, city-wise. There are many such unions, large and small, spread throughout the length and breadth of the country. This article, however, deals with the unions which are affiliates of the ITF-affiliated 'Toshikotsu', and the working conditions of their membership.

Drivers, motormen and conductors of the city-owned transport undertakings have for long been in the forefront of the Japanese trade union movement and, with seamen and railwaymen, still constitute the hard and militant core of transport workers' organizations in the country.

Prior to World War II, unions of employees of municipal transport undertakings were not affiliated to any central body, industrial or otherwise. However, in April 1946, there was formed the Japan General Federation of Transport Workers' Unions,

with which eight unions of municipal transport workers were affiliated. Also affiliated to the new Federation at the time were unions of seamen, dockers and railwaymen.

Unfortunately, the new Federation had only a short existence, the political climate in early 1947 and internal dissensions making that existence precarious! The Federation was formally dissolved in January 1947. On its dissolution, the eight unions of municipal transport workers regrouped themselves into a separate organization, calling it the Japan General Federation of Municipal Transport Workers' Union, or, in Japanese, Nihon Toshi Kotsu Rodo Rengokai, more familiarly known by its title, 'Toshikotsu'.

Toshikotsu, an affiliate of the ITF since 1950 and of the ICFTU since 1952, has presently a membership of 39,000 in thirty-seven unions, the latter representing em-

ployees of as many municipalities. The membership is composed of both operating and administrative personnel, the former accounting for 35,100 members and the latter for 3,900. Of the total membership, 15,600 or a little over forty per cent, are conductresses, with a sprinkling of waitresses and clerks.

By any criteria, Toshikotsu, in the short span of ten years, has won for its membership economic gains comparable to the best obtainable in these parts and without once having to resort to strike-like tactics – a fact of which the Federation is justifiably proud.

Wages above average

The gross monthly earnings of a Toshikotsu member, man or woman alike, are well above the national industrial average. In comparison with his counterpart in the national railways, for example, he is better off by nearly twenty per cent. Additionally, he enjoys fringe benefits, particularly in retirement allowances, the like of which are unknown to his colleagues on the railways or in other similar industries.



A conductor and motorman employed on the tramways of the Tokyo Municipal Corporation

Toshikotsu's woman members are largely employed on buses as conductresses. Their monthly earnings are about double the national industrial average for women who earn much less than men



These achievements of Toshikotsu in the 'economic' field are the result of dedicated effort on the part of its officials, both at Federation and union levels, officials experienced and trained in collective bargaining techniques. The fact that, by and large, municipalities enjoy a virtual monopoly of inter-city transportation and that increasing traffic makes for profitable working of their undertakings may also account for the satisfactory conditions which they offer.

Municipal transport workers, like employees of the national railways, come under the purview of laws which deny them the right to strike, even though the Constitution grants such right. Toshikotsu, in common with the unions of national railway employees, challenges the denial of this fundamental and constitutional right. Though Toshikotsu has not hitherto found it necessary to resort to strike-like tactics in furtherance of any dispute, nevertheless the statutory denial of the right to strike places it in somewhat of a quandary in regard to a part of its membership. The subway systems in Osaka and Nagoya are city-owned and operated, the employees being members of Toshikotsu. In Tokyo, on the other hand, a part of the subway system is privately owned and operated. Their employees, members of a sister organization, Shitetsusoren (Federation of Private Railways Workers' Unions), have the right to strike and often do exercise that right!

The Japanese wage system, applicable equally to municipal transport workers as to others, is a complicated one, as most readers may probably know. It is based not so much on merit and qualifications alone, but on a variety of other factors, including age and experience. The monthly wage of a municipal transport worker or the 'standard wage', as it is called, is made up of three components, viz. basic wage, dependents' allowance and an area allowance.

In terms of standard wages, municipal transport workers of all the six major cities, receive higher average wages than, for example, railwaymen of equal age and experience. In Kyoto, a motorman aged thirty-two years and with ten years' service,

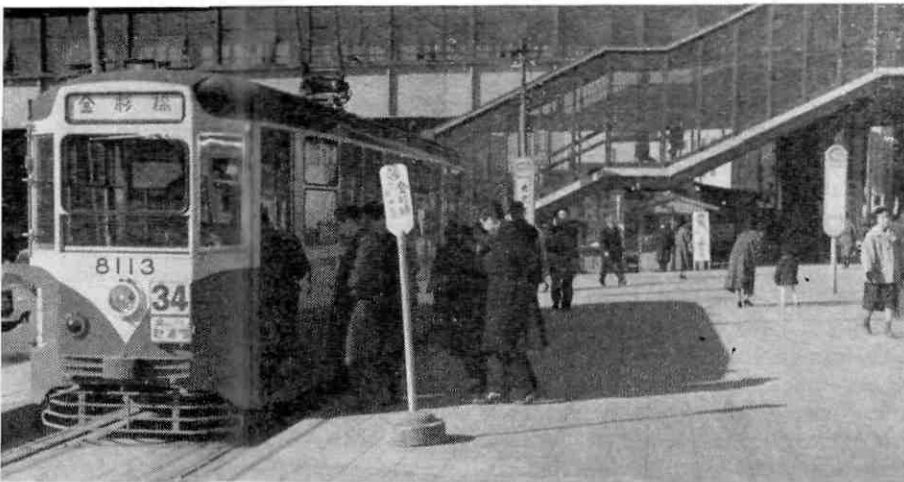
gets a standard wage of Yen 22,700. Of this amount, the basic wage accounts for Yen 17,523 and the two allowances for the remainder. The average standard wage for the six major municipalities being Yen 21,116. (1,000 Yen equals £1 or \$2.80.)

Fringe benefits are varied and many, the more important of them being overtime and 'operational' allowances. The term

'operational' is somewhat of a misnomer, for it covers payments for a multitude of 'duties' which could not normally be considered as being operational duties. For example, commissions on sale of tickets and cachets, fuel saving, charter, shift, day and night guard and holiday-working allowances: all these come under the term 'operational'.



One of the buses operated by the Tokyo municipal transport system. To the right of the picture can be seen the dispatchers' office. Fringe benefits form a large part of the workers' earnings



Passengers boarding a tram at SHIBUYA station on the Tokyo municipal tramways system. Not all public transport in Tokyo is city-owned. The subways, for instance are privately operated, with the result that the subway workers can exercise the right to strike

Some very smart girls employed by public transport undertakings in Tokyo seen on the platform at a conference of Toshikotsu, the ITF-affiliated Federation of Transport Workers' Unions



An eight-hour day

For transport workers, as for other workers, an eight-hour day and a forty-eight-hour week are statutory and mandatory requirements. However, drivers and motormen are required to work no more than a six-and-a-half hour day, any period in excess of that being considered as overtime and paid for at time and a quarter. Overtime earnings, in fact, constitute a large part of gross earnings, averaging as much as twenty per cent in the case of Tokyo's employees. The national average of overtime earnings to gross earnings is of the order of twenty per cent and more.

Operational allowances, as we mentioned earlier, embrace a whole lot of fringe-benefit payments, and, with overtime allowances, account for nearly forty per cent of gross earnings. To enumerate a few of these operational allowances:

a) Norms are set for daily mileage and driving time. Employees exceeding the norms, in any one shift, are paid an allowance of Yen 50. This payment is additional to any overtime that would ordinarily accrue.

b) A commission is paid on sale of tickets and cachets. The commission is 13 Sen on a

double-trip ticket and eighty Sen on a cachet of ten tickets or coupons. It may perhaps be of interest to mention here that there is no coin of the denomination of one Sen, and that a Sen is the hundredth part of a Yen, the monetary unit.

c) A fuel-saving allowance, which averages Yen 1,000 per month is paid to bus drivers.

d) Drivers and conductors working chartered buses are paid 'charter' allowances of between eighty and 120 Sen per kilometre, depending upon whether the buses are used within or outside city limits.

e) When required to perform duties other than his normal one, a worker is paid an extra Yen 5 per hour.

f) Day or night guards, at repair plants and depots, receive a special allowance of Yen 230 and 300 respectively. This payment is additional to standard wages and other allowances for the job.

g) For every kilometre in excess of the norm laid down, drivers and conductors are paid a 'mileage' allowance. The amount varies, as between city and city, but averages Yen 6 per kilometre.

Advanced retirement plan

Like other industrial employees, municipal

transport workers also enjoy benefits accruing to them from social security legislation. This is wide in scope and covers unemployment pay, paid vacations, health and medical benefits, retirement pay and accident insurance. Additionally, the Federation, through collective bargaining, has negotiated a municipality-financed retirement plan, which it would appear is an advance on anything found in the country or, for that matter, in Asia.

Under this plan, a Tokyo municipal transport worker, retiring at age sixty and with forty-three years' service (on a monthly standard wage of Yen 50,000) would receive in a lump-sum, the amount of Yen 3,870,000, calculated as follows:

Yen 50,000 × 43 plus 80 per cent.

There is also a contributory provident fund scheme, operated under the control of the Ministry of Transportation. Employee and employer contributions to this fund are at the rate of 1/50 and 2/25 of the employee's gross monthly earnings; overtime payments, for this purpose, being excluded in calculation of gross earnings.

A remarkable feature of the municipality-financed retirement plan is the provision of a yearly pension, which is *additional* to the lump-sum payment. Under this provision an employee retiring after twelve years' service – the minimum qualifying period – is entitled to a yearly pension equal to four months' basic salary. The pension amount increases with each additional year of service up to a maximum equal to six months' salary.

This pension is non-commutable. However, the wife of a deceased retired employee is entitled to receive one-half of the pension for life or until remarriage. The Federation claims that these are unique features of the plan not found in any other industry in the country.

A Mutual Aid Benefit Society, a registered co-operative, is operated from joint contributions of employer and employee. Rather wide in scope and character, the Society's rules provide for various kinds of benefits, some traditional to such Societies and others peculiar to the country, particularly those pertaining to 'solatia'.

Among the benefits provided by the Society are:

a) Solatium for T.B. patients of sums ranging from one to four months' wages.

b) Solatium during protracted illness of Yen 2,000 a month.

c) For fire, earthquake and such other losses: indemnity in amounts ranging from two to ten months' wages.


d) Solatia to family of deceased member: Yen 20,000. Solatia are also paid the member on the demise of his/her wife/husband, parents and children in amounts ranging from Yen 2,000 to Yen 10,000.

e) Marriage 'gift', on marriage of member: Yen 2,000.

f) School-entrance gift to children of members: Yen 2,000 for each child on first entering school.

Annual earned leave privileges are generous and are only slightly in advance of those obtaining in other industries. Toshikotsu members are entitled to a weekly day off, to a paid vacation of twenty days, and to the twenty national holidays. Women workers are additionally entitled to two days' paid leave per month as menstrual leave.

A taxi-driver's wife replies

 IN A SERIES OF ARTICLES published in 'Syndicats' (the official organ of the Belgian TUC), G. Hendrickx, National Secretary of the road transport group of the Belgian Transport Workers' Union called attention to the conditions prevailing in the Belgian taxi and car-hire trade which he describes as scandalous (see April issue of ITF Journal). The gravamen of his charges is that in too many cases drivers are paid an inordinately low standard wage and are consequently dependent on the generosity of their customers and the working of excessively long hours to make up their earnings to something like a decent living wage. The writer also blames the licensing authorities for failing to make full use of powers conferred upon them to limit the number of vehicles plying for hire. These articles have evoked a response, not from the employers or the licensing authorities, but from a

Generally speaking, women workers in Japan are paid wages very much lower than those paid men for the same job.

Toshikotsu's women-members are largely employed as conductresses on buses, whilst tramcars carry an all-male team. Conductresses receive a basic wage of some Yen 8,000 per month, which is somewhat lower than the basic wage of tramcar conductors. However, in all other respects, conductresses enjoy equal status and benefits. The gross monthly earnings of a conductress average Yen 15,000 per month, which is about double the national industrial average for women workers.

All in all, Toshikotsu, it can be said, has striven to provide for its membership, those material and other gains which contribute to a happier and fuller life. It has at the same time nurtured the ideas of democracy and free trade unionism.

Toshikotsu is presently headed by Bro. Masakichi Kubo, who is also Chairman of Zenkoun, the Japan Council of Transport Workers' Unions.

He is assisted in his onerous duties by an Executive of seventeen members, all elected to hold office for one year.

Liège taxi-driver's wife. Here is the text of the letter:

Dear Sir,

I have read with considerable interest your series of articles in 'Syndicats' entitled 'The Taxi Scandal'.

I am not a taxi-driver myself, but the wife of a driver, and I am writing to you because I believe that women must be just as interested in these matters seeing that they, more so than their husbands, have to bear the cares and burdens of running the household budget.

I was very surprised to learn that Antwerp taximen get a fixed daily wage of seventy-five or eighty-four francs. In this respect they are better off than lots of others. Taxi drivers in Liège for example get no fixed wage at all, but a monthly allowance equal to one-tenth of total takings over the entire month.

We live purely on the tips that customers

feel disposed to give us – if they feel so disposed. Nevertheless, there are still a number of people – and more than is generally supposed – who, on running up an eighteen-franc fare, given the driver twenty francs and 'generously' tell him to keep the change.

As from January, drivers are to be assessed at a higher wage for tax deduction purposes – 200 frs. compared with 160 frs. (approx £ 1.3s.) before – so that their real wages will be even less. This month I got 950 frs. for a month's work of twelve hours a day!

The taxi trade is experiencing a bad spell at the moment, as is trade generally, and fares are hard to find. Tips are correspondingly fewer. With the best will in the world, my husband cannot make more than 140 frs. to 150 frs. a day – and then only if things go well. And there are five of us to keep, my husband and I and three children aged nine, eleven and twelve. The increase in the family allowance was like manna from Heaven to me. In the circumstances, I can quite understand, although I do not approve of it, why so many drivers resort to 'dunning' tactics.

There are plenty of others in the field, however. There is a firm opposite the Beiers Hospital, for example, which lets it be known that its drivers are shareholders in the concern. As a result, these drivers are no longer entitled to family allowances and cannot join an employees' mutual benefit society entitling them to health benefits. They get a fixed wage of thirteen per cent of their takings and must bear all the responsibilities of a self-employed worker without enjoying any of the advantages. One sees a lot of new faces in this firm.

The unfortunate thing is that a lot of drivers are not members of the union. There is one large concern in Liège which threatens its drivers with dismissal if they join any sort of union. As about three-quarters of taxi-drivers are physically handicapped from one cause or another, or are too old to find other jobs more suited to their capabilities, they keep quiet – and pull their belts in a bit tighter. All this is very pitiful and at times makes one think we are back in the age of serfdom. Yours, etc.

The Executive Committee meets in Athens

Members of the Executive Committee and Secretariat at Athens Airport. Right to left: I. Haugen (Norway); A. E. Lyon (USA); R. C. Coutts (ITF Director of Regional Affairs); Omer Becu (General Secretary); F. Cousins (Vice-President); Miss T. Asser; R. Santley and G. Berger (Secretariat). This was the first ITF meeting to be held in the Greek capital



THE ITF EXECUTIVE COMMITTEE MET IN ATHENS FROM 17 TO 20 MARCH at the headquarters of the Greek Railwaymen's Federation. This was the first meeting to be held in Greece in the history of the ITF.

The Committee met under the chairmanship of Hans Jahn, ITF President, and was attended by the EC members from Belgium, Brazil, France, Germany, Great Britain, India, Netherlands, Nigeria, Norway, Switzerland and the United States of America. General Secretary O. Becu and director of Regional Affairs R. C. Coutts were also in attendance. The members for Austria and Denmark were not present, the former owing to retirement for reasons of health, and the latter as a result of important industrial negotiations at home.

At the opening ceremony, attended

among others by the Greek Minister of Labour and a representative of the Greek Minister of Transport, the members of the Executive Committee were welcomed by Brother Makris, General Secretary of the Greek Federation of Labour, and Brother S. Dimitricapoulos, General Secretary of the Greek Railwaymen's Federation, on behalf of the 3 Greek unions affiliated to the ITF.

Speakers drew special attention to the struggle of the Greek railway worker to obtain the eight-hour day. (In a subsequent session, members of the Executive Committee adopted a resolution – text appended

– deploring the failure of the Greek government to apply the 1919 Convention of the ILO concerning the Eight Hour Day and expressing the utmost sympathy and support of the ITF for any action taken by the Greek railwaymen to bring about this basic social reform. Later, at the close of the EC meeting on Thursday, 20 March, it was learned that a special committee set up by the Greek government to study the application of the eight-hour day to the railways was to meet in the immediate future.)

Report on activities – European Economic Community

In closed session, the Executive Committee first dealt with the Report on Activities for the last six months.



The Greek Minister of Labour welcomes the Committee. On his right (with dark glasses) is Brother Makris, General Secretary of the Greek Federation of Labour. Standing, at extreme left of front row, is Bro. Dimitracopoulos, General Secretary of the Greek Railwaymen's Federation

In connection with the European Economic Community, it was agreed that the transport workers' unions of the six countries concerned should set up a liaison committee to watch the interests of labour, and that the ITF should sit on this committee in an observer and co-ordinating capacity.

Flags of Convenience

An important discussion ensued on the problem of the 'flags of convenience'. The ITF has for years taken a close interest in this development in the shipping industry and drawn attention to the dangers inherent in it. There are signs of a deepening economic depression in many countries, and concern was expressed at its impact upon the employment situation and working conditions of seafarers in countries faced with the unfair competition of the flags of convenience. Satisfaction was expressed at the fact that the problem is at last also attracting attention in governmental and shipowners' circles, and that the United Nations Conference on the Law of the Sea, at that time in session in Geneva, was also trying to make a contribution to its solution.

Applications for affiliation

At its Monday afternoon session the Committee, after approving the Financial Re-

port for 1957 and the Budget for 1958, proceeded to deal with a number of applications for affiliation, and admitted to membership the National Maritime Union of Ceylon, the Train Guards' Union and the Port Authority Clerical Workers' Union of Nigeria, the Air Line Flight Attendants' Association of Canada, the Mechanical Transport Department Workers' Union of the Sudan, the Costa Rican Railwaymen's Union, and the Maritime Section of the General Workers' Union of Jamaica. Applications from unions in Australia, Finland, Iceland, Italy, Greece and Norway are being kept under consideration.

The new affiliations bring the total number of affiliated unions of the ITF up to 1957 in sixty-one countries organizing a total of almost seven million transport workers of all categories: railwaymen, road transport workers, inland navigation workers; dock workers, officers and ratings of the merchant navy, fishermen, and flight and ground personnel in civil aviation. These figures represent a more than two-fold increase in the Federation's membership since the last war.

Regional Activities - fund for under-developed areas

At Tuesday's session (18 March) the Committee went on to deal with requests for financial assistance from a number of

affiliates. Worthy of special mention is the decision to set aside a fund to be used for the purpose of helping financially weak unions in under-developed areas.

A long discussion took place on the question of regional activities, which has become so important as to constitute a main department of the ITF's activities. In this connection plans were discussed for establishing a Regional Office of the ITF for the African Region at Lagos, Nigeria, in addition to the Regional Offices already functioning in Tokyo and Mexico City.

The report on regional activities also covered special missions which had been undertaken in recent months on behalf of the ITF, one to Japan and one to the Sudan. The visit to Japan was made with the object of backing up the Japanese transport workers' unions, particularly those of the railway workers, to resist attempts to curtail trade union freedom in Japan. It was reported that, thanks also to the influence exercised by the mission, the Japanese Government was expected shortly to ratify Convention No. 87 concerning freedom of association. There were further grounds to hope that generally there would be an improvement in labour-management relations as far as the Japanese railway industry was concerned. The mission to the Sudan had also contributed to a strengthening of relations with the trade unions emerging in this

part of the world. The programme of regional activities for the immediate future included ITF visits to Argentina and Uruguay.

Amsterdam Congress

At its final session on Thursday, 20 March, the Executive Committee dealt with the preparations for the next Biennial Congress of the ITF, which will take place in Amsterdam, Holland, in July of this year. After drawing up the agenda for the Congress, the Committee considered its position on several proposals which have already been submitted by affiliated unions for discussion at the Congress. This preparatory work will be concluded at the next meeting of the Committee to be held on the eve of the Congress.

Approval was then given to the holding of various conferences of a sectional character – Railwaymen, Seafarers and Fishermen – as well as meetings of various committees of the Federation, in the period between now and the Congress in July.

As its last business the Committee went on record to express its sincerest appreciation of the generous hospitality and cordial reception accorded to them by the Greek affiliates. The resolution adopted on the subject (text below) wished the free and democratic transport workers' unions of Greece every success in their work and pledged them the fullest support of the ITF in their endeavours.

Resolutions adopted

Eight hour day on the Greek railways

Whereas an International Convention concerning the Eight Hour Day was adopted by an International Labour Conference as long ago as 1920, and whereas the eight-hour day has been for many years an accomplished fact for most categories of workers, including railway workers, in all the socially advanced countries of the world, this meeting of the Executive Committee of the ITF, held in Athens from 17 to 20 March 1958, deplores the fact that the great majority of Greek railway workers are still denied the eight-hour day, expresses the earnest hope that the Greek Govern-

Brother Becu, on behalf of the Executive Committee, replies to the address of welcome made by the Greek Minister of Labour. In his reply, Brother Becu reminded the Minister that the eight-hour day had still not been introduced on the Greek railways, although the international labour convention on the subject had been signed by a Greek government as long ago as 1926



ment will take the long overdue step of introducing the eight-hour day on the railways, and assures its affiliate, the Railwaymen's Federation of Greece, of its utmost sympathy and support in any action it may take to achieve this basic objective of the Greek railwaymen.

Hospitality of Greek affiliates

The Executive Committee of the ITF, meeting in Athens from 17 to 20 March 1958, places on record its sincerest appreciation of the generous hospitality and friendship extended by the affiliated unions of railwaymen, seamen and dockers of Greece throughout the stay of the members of the

Committee in Greece.

Our thanks are especially due to the Railwaymen's Federation of Greece for placing a splendid meeting room at the disposal of the Executive Committee and for all the other arrangements to make the members' stay comfortable and enjoyable in every way.

The Executive Committee wishes the Greek affiliates of the ITF every possible success in their work on behalf of their memberships and expresses the earnest hope that Greek transport workers of all categories will play their part by giving the fullest possible support to their free and democratic unions.

Some notes on crewmanship

NOT LONG AGO I visited the scene of a major air accident. The positions of the radio receivers and the heading on which the aircraft struck indicated that some confusion as to the proper approach procedures had contributed to the accident.

Since about half of my 10,000 hours has been spent as copilot and half as captain, I tried to visualize what went on in the cockpit prior to the crash. My assumptions are based upon the hundred or so captains I have copiled for and the equal number of copilots I have had with me.

In the first place, it was definitely determined that the captain was flying the ship at the time of the accident. In most accidents I have been familiar with, the captain was at the controls at the time of the crash. In this case, the copilot either did not see the error or else he saw it and remained silent.

Not incredible

Incredible, you say? A copilot saw an accident coming and didn't say anything? Let's create an imaginary accident and see if this is possible.

Captain Doe is a very fine pilot — one of the best. Among the other captains he rates *the tops in respect to his knowledge, ability, and judgment*. The copilots all agree to these fine pilot characteristics, but they also add that he's an 'iron butt'. Every airline has several of these 'iron butts'; they are the captains who scream and shout at copilots, or maybe don't allow the copilot to do even the most menial chores.

Let's put a new, eager copilot on a trip with Captain Doe. He's heard of Doe's reputation and he's deeply concerned. He wants to keep his job badly; and to do so, he knows he must not aggravate Captain Doe.

So on the trip, Captain Doe shoots an approach at an airport, using his own shortcut — *but safe* — procedure. His copilot has his manual opened and notices the procedure being flown isn't what the book shows. Very cautiously he reports this fact to Captain Doe.

Chewed out

'Listen, you,' Captain Doe screams, 'you're

just a new idiot. You sit there and keep your eyes open and your mouth shut. I've been flying since you were born; you just watch and keep your mouth shut.' Or some such strangely-worded phrase.

We all know one or two such characters; I even get a laugh out of their briskness. But to a copilot anxious to please, it isn't a bit funny. He promises himself to keep his mouth shut from now on. All copilots say they will speak up at the last minute to avoid an accident, but who can define the start of that last minute?

So several approaches later, Captain Doe makes a mistake. He shoots the procedure on the wrong side of the leg. A stupid mistake, you say. There must be a means of counteracting mistakes to avoid trouble.

The copilot sees the error of the incorrect turn, but he remembers the earlier incident and tells himself that Captain Doe is using some other unorthodox procedure. There is no warning time left; the last possible chance to rectify the error has been removed. The ship and all its passengers are lost.

Poor crewmanship

The underlying cause of this accident is *poor crewmanship*. The fact the crew did not function as a crew, but as separate in-

dividuals, caused this accident.

Possible, but not probable, you say. In recent years some of the airlines may have inadvertently urged these very unhealthy conditions, building a wall between captain and copilot, so that the copilot rarely flew. Although I'm sure the company did not desire it, their copilots became mere 'pushbuttons' for the captains.

Since World War II there has been a vast amount of experience in the right seat — often as much as or more than in the left. Some captains have treated copilots as equals. In prewar days, when captains had all the experience and the copilots were still students, this was an unheard-of situation. Today the very low accident rate in face of very complex equipment shows that the World War II copilots are valuable assets in the right seat.

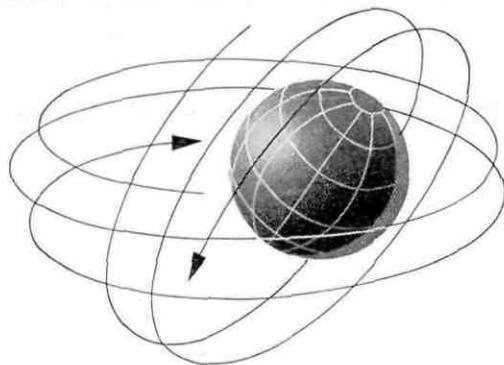
Use all talents

In my opinion an airline crew should utilize to the maximum all the available experience in the crew. True, there must be a chief and this must be the captain. But when two possible courses of action are open for consideration, he should utilize all the talent he can for his decision. He is not *relinquishing his authority by doing this*,

(continued on page 104)



Round the World of Labour



Apartheid in the docks

THE REMOVAL OF AFRICAN DOCK WORKERS from their present compounds in Durban to a new location over nine miles away from the city and port threatens to disrupt the port's functioning since it is estimated that the present transport services will be able to carry only a fraction of the Africans to work.

The moving of the Africans is part of the South African Government's racialist policy of 'apartheid' which if carried out to the full would mean that the white and non-white populations would be totally separated and each left, so the starchy-eyed theorists claim, to continue their development in the way 'natural' to them. Unfortunately, it becomes more apparent every day that some contact between white and non-white is essential if the country is to continue to function.

The black docker, whose proximity is so distasteful to the white racist, unloads the food which feeds him. And so it is necessary to strike the right balance between banishing him far enough from the city to keep it 'pure' and having him near enough to work in the docks. In Durban it seems that the racial purists have gone too far in favour of purity. Unless something is done the port will not work for lack of labour. The real test of the racialists' sincerity is whether they are prepared to accept a lower standard of living as a necessary price for the 'apartness' they preach. The chances are that they will find the price too high.

No colour bar in the air

THE FIRST NEGRO AIR HOSTESS to be employed by a United States international airline company is shortly to start work with Trans World Airlines. Other US airlines are expected to follow TWA's lead.

The company took this step after considering complaints made against it by the New York State Commission on Discrimination. Similar complaints are also reported to have been made against other airlines.

Until TWA changed its stand there was to have been a public hearing on a charge by

Miss Dorothy Franklin of New York that the company had refused to employ her because she was a Negro.

In a comment on the case, the *New York Times* writes that 'Trans World Airlines deserves great credit for pursuing what its acting president calls a "gradual system of racial integration" in its employment policies and particularly for the promise made last week by the company's counsel that within ninety days a Negro hostess will be hired. The company has already employed more than 200 Negroes for ground jobs, including an assistant to the personnel manager. But so far none has been taken on for flight positions. With the exception of the domestic Mohawk Airlines, the first to hire a Negro hostess, and New York Airways, which has a coloured pilot, no other lines have broken the airborne racial barrier. TWA is the first company serving international routes to commit itself to do so.'

European road transport agreement

FOR SOME YEARS NOW a special international agreement has been in force concerning the transport of dangerous goods by rail over the European railroad network. A similar agreement on the carriage of dangerous goods by road has recently been concluded between Belgium, the Federal Republic of Germany, France, Great Britain, the Netherlands, Italy, Luxembourg, Austria and Switzerland.

The seventeenth Session of the Inland Transport Committee of the Economic Commission for Europe, at which this agreement was reached, also adopted a resolution on the transport by road of perishable goods aiming at improvements in the special vehicles and containers in which such goods are carried.

Airlines carry more

ACCORDING TO FIGURES published by the US Civil Aeronautics Board, US domestic airlines exceeded bus lines and railroads in passenger-miles of traffic during the year 1957 for the first time in history.

US scheduled and non-scheduled airlines recorded 25,800,000 passenger-miles last

year compared with 25,200,000 for the bus lines. The railroads recorded 21,600,000 passenger-miles.

Bubbles rule the waves!

A NEW TYPE OF PRESSURE INSTALLATION, now being tried out at the Norwegian Institute of Technology, may prove to be of great importance for the safety of ports. A perforated plastic hose is fastened to the bottom of the sea and air is pressed through it. The rising bubbles, on reaching the surface, turn the waves into smooth sea.

More employed on Indian railways

THE REPORT OF THE INDIAN MINISTRY FOR RAILWAYS for the 1956-57 financial year shows that railway employment in the country rose to 1,054,343 at 31 March 1957, an increase of almost 30,000 on the year before. The railways are the largest employers in India.


Goods traffic during the year rose by nearly ten per cent and passenger traffic also increased considerably.

Gastric ulcers very common among drivers

IS THE PROPENSITY TO DEVELOP gastric ulcers inherited? This question was put recently to Dr. B. Harvald of the Biological Institute of the University of Copenhagen in connection with the research into the influence of hereditary factors in the medical history of twins which the Institute has been carrying out since 1954.

From the reply received, it would appear that the hereditary factor is of significance, but others must also be taken into account. Thus there is what is known as the stress factor, a general expression for a number of influences conducive to ill-health. 'It is a well-known fact,' Dr. Harvald continued, 'that transport drivers, railwaymen and many other develop gastric ulcers after they have driven for a number of years. This is put down to what is described as 'stress', but what exactly that covers is not quite clear. Perhaps it just boils down to the fact that the contents of the stomach cannot put up with so much jostling.'

Interfrigo - ice boxes on rails

 FROM THE GROWING DEMAND for perishable goods after the Second World War, it soon became apparent that there was an increasing need for more insulated and refrigerator trucks on the European network. The result was an agreement between the railway managements of Belgium, France, Great Britain, Italy and Switzerland, later joined by the Federal Republic of Germany, to collaborate in the matter of refrigerator traffic.

Four of the main considerations which led to this agreement were: a common desire to reduce empty running; the fact that peak traffic periods in the various countries did not coincide, so that one country might be suffering from a deficit while another had a surplus at a specific time; the possibility of standardization in this form of transport; and the possibility of more economic ordering from the wagon manufacturers by co-ordinating the requirements of the various countries.

As a consequence, Interfrigo, the International Society for Railway Refrigerator Traffic, was set up on 24 October 1949 with headquarters in Basle.

Interfrigo is thus an outstanding example of the possibilities of co-operation and co-ordination in the field of European transport. Its main functions are: the distribution and control of refrigerator rolling stock throughout the network; the co-ordination and promotion of the refrigerator service generally; and general supervision over the operation of the service with a view to possible improvements.


Interfrigo is responsible for the allocation of the refrigerator and insulated trucks pooled by its member and associated companies. It also has its own trucks which numbered 525 in the year 1951-52, including 350 running on the British Railways gauge. During the current year, a further 380 trucks will be added having increased capacity and constructed according to the specification of the International Railways Union. These new trucks include a number of technical improvements.



Refrigerator trucks are made available to consignors by the national agents of Interfrigo on the basis of a hire agreement which is uniform throughout Europe. The pooling of trucks and planned allocation of stock according to needs irrespective of nationality has proved much more satisfactory than the earlier system of individual exploitation.

In 1955, Interfrigo showed a return of 200,000 ton/km per wagon, which was higher than the average for the standard goods wagon. The number of journeys grew from 21,216 in 1951 to 57,229 in 1956. The biggest jump was between 1952 and 1953, from 28,720 to 41,626.


Faroese fishing fleet renewal

 THE FAROES ISLANDS FISHING FLEET is to be renewed at a cost of about £1,900,000, it is announced in Copenhagen.

The trawler fleet is old and more than half of the Faroese fishermen work in foreign vessels, which means the catch is not landed in the Faroes.


Faroo bankers will provide fifty per cent of the sum needed, Denmark twenty per cent, the local Faroe Government twenty per cent and the shipowners ten per cent.

US transport employment dropped during 1957

 AVERAGE EMPLOYMENT in the United States transportation industry was 25,000 fewer in 1957 than in the previous year, despite the fact that the number of American workers in all non-agricultural employment rose by some 650,000.


These figures have been made available by the US Department of Labour, which also revealed that employment in transportation declined some 104,000 in December 1957 from the same month in 1956.

New seamen's club for Singapore

 A NEW CLUB FOR ASIAN SEAMEN was opened earlier this year in Singapore. Built at a cost of some £230,000 it is an eight-storied building with an ultra-modern theatre, assembly hall, cafeteria and bar. In addition, there are comfortable bedrooms and a prayer room. The dining room, with its garden frontage, seats some 150 and food is served from three modern kitchens, one for each of the three religious and racial groups, Hindu, Muslim and Chinese. The need for such a club has been felt for some time.

They work in Transport



 **KARL LENZ**, twenty-three year old conductor on the Bremen tramways, has two golden rules which help him get through his often very tiring day. They are: 'keep smiling!' and 'the best way to finish an argument is not to start one in the first place.'

He has good reason to keep reminding himself of his golden rules as he goes about his daily work of issuing tickets, changing twenty-Mark notes when collecting a thirty-pfennig fare, and, during the rush hours, helping far too many work-weary and home-hungry passengers crowd into far too little space. But in this, as in other matters, he has developed his own technique during the two years and a little more that he has been with the Bremen Tramway Company - which, incidentally, also operates bus and coach services.

Things were a bit tough at first for this young refugee from Eastern Germany, especially getting used to the different shifts and some of the split duties, but his natural cheerfulness carried him through, and he certainly does not suffer from any of the stomach and foot troubles which some of his older workmates complain about. Maybe he is helped in this by the way he orders his leisure time which consists of a judicious mixture of 'feet up' with a good book in his bed-sitter (which costs him DM 84 a month in rent, i.e. about £7 or \$19.60) and a certain amount of physical exercise - he plays for a handball team as regularly as his duties permit.

(continued from page 101)

as it is he alone who makes the final decision.

Every copilot at the controls is under the direct and positive supervision of his captain. On the other hand, a captain's only active supervision comes once a year on a lane check ride and twice a year under a six-months' check. Any bad habits which a captain might have developed may be disguised on this periodic check. Thus we have a copilot, when he flies, having expert advice and guidance. The captain, on the other hand, is practically alone when he is flying. It is easy to see why the captain is generally flying at the time of the accident.

Although Karl Lenz is young and keeps himself fit, he realizes that the job he does, involving irregular hours, and consequently irregular meals, as well as putting a big strain on his feet, can easily lead to digestive disorders and foot troubles in later years. He knows that his union - the IFT-affiliated Transport and Public Service Workers' Union (OETV) is also preoccupied with this problem and used it in negotiations with the employers last year to secure a shorter working week. The result was that the forty-five-hour week was introduced when the summer time-tables started on 20 May 1957. Any hours he works in excess of forty-five a week are paid at overtime rates, and there is also a bit extra coming in when he is on the late shift - about 9d. or 10c an hour extra for every hour worked after eleven o'clock at night. He also gets double rate for working on any of the public holidays and is paid time-and-a-half for working on a day rostered as a day off.

He also finds that the Christmas bonus, the amount of which his works council negotiates with his employers every year, comes in very handy. It all helps to swell his modest savings, for, truth to tell, Karl is 'going steady' with one of the girls from

Must be team

The only possible way to correct this situation is for the captains themselves (not by regulation which would destroy the harmony of crewmanship) to allow the copilot to question any act he does. Any copilot who abuses this privilege should be disciplined on the ground.

One other consideration on this subject of crewmanship which is extremely difficult to explore is that of the few dangerous captains. I believe these 'accident prone' pilots are few and far indeed. The very few I've known are all dead and no longer a problem.

From 'The Air Line Pilot'

The rush hour is a particularly trying time for conductor Karl Lenz, but he manages to remember and keep to his motto: 'keep smiling'

the traffic office, and is saving hard for the big day. That is why he will not be spending his two weeks annual leave (paid at full rate) at the seaside this year. He is saving the money for the honeymoon - incidentally he gets an extra day's leave at full pay when the wedding comes off. Still, all that has yet to be settled. Meanwhile Karl is carrying on with his daily routine, which, as he puts it, suits him fine.

On his own admission, Karl is not mechanically-minded. He is not therefore interested in a driver's job, which would put him on a higher rate. Nor does he care much for an inside job which would mean sitting down all the time, although he admits that the new type of tram being put into service, where the conductor sits 'at the seat of custom' and just presses buttons, is by way of a godsend to those who are getting on in years.

From which it can be gathered that Karl Lenz is young, healthy, happy at his job (in spite of its manifold trials) and not too worried about the future; which is as it should be. He hasn't had a day off through sickness since he joined the company. If he should fall ill, however, his employers will make his Insurance Society's benefit up to ninety per cent of his standard wages for a period of thirteen weeks, and for twenty-six weeks shortly when he completes his three years' service. That however, is just something he likes to know his union has got written into the three-year contract with the employers which governs his working conditions. That contract runs until the end of September this year.

His union is one of the largest and most powerful in Germany, and conductor Lenz knows that they have won him improved conditions in the past and can be relied on to do so in the future.

When the union has to resort to industrial action, as in the recent dispute with the municipal authorities, he knows that he must play his part in seeing that it has the support it deserves.

A shorter working week for Swiss railwaymen?



Gleaming railway tracks weave a criss-cross pattern under the lights of Zurich's main-line station, one of the largest rail centres on the Federal Railways network (Photo: Swiss Federal Railways)

By the turn of the century, the eight-hour day had become the objective of international labour. The struggle to achieve this goal was not without repercussions on the Swiss railwaymen, although they were content to pitch their claims somewhat lower. Thus in 1895 they had to put in a claim for the ten-hour day and a rest period of not less than thirty-six hours.


In 1902, Federal legislation fixed the working week for railwaymen and other transport workers at eleven hours a day, with overtime at time and one-quarter for work between eleven o'clock at night and four in the morning.

In 1917, the joint council of the Swiss railwaymen's unions decided on all-out battle for the forty-eight-hour week. The claim was submitted to the appropriate Federal authorities in October 1918. In November 1918, a general strike, in which the railwaymen joined, was called in support of the claim for the forty-eight-hour week.

Following the railwaymen's rejection of proposed legislation fixing the working day at eight, nine or ten hours 'according to the nature of the work performed', the Federal Council in June 1919 made known its final draft which provided for an eight-hour day (over a two-week spread) with the proviso that a nine-hour day was to be worked by those 'whose functions consisted primarily in the mere act of being present.' This forms the basis of the relevant Act of 6 March 1920, which took effect by way of ordinance on 12 August 1921, following protracted negotiations in the joint committee set up by the Act.

Opposition to reducing the hours of work of railwaymen was beginning to harden, however, especially among so-called secondary railways, i.e. those operated as private enterprises or by the cantons. Thus the 1919 Act laying down the principle of the forty-eight-hour week for factory

(continued on the next page)

 LAST YEAR, THE SWISS RAILWAYMEN'S UNION SUBMITTED A CLAIM to the Federal authorities for a staged reduction of the working week from forty-eight to forty-four hours. At first it looked as if the claim might go through without great difficulty, but opposition to the reduction in the railwaymen's working week soon began to make itself felt. It now looks as if the claim will have to tread the long legislative path, including a referendum, instead of being settled by ordinance without reference to Parliamentary procedure, as the Swiss railwaymen contend is possible. At the moment, the big guns of industry have joined in, as witnessed by an article on the subject in the Swiss 'Financial and Economic Review'. It therefore looks as if the Swiss railwaymen will have to prepare themselves for a hard battle to win the shorter working week with which a start has already been made elsewhere in the country's industry.

The first statutory regulation of hours of work on the railways (and in other fields of transport) occurred in 1890. Under the Act of 27 June 1890, railwaymen's hours of work were fixed at a maximum of twelve a

day – the same as laid down for industry generally, but thirteen years later. The same Act fixed the number of rest days in the year at fifty-two, of which seventeen had to be on a Sunday.

Railroads and railroad workers | 3

by R. C. COUTTS, *ITF Director of Regional Affairs; Vice-President, American Train Dispatchers' Association*

ONE OF THE MOST IMPORTANT SECTIONS OF THE RAILWAY LABOR ACT is that which makes provision for disposing of claims and grievances which the unions and the railroads cannot settle by mutual agreement among themselves. Because there are many collective bargaining agreements which regulate the wages and working conditions of more than one million workers and many different railroads, it is inevitable that many disputes do arise.

The Congress of the United States, the unions and the railroad managements all recognizing this, wisely made provision in the law for deciding all such disputes through an agency which is called the 'National Railroad Adjustment Board'. The law confers upon that Board exclusive jurisdiction over, and the sole right to render final and binding decisions relating to all disputes which arise out of the collective bargaining contracts in effect on all US railroads. The Adjustment Board has no authority in respect to negotiating agreements for wages and working conditions. It concerns itself only with grievances and claims which arise out of contracts (agreements) already entered into by unions and railroads and which the parties cannot settle by mutual agreement.

The National Mediation Board has some general administrative responsibility for the

operation of the Adjustment Board, but has no authority in respect to its actual work. Under the law, the Adjustment Board formulates its own rules of procedure.

The Adjustment Board consists of thirty-six members. One half of the members are appointed and compensated by the national railroad unions. The other one-half are appointed and compensated by the railroads. The US government provides office space and necessary clerical assistance. The Adjustment Board offices are located in Chicago, a central point, and the largest railroad center in the country. All Board operations are conducted in that city at its offices.

The Adjustment Board is divided into four separate 'Divisions', each one of which has exclusive jurisdiction over claims and grievances concerning certain specific un-

And baby too! This photo was taken in one of the new 'slumbercoaches' which have just been introduced on the 'Columbian' coach train. They are meant to provide Pullman-type accommodation at lower than Pullman rates (Photo 'Labor')



ions. All except the Fourth Division have five union members and five railroad members. The Fourth Division, which has the least number of cases, has three instead of five members on each side.

The First Division decides all claims and grievances which arise out of collective bargaining agreements of Conductors, Engineers (Drivers), Locomotive Firemen, Trainmen (Guards), and Yardmen (Shunt-

(continued from page 105)

workers had gone through without opposition, whereas the 1920 Act had been made subject to a national referendum. Much of the opposition from the private railways was motivated by their dislike of the new union which had come into existence through the merger of a number of railwaymen's unions (the present ITF-affiliated Swiss Railwaymen's Union) and its record of achievements on behalf of the employees of the Federal Railways.

The 1920 Act again came under attack in 1923 when the management of the Swiss Federal Railways tried to introduce a longer working day of ten hours 'as a temporary measure'. The proposal was turned down by the union. It was then brought up by the Federal department responsible for postal and railway services and laid before the joint committee where it was again opposed by the delegates of the Swiss Rail-

waymen's Union. Thereupon the management came up with new proposals extending the hours of work of certain grades 'until the end of 1926'. This was again opposed by the ITF-affiliated Swiss Railwaymen's Union in the joint council, but, with the representative of the confessional unions abstaining, the Federal Council was able to put through a measure extending hours of work on the railways.

The SRU had not given up the fight, however, and in April 1924 it applied to the Federal Department of Postal and Railway Services to rescind the decree of 1923. Although it could not gain its point outright, it nevertheless wrung a promise from the Department that the decree would not be enforced after 1925, and in effect the decree was rescinded with the start of the 1925/26 time-tables, i.e. in October 1925.

In 1927, the opponents of the forty-eight-hour week again returned to the attack

through the medium of the railways management and of Parliament. They were rebuffed on both fronts.

In June 1936, the Swiss Railwaymen's Union went over to the attack with a demand for the introduction of the forty-hour week in the case of one-man manning of locomotives. Talks were held with the management of the State Railways, but nothing came of them. In March 1939, the ILO called a tripartite conference to discuss the possibility of introducing the forty-hour week on the railways. Then came the Second World War.

In the Spring of 1957, the Swiss Railwaymen's Union again took up the cudgels. This time the claim was for a compromise solution - the forty-four-hour week, already laid down in a number of collective agreements in other industries. The battle for the forty-four-hour week for Swiss railwaymen is on.

ers). The Second Division decides claims and grievances of mechanical employees — machinists, electricians, boilermakers, car mechanics, etc. The Third Division has jurisdiction over agreements for Clerks, Telegraphers, Train Dispatchers, Signalmen, Maintenance of Way (track workers) and Sleeping and Dining Car employees. The Fourth Division renders decisions for railroad maritime employes and several other small unions.

At the time the Railway Labor Act was enacted by the US Congress the unions, railroads and government wisely agreed that all claims and grievances in the railroad industry could best be decided by a bipartisan Adjustment Board whose members were all practical trade unionists with railroad experience and by railroad officials who also were familiar with all such problems. It was believed that such a board would be far more efficient and effective than the civil court or a system of labor courts presided over by judges who were

neither trade unionists nor practical railroad men. More than twenty-three years' experience of the Board has shown that this is correct.

Practically all of the claims and grievances referred to the Adjustment Board concern individual workers or small groups of workers within a union. For example, there are disputes which involve claims that a worker has not been fully paid for his work, or that he was entitled to perform work which was given to a worker in another union. There are frequent disputes claiming that a worker has been improperly discharged, or that his seniority rights (length of service rights) have not been observed. All such disputes, therefore, arise out of the collective bargaining contracts and concern individual workers rather than the entire membership of the union. The Adjustment Board is simply a forum in which any worker can be heard in respect to a claim that he has not been fairly and justly dealt with.

It should be mentioned that disputes which are referred to the Adjustment Board by the unions on behalf of their members are handled by the union without cost to the worker. The expense of handling such disputes is paid from the general funds of the union from payment of annual dues. An individual worker who is not a member of a union, or one who wishes to refer his case to the Adjustment Board without the union's assistance, may do so. However, in such event that worker would be required to incur all of the expense. And experience has shown that grievances which come before the Board through other than union channels have little likelihood of being successful.

In order to explain the procedure which is required by the Adjustment Board's rules, an imaginary case will be stated, and each step in the procedure briefly described — from the time the grievance first reaches the Adjustment Board until the final decision is rendered.

Mr. Blank, let us assume, is a member of the Clerks' union. He claims that certain work which his bargaining agreement gives him the right to perform was given by the railroad management to a worker subject to the provision of the agreement negotiated by another union. Brother Blank claims that this was in violation of some specific provision of the contract under which he works.

His contract contains specific rules under which he is entitled to file a claim against the railroad for compensation for the work which he claims was improperly given to someone else. He, therefore, files a written claim against the railroad through his immediate superior officer. In his claim he states the provision of his contract which he claims has been violated. Brother Blank may file his claim personally, or he may do so through his local union representative.

Brother Blank's immediate supervisor does not agree that the railroad violated the



A switchman on the Chesapeake and Ohio Railway throws a switch as a modern diesel train passes (Photo by courtesy Chesapeake & Ohio)



Close-up of an Association of American Railroads head and shank coupler. All freight and passenger cars must be equipped with automatic coupling devices under ICC regulations (Photo; courtesy AAR)

bargaining contract and he therefore advises him in writing that the railroad does not agree and therefore denies the claim.

Under the Railway Labor Act the unions and the railroads must make every effort to settle all claims and grievances at the worker level. But if agreement is not reached the case may be appealed. But if agreement is reached then the case is settled without further action. Many claims are thus disposed of at the local level by mutual agreement.

All collective bargaining agreements provide for appealing any claim which has been denied at the worker level, up to and including the highest official of the railroad having jurisdiction over such matters. Such railroad officials are required by law and by the working contract to confer with the union and attempt to reach an agreement. Appeals must be made in writing, and must be made within the time limit specified in the contract. If not appealed within that time limit the claim is lost and nothing further can be done about it.

But let us assume that Mr. Blank's claim goes through all appeal proceedings between the union and the railroad, (usually not more than three appeals), and that his claim is denied by each appeal officer, including the last and highest official.

Then, and not before then, can a claim or grievance be referred to the National Railroad Adjustment Board. In the case of Brother Blank's claim it would be referred to the Third Division which has jurisdiction over all disputes involving the Clerks' union.

The union would then notify the Adjustment Board in writing that it is referring Brother Blank's claim for hearing and decision. The notice states the facts briefly and specifies what provisions of the bargaining contract are claimed to have been violated by the railroad. The notice also states that within thirty days after the notice is given to the Adjustment Board the union will submit a full statement of facts and the arguments in support of the claim. The union also sends to the railroad a copy of its notice to the Adjustment Board. The railroad then prepares in writing its statement and arguments regarding the claim, and files it with the Adjustment Board. When the statements of both the union and the railroad are received by the Adjustment Board, a case number is assigned to it and each member of the Third Division is provided with the statements of both parties.

The Adjustment Board then notifies both the union and the railroad that the parties may appear at an oral hearing and make

answer to the statements of the other party. This oral hearing is usually held within sixty days after the union and railroad have filed their statement of the facts and the arguments for and against the claim. Because there are so many cases before the Adjustment Board both parties, except in very rare instances, simply file a written brief in which they summarize their own position and point out where the other party is in error. Copies of these briefs are provided to each member of the Division and becomes part of each member's record of the case.

After the oral hearing just referred to, the case is closed insofar as the union and the railroad are concerned. They do not file any further statements, as a general rule. The Chairman of the Adjustment Board assigns the case to a union member and a railroad member of the Board. These two members meet and discuss the case and attempt to reach an agreement for settling it. In the majority of cases the two Adjustment Board members cannot agree upon a decision which is acceptable to both. If they do reach agreement, the case is disposed of. If they do not reach agreement the other members of the Division are notified that the case has been 'deadlocked'.

When twenty-five or more cases have been deadlocked, the union members and the railroad members attempt to agree upon some neutral person, called 'Referee', to assist the Division in deciding the deadlocked cases. During the twenty-three years of the Adjustment Board's operations a corps of qualified Referees has been developed. Most of them are judges or former judges of civil courts, or are lawyers who have acquired specialized knowledge of railroad labor disputes.

In many instances the union members and railroad members do agree upon a Referee who is acceptable to both parties. If so, the Division notifies the National Mediation Board and that neutral Referee is appointed to hear and decide the deadlocked cases.

But if the union members and railroad members cannot agree upon a mutually acceptable Referee then the Chairman of

the Division notifies the National Mediation Board and requests that that Board appoint a Referee. The appointment, under the law, must be made within ten days, and the Referee which the National Mediation Board appoints must be accepted by both parties.

After his appointment the Referee comes to the Adjustment Board's offices in Chicago. He is given a copy of the record of each case which he is to hear and decide so that he may familiarize himself with the facts and the arguments of both parties. The union member and the railroad member assigned to each case have, in the meantime, prepared a written brief summarizing the facts and arguments. Those two members meet with the Referee and present their respective briefs in oral argument.

After the argument the Referee then proceeds to again review the facts and arguments and write his decision, called the 'Award'.

When the Referee has prepared his Awards, the entire membership of the Division, with the Referee sitting as a member and having a vote, meets in executive session to consider the decisions. On some

occasions the language of a decision may be changed slightly, but as a general rule the Referee is not disposed to make any change in his decision. A majority vote is required to make the decision official. The Referee, of course, votes for his decision. Hence, the vote is usually six to five in favor of adopting the decision. Occasionally, but not often, there is a unanimous vote.

Once the decision has been approved by a vote of the Division it becomes final and binding on both parties. With one exception it cannot be appealed to the civil courts. If a decision is in favor of the union and if it provides for payment of compensation to a worker and the railroad does not comply with the decision, then, and only then, do the courts have any authority. The union may petition to the Federal courts for an order requiring the railroad to comply with the Adjustment Board's decision. Only on extremely rare occasions has any such appeal been made. Both the unions and the railroads recognize the fact that the decision of the Board is final and binding, and in almost every case they do accept the decision.

Once a grievance has been decided by the

Adjustment Board there can be no further appeal by the worker. His case has been decided, but only after giving him every opportunity to present his grievance to a qualified Board and have it decided by a disinterested party. And it should be mentioned that while such a claim or grievance is pending before the Adjustment Board, the union cannot resort to any strike action in connection with the case.

Effectiveness of the National Railroad Adjustment Board

The adjustment Board was established by law in 1934. It has therefore been in existence for twenty-three years. During those years it has settled thousands of cases. But many more thousands have been settled by the unions and the railroads without bringing them to the Board.

Despite some shortcomings, the Adjustment Board has proved to be an effective instrument in deciding disputes arising out of union contracts. It provides means by which any worker who has a just claim or who has been unjustly treated can bring his case and be heard fully. The worker is assured that his case will be decided by a neutral and qualified Referee, and the worker pays none of the expenses involved. He pays only his annual dues to his union.

There are, of course, many cases to be heard, because there are more than one million railroad workers in the United States and many railroads in the transportation network of more than 200,000 miles. It is surprising, however, that there are not more cases referred to the Adjustment Board. But even with the present number of cases before the various Divisions of the Board, it requires from eighteen months to two years to obtain the final decision. However, there is reason to believe that in the years immediately ahead the average time required may be reduced to less than one year. But despite this, it is fair to say that



Sorting waybills by the filing wheel method. The operator sorts out the waybills chronologically and numerically, using only the last three digits of the waybill number (Photo: Erie Railroad)

the Adjustment Board does provide an effective means of deciding disputes much more satisfactorily than could be done, and at much less expense, than if the unions were required to refer cases to civil courts. Furthermore, and this is very important, the US railroads are keenly aware of the fact that they cannot violate collective bargaining agreements with their workers without having to compensate the workers fully. Certainly the Adjustment Board has been effective in stabilizing railroad labor relations and has been instrumental in avoiding situations which otherwise might well result in strike action.

General comment regarding wages and working conditions

This discussion should comment briefly regarding the wages and working conditions of US railroad workers. They differ in many respects as compared with those conditions in other countries.

The basic work day is eight hours. The basic work week is forty hours – that is, five consecutive eight-hour work days. Each worker has two assigned 'rest days' each week and they are assigned to him and are observed on the same days of each week. This applies to all railroad workers except those who actually operate the trains. Those workers are paid on the basis of both mileage and hours. Generally, however, the day's work for a train crew does not exceed eight hours. They do not have weekly rest days because trains operate throughout the day and night every day of the year.

All service performed in excess of eight hours per day is paid for at the rate of time and one-half. The same rate applies if a worker is required to perform service on either or both of his assigned weekly 'rest days'.

Seven recognized national holidays are generally observed by workers in the railroad industry. Union agreements provide that employees who are required to work on a recognized holiday shall be paid at the rate of time and one-half. In a few rare instances service on holidays requires payment of more than double rate, but those instances are rare.

Workers who are actually in charge of the operation of trains are forbidden by US law to work more than sixteen hours in any twenty-four-hour period, and some other groups which are concerned with the handling of orders which govern train movements are forbidden to work more than nine hours in any twenty-four hour period. Otherwise, the maximum number of hours which an employee can work is not limited.

Night work is paid for at the same rate as day work except in a few rare instances.

Railroad union agreements do not provide for 'year-end', 'Christmas', or other bonus payments, nor are there provisions for 'family allowances' such as are paid in a number of countries.

Railroad union contracts do not provide for 'severance' pay, as a general rule. However, the railroad unions negotiated a nation-wide agreement more than twenty years ago to provide for as much as four years' severance pay for workers. That agreement applies only in a case where two or more railroad corporations consolidate or merge together as one, and with the result that the number of workers is reduced. Those who cannot continue in the employment of the newly organized railroad are paid compensation for as much as four years so that they do not suffer loss of wages during that period. Otherwise, there is no restriction upon any railroad in reducing the number of workers which it employs, except that it cannot reduce positions of one union and give their work to the members of another union.

Mention should be made at this point regarding disciplinary action by railroads against their workers. No US railroad worker can be discharged from his employment unless he is guilty of violating the railroad's rules. Even then, he cannot be discharged without being granted a fair and impartial hearing – if he wishes to have such a hearing. At that hearing the railroad must prove that the worker has violated its rules. The union's contract guarantees such a fair hearing to all workers. At the hearing the worker is entitled to have his union representative present. He has a right,

under the bargaining agreement, to question all the witnesses presented at the hearing by the railroad. The provision guaranteeing railroad workers such hearings is a very important one, for it insures workers against favoritism or unfair discipline by the railroad.

Many cases have been appealed to the Adjustment Board claiming that a worker was improperly or unfairly discharged in violation of the provisions of the collective bargaining agreement. Many decisions have upheld the workers' claim and railroads have been required to restore the worker and to pay him for all wages he has lost. Because of this, railroads are very careful in discharging a worker unless it can clearly prove that he has violated the employment rules.

Most railroad union contracts provide that workers receive compensation to pay hospital expenses or expenses of illness. Those provisions have been negotiated since 1950. The railroads pay the expense of such insurance.


Brief reference has been made to the Railroad Retirement Act, which provides railroad workers and their widows, (and under some circumstances their wives), with retirement pensions and other benefits. That US law, which applies to all railroads, was enacted in 1937, largely because of the cooperative efforts of all railroad unions. A railroad worker who has served at least ten years is entitled to the minimum pension. He is entitled to the maximum pension if he has served thirty years and has attained the age of sixty-five years. However, if he becomes physically unable to work he is entitled to the full pension to which his years of service entitle him.

The worker and the railroad each pay one-half the cost of pensions. Six and one-fourth per cent of the worker's wages (up to \$350.00 per month) are deducted for his pension contribution. The railroad pays the same amount.

The Railroad Retirement Act also pays liberal benefits for unemployment and for time lost on account of illness. The railroads pay the entire cost of these benefits.

Although the wages of US railroad work-

New canteens in the Port of Antwerp

 BEFORE THE WAR, THERE WERE A NUMBER OF EATING-HOUSES in the Antwerp docks district which, although run for private profit, performed a useful social service. During their meal breaks, dockers could find shelter there against wind and rain and get a cup of coffee, a plate of soup, etc. at a very modest price. During the war, however, a number of these eating places were destroyed, and those that survived were so old that, as the Belgian Transport Workers' Union saw it, they could no longer usefully fulfil their purpose. The Union consequently put the question of constructing modern canteens very high on its claims programme. The management side of the industry was continually being pressed to do something about establishing facilities of this kind, but it was not until the winter of 1956 that they could be convinced of the reasonableness of the claims.

In the autumn of 1956, agreement was reached in principle to build a number of canteens by way of experiment. A special committee was set up in the Port Committee charged with carrying out the canteens programme. After thorough study of the question, the committee's choice fell on the Leopold Dock as the first area in which to erect new canteens. Suitable sites having

ers are somewhat higher in comparison with other countries, in making comparisons it must be remembered that their US income tax payments and pension contributions are deducted. Because of this, the amount actually received by a worker is, generally speaking, approximately twenty-five to thirty per cent less than his actual total earnings.

It should be mentioned, however, that deductions for US income taxes do take into consideration the number of children or other dependents who are supported by the worker. The amount deducted for income tax decreases as the number of his dependents increase. Hence, indirectly, the US railroad worker does receive a 'family allowance', but only in respect to the amount of income tax the law requires him to pay.

(concluded)



Exterior of the new dockers' canteen recently opened at the Leopold Dock in the port of Antwerp. This is one of a number of modern canteens being built in the port under a scheme started in 1956

been agreed on, instructions were given to an architect to draw up appropriate plans. Meanwhile, the municipal authorities had been approached – with success – to make the chosen sites available without cost.

On 14 April 1957, the foundation stone of the first canteen was laid by the Minister of Labour and Social Welfare in the presence of a number of personalities from the political, trade union and shipping world.

Work proceeded apace and the first four canteens were officially opened by the Burgomaster of Antwerp on 20 February 1958.

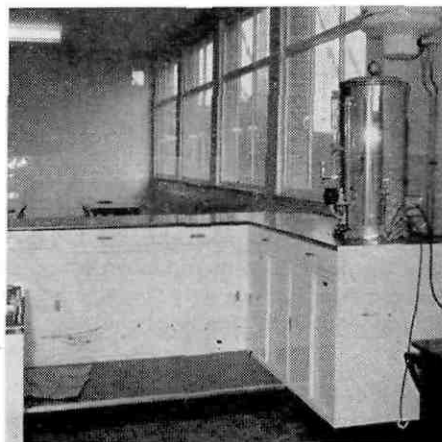
The canteens are constructed of durable material and each covers an area of about 150 square metres. In addition to a comfortable eating-room with seating accommodation for 100 persons, they provide wash-

ing facilities and a place in which bicycles can be put under cover. Heating is by means of petroleum-oil stoves. Warm and non-alcoholic drinks are served as well as hot soup at very reasonable prices.

The establishment of dockside canteens of this kind represents the realization of a long-standing claim of the Belgian Transport Workers' Union in the field of social welfare. This first series of dockers' canteens fulfils an urgent and long-felt need. Formerly, Antwerp dockers had to take their meals in dirty surroundings, exposed to all the inclemencies of the weather. Today, they enjoy modern canteen facilities which can compare favourably with any provided elsewhere. Efforts to improve the social conditions of the Antwerp dock workers will continue unabated.



The new canteens can seat a hundred dockers in comfort. They are a vast improvement on the old eating-houses in the district, many of which were destroyed during the war and were not re-built



Things are made easier for the docker when he can take his meal break in these clean and comfortable surroundings. The canteen serves hot soup, and also warm and non-alcoholic drinks

What they're saying



A suspicious offer

ANCHOR AN ENTERPRISING FIRM in Santander, Spain, has written to the Swedish Government enquiring whether it is interested in 'collaboration' aimed at providing Swedish shipping companies or Swedish vessels with Spanish crews. The firm has invited the government to send an investigator or inspector to Spain to check on the competence of the ratings and the navigational or engineering qualifications of the officers on offer.

To sign on such seafarers, personal contracts may be reached between the shipowner and the employees or alternatively between the shipowner and the Santander firm, acting as go-between. If wholly Spanish crews are desired, the firm offers to arrange special 'adjustments' in the wage-scales applied, which presumably means that wages will be forced down below the level established by Swedish collective agreement.

The Santander firm draws attention to the fact that it is continually supplying crews to Panamanian, Liberian and ships under other flags of convenience, but mentions that among their customers are at least one Swedish, one Danish, and three Norwegian shipping companies.

Personal slave contracts and sub-standard wages are suspicious enough in themselves. But when, in addition, a Franco-Spanish go-between is involved, one can very easily guess what sort of rôle it is thinking of playing in any dispute. It would seem to be high time for the union's representatives on board ship to take a close look at the conditions under which Spanish crew members have been hired. If they find that this kind of trade in human beings is being carried on then we will not be in any doubt about the action we should take.

From Sjömannen, Swedish Seamen's Union

Bold action needed

GLOBE THIS RECESSION is undermining our living standards and sapping our national strength. Almost eight out of 100 people in the labour force are already unemployed. Additional millions are working

part-time. More than a quarter of our productive capacity is idle.

Billions of dollars of potential production – to improve living standards and strengthen out national defence – have already been lost. Yet the recession is deepening. Six months have passed since it started – six months of declining output, rising unemployment and spreading short work-weeks.

We of the trade union movement are convinced that this situation can be ended, and must be ended quickly, if we are to avoid many more months of sharp economic decline... This, indeed, is a time for quick and bold government action.

Bro. George Harrison, Grand President, US Brotherhood of Railway Clerks

Depends how you look at it

GLOBE A READJUSTMENT is when a friend of yours loses his job. A recession is when your brother gets laid off. A depression is when you yourself start knocking on personnel office doors.

J. A. Livingston, US columnist, as quoted in The Machinist

A change for the better

GLOBE DURING THE SWEDISH GENERAL STRIKE OF 1909 trade union organizations in other countries contributed 2,240,000 kr. to the TUC to eke out our own meagre strike fund. Today, such an amount would be the equivalent of about 7,000,000 kronor...

There is a good reason to recall these facts at the present time. They provide a background to the Swedish TUC's decision to earmark the sum of one million kronor for the ICFTU's International Solidarity Fund. That decision serves to remind us that the question of international trade union solidarity is just as topical today as it was for us in 1909. Our contribution emphasizes, too, that the trade union movement is now beginning to organize international solidarity on a better basis. In former times one was dependent on ad hoc contributions and collections organized by the trade union movements of the various countries whenever an acute need for assistance threatened catastrophe. Now, on the other hand, we also dispose of financial

resources which can be used for preventive or creative purposes.

There is also another difference which is at least equally important. Formerly, international trade union solidarity consisted in national trade union movements taking individual action to provide assistance for a trade union in another country which was facing catastrophe. Now, however, there is the possibility of combining resources from the various countries and consequently making better and more effective use of financial assistance.

From Fackföreningsrörelsen, Swedish TUC

Not a job for amateurs

GLOBE TO ASSUME RESPONSIBILITY for the leadership of a trade union, to negotiate and discuss, to formulate policies in situations where the issues may become confused – in short to give leadership to a trade union organization, has gradually developed into a profession, a profession which is sometimes a very difficult one and one in which the skills, conviction, efficiency and experience of the specialist come very much into their own. If these conditions are not present, or are insufficiently present, then integrity and devotion may be lacking, and in critical situations – sometimes more in the emotional than in the intellectual sphere – mistakes in leadership may be made which can result in disaster.

From Het Platform, Netherlands Union of Civil Aviation Personnel

The glory that was Spain's

GLOBE THE GLORY that once was Spain's had long been dimmed by decadent royalty when the Iberian Hitler, Generalissimo Francisco Franco, appeared on the scene. The new lustre he promised for that old glory he has never, of course, been able to deliver. Instead, the tarnish has grown deeper under his despotic rule.


In a world where the area of freedom is under constant threat, free men will heartily support the complaints against Franco's viciousness to workers that the International Confederation of Free Trade Unions has filed with the UN and the ILO.

From AFL-CIO News

Through the 'Zone' at night

by L. K., German Transport & Public Services Workers' Union



 IT IS TWO O'CLOCK IN THE MORNING and I am on my way by car from Munich to Berlin. As I want to be in Berlin early in the morning, it means travelling all night through the 'Zone' – that part of Germany controlled by the Communists. A couple of miles or so before the border a signpost gives warning of the turn-off to a little place called Töpen-Juchhöh, the last frontier post in Federal Germany before the jump-off into the Zone. A narrow winding road, running first through a wood and then uphill, leads to the place, which with its numerous twinkling lights looks from a distance very much like a fairground. Töpen-Juchhöh, one feels when approaching it thus at night, is particularly well named.

Ahead of me a heavy two-trailer lorry, bound for Berlin, is grinding up the slope, and I have to stay behind it as the road is too narrow for passing. But I am up the top of the hill at last. Left and right of me I can discern numerous make-shift wooden huts, reminiscent of those shabby affairs that were a common sight in Western Germany before the currency reform. As I am not allowed to take any East German marks with me, I shall not be able to take a bite on

the road, so I pull up at one of the none too inviting restaurants.

The proprietors of these establishments don't have to worry about competitive keeping up of appearances as they are assured of plenty of customers whether they treat them politely or otherwise. The restaurant I enter is crammed full. It is the end of the holidays and a constant stream of coaches loaded with returning Berlin holiday-makers is pulling up here. While

the drivers make for the check-point with their papers, their passengers crowd into the restaurants and other catering establishments.

I manage to find a seat in a corner at a table occupied by some lorry drivers. A juke-box is blaring out the latest hit and adding to the general hubbub. You could cut the air with a knife. A tired waiter, in between numerous arguments with other customers, takes my order and finally manages to bring me a meal. The clatter and the din are giving me a headache and I am glad to get out in the fresh air again.

Once outside, I climb aboard my car – a baby model – and make for the barrier. On the western side, formalities are soon completed and there is no need for me to get out of my car. On the 'other side', things are different, however. I have to go through a long hut showing my papers at countless

checkpoints (it seems), and am charged twenty marks. This is the charge for using the Autobahn, and quite a profitable line of business for the East German authorities seeing that the least of it is used for the purpose of maintaining the Autobahn in a decent state of repair – as I was to discover for myself a little later.

With the formalities completed – all very proper and correct – I climb into my baby car and make for the frontier guards, two young members of the ‘People’s Police’ in dingy brown uniforms. They are obviously pleased to see my little car – normally at this time all they get to see is long-distance coaches and heavy goods vehicles. By now it’s three o’clock. One of the young guards would clearly like to engage me in conversation. He is a bit hesitant, however. Obviously he is having a little difficulty with the right mode of address. ‘Fräulein’ apparently would not be quite respectful enough, so he compromises with ‘Chefin’. Hearing myself addressed as ‘boss’ amuses me no end as, in reply to his question as to when I expect to reach Berlin with my baby car, I inform him that I hope to make it in about five hours. With that, they both wish me a good trip, and I’m off.

I have still got to do about thirty-five miles along a bumpy country road through sleeping villages before I can get on to the Autobahn, and when I do get to the run-on I nearly miss it – it’s so badly signposted. Luckily for me, there is a guard on duty at the point where I suspect the approach road to branch off and he shows me the way.

Once on the Autobahn I can put my foot down – which means about fifty mph in ‘baby’. I meet little traffic coming the other way. What there is consists mostly of heavy haulage vehicles coming from Berlin and right now I should like to say how considerate they are. I am often on the road to Berlin, and have practically never known them to pull out to overtake without the fullest regard for following traffic.

You have to stay wide awake when on the Autobahn in the Zone. Every so often you come to a stretch where there is only a single carriage-way. The signposts warning drivers that they must pull over on to

the other carriage-way are practically indistinguishable in the dark, and if you miss the warning arrow, about fifty yards from the change-over, you are liable to run into the road barrier with its ‘final warning’. Along the whole length of the Autobahn within the Zone, there are no signposts which glow in the reflected light of a driver’s headlamps. Nevertheless, one is constantly required to ‘cross over’ because long stretches of the carriage-way are unpassable in one or the other direction. Heaps of sand and ballast and an occasional hut give promise of an intention to do some repair work along these stretches, but more often than not there is no indication that anything is likely to be done to open these sections to traffic again.

Suddenly I find myself being stopped by a policeman swinging a lamp. I get a shock – the usual reaction in the Zone when one is approached by anyone wearing a uniform. He is quite polite, however, as he asks me to proceed along the left-hand carriage-way. There has been a slight accident, he explains. I see the ‘slight accident’ a little farther up the road: a man’s body is lying in the roadway. Some twenty years farther on I see a motor-cycle, whilst a heavy lorry has stopped some distance away. So this is the ‘slight accident’. The description is typical of the way things of this kind are played down in the Zone.

It is getting light now and I can see the countryside around me. Gradually, the feeling of uneasiness which assails most drivers when they see a road accident of this kind gives way to a more normal mood. The road is getting busier now – mostly with cars from the eastern Zone, old and ramshackle affairs seldom capable of getting up to forty miles an hour. The countryside is pretty desolate. One can see none of that building activity so common throughout Western Germany with its far greater density of population.

And now it is broad daylight. The last oncoming car has switched its lights off, and I am feeling tired and very conscious of the fact that I have been driving throughout the night. But there can be no question of pulling in at one of the very few road-

side cafés for a cup of coffee. Not only have I have no Eastern marks, but I had to declare the exact amount of Western marks I was taking with me. In any case, I don’t know whether they would take Western marks at all. It is a queer business – I am in Germany, and yet I am not. In any other country beyond the German frontier, in Austria, France or Switzerland, for example, I can get what I want with my German money without any great difficulty – but not here in the Eastern Zone of Germany.

At frequent intervals along the side of the road they have put up large notices drawing attention to the parlous state of affairs in Western Germany. Those responsible for these artistic efforts have overlooked one thing, however: the driver as he rushes by has no time to decipher or register the information displayed so lavishly and in such confusing profusion on these posters and placards. As a propaganda medium designed to stir up hate against Western Germany they are a dead loss.

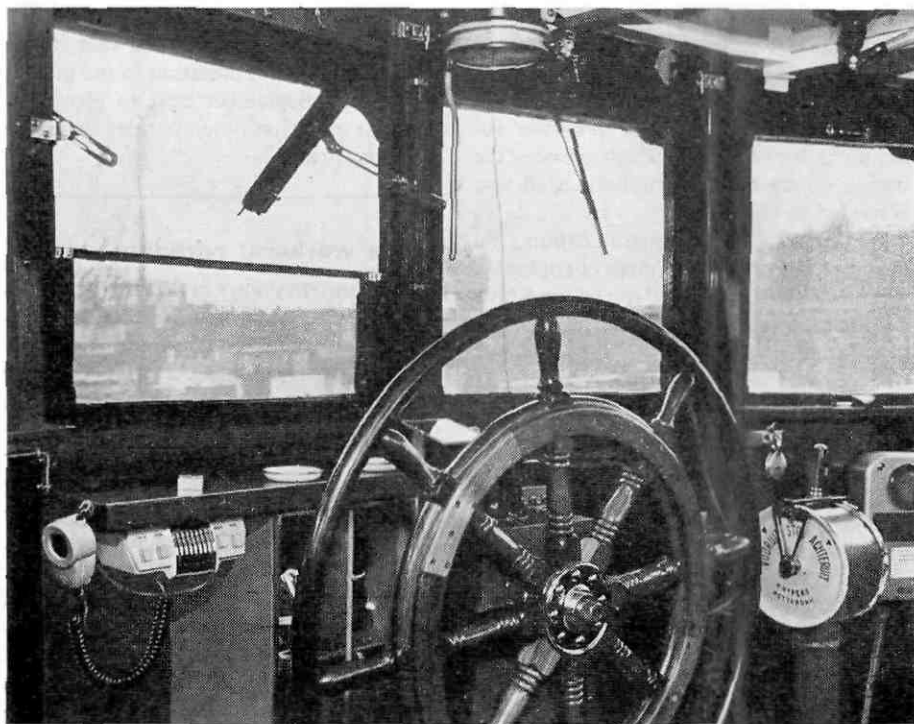
To pass the time away, I start counting the milestones and working out how much farther I have to go. Finally I am on the Berlin ring road, and breath a sigh of relief. Only another thirty miles or so to go and I shall be at the Dreilinden check-point. Here again the story is repeated: a thorough check by the Soviet Zone police and a friendly, easy-going look-over and wave-through on the Western side. They just tick your car number off their list so as to make sure that all vehicles really do get to Berlin. There is still a short distance to be covered in zonal territory after passing the check-point. I see a couple of Red Army soldiers. At last, however, I have reached the end of my journey. On my left I pass the tall mast of the Berlin radio station – ‘lanky Lulatsch’ as the Berliners call it. Berlin at last!

(Photo: Federal German Embassy, London)

A note to our readers

THE NEXT ISSUE of the Journal will be a combined June/July number and will preview our Amsterdam Congress.

Radio telephony on the Rhine



SHIPPING HAS BEEN USING HF RADIO INTERCOMMUNICATION outside territorial waters for some time. The use of these frequencies must be dropped as soon as a vessel enters these waters, however. Radio contact between ship and shore station is lost as soon as the pilot goes aboard. The reason for this rule is obvious when one considers the amount of shipping using this form of intercommunication. The short-wave band allocated to this type of radio traffic is very heavily loaded; furthermore there is considerable overlapping and much distortion owing to fading.

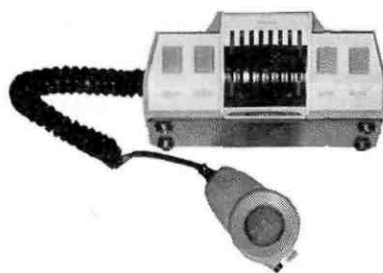
Up to quite recently it looked as if every one concerned would have to make the best of a bad job. The radio industry, however, has not just been marking time, and some interesting possibilities of developing the use of the considerably wider VHF band have been opened up. VHF frequencies are much more clearly defined and there is no fading.

Ranges, however, are very much shorter and depend on the height of the transmitting and receiving aerials. Nevertheless a range of from thirty to forty miles can be obtained by means of VHF sets in traffic between moving stations and seventy-five miles in the case of fixed points.

Inland navigation craft have need of

radio-telephonic communication, both to shore stations and among themselves. Quite frequently radio programmes are interrupted to announce an urgent message for some master or member of his crew. Sometimes the announcer states that the vessel is equipped with radio, but very often there is no means of getting the message to the recipient other than through the medium of the river police, the supply vessels or the lock-keepers who may hear the message. And even if they do pick up the message, there is no guarantee that they will see the vessel for which it is intended, or have an opportunity of passing it on.

There are also other fields in which radio-telephonic communication between vessels



Above: Hand microphone assembly used for VHF radio-telephonic communication between vessels
On the left: VHF apparatus within easy reach

on the move is of advantage. There are frequent occasions when direct communication between the towed barges and the tugboat would be desirable especially in picking up or casting-off manoeuvres. It would be of considerable advantage if barges on the move could be informed immediately of changes of destination or alterations to their cargo discharge or pick-up programme. Boatmen and the members of their families are in the habit of making their plans well ahead and arranging their meetings well in advance. They are accustomed to living completely isolated from the world outside during the time their vessels are being towed. They may be able to pick up radio transmissions but have no means of letting their own wishes be known. They can signal by means of flags or megaphone. Drinking water, provisions and fuel are obtained from tenders, on which occasions messages and letters can be exchanged. The river police also give what help they can, but in the event of something unexpected happening outside the daily routine, such as sudden illness, an accident, a mechanical breakdown, or loss of some indispensable article, they are left to make what shift they can until they reach the next lock, unless, that is, they have radio-telephonic communication with the shore.

In March 1957, an international conference was held in Brussels to discuss VHF radio-telephonic communication in Rhine navigation and the establishment of a number of fixed stations ashore along the Rhine and the western Scheldt. The meeting was attended by representatives from Belgium, France, the Federal Republic of Germany, the Netherlands and Switzerland. A regional agreement was concluded whereby, to avoid the difficulties in maritime radio-telephonic communication, inland waterways were divided into ten sectors, each of which would transmit and receive on specific frequencies in the 156 Mc/s to 162 Mc/s band.

The Netherlands sectors, three in num-

ber, are serviced by a central control station at IJmuiden using a carrier-wave telephonic system and telephone lines. There are riverside stations situated at Rotterdam, Lopik and Oosterbeek. This service came into operation on 1 January 1958. A fourth station, at Goes, intended to service the western Scheldt region, is expected to start operating at a somewhat later date.

Craft on the Rhine can now make use of the public telephone service of the Netherlands, whilst the German postal authorities have begun to establish shore stations along the Rhine to ensure the same kind of land-river link-up.

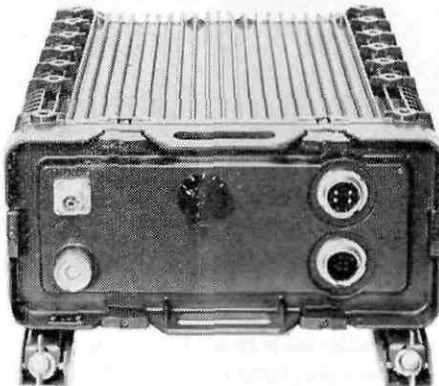
A well-known radio firm has already developed a VHF transmitter-receiver for radio-telephonic communication of this kind. It works on five frequencies and may thus be used on the entire length of the Rhine from Switzerland to Rotterdam to establish communication between one craft and another or between craft and shore. A link-up with the public telephone system is provided by the shore-based stations.

The set itself is hardly any bulkier than a car radio, measuring $5\frac{1}{2}'' \times 12'' \times 15''$. It weighs about forty-seven lbs. Although it derives its power from an accumulator battery, it can be plugged into the electric power system by means of a special accessory. It is simple to work, requiring no technical knowledge. All that is needed

when transmitting is to select one of the four channels corresponding to the sector in which one happens to be. The set is so made that it cannot receive and transmit at the same time. A press of a button activates it for reception, whilst pressing the button on the hand-microphone is all that is needed to transmit.

Radio-telephonic communication by means of this or a similar piece of apparatus will probably be in general use on the Rhine and its associated inland waterways in the near future.

(With acknowledgements to *Revue de la Navigation Intérieure et Rhénane*)



Combined transmitter-receiver set working on five channels (Photos reproduced by courtesy of 'Revue de la Navigation Intérieure et Rhénane')

Attempt to restrict travel passes scotched

AN AVALANCHE OF PROTEST by US airline workers has resulted in a suspension by the Civil Aeronautics Board of its restrictive interpretation of airline employees' rights to pass privileges. The interpretation, writes *TWU Express*, was made on 18 October last and restricted the rights of certain workers and members of their families to enjoy free or reduced rate transportation.

Airline employees' unions affiliated with the AFL-CIO, however, launched vigorous protests, arguing that such privileges were within the province of collective bargaining.

Members of all such unions were invited to write to Congress and the CAB on the subject. The response was most gratifying and had immediate effect.

The Board has now stated: 'Views of many interested parties, not available at that time, have since been studied. . . Many of these practices are of long standing and some of them appear to have become embedded in the industry's labor relations structure.'

The CAB said that it would notify the Senate Interstate and Foreign Commerce Committee that it had no objection to proposed legislation which would give airlines the right to issue such passes to 'retired directors, officers and employees and their

immediate families.'

The Board also announced that it was suspending its interpretation of the present law until 1 September next to give Congress an opportunity to consider the entire free pass problem.

Not a workers' paradise!

THE TINY PRINCIPALITY OF LIECHTENSTEIN, which consists of sixty-two square miles of charming landscape snuggling between the Austrian province of Vorarlberg and the Swiss cantons of St. Gallen and Graubünden, may be a tourists' paradise and a happy place of refuge for those who can afford the expense of avoiding national taxation, as well as a happy source of inspiration for writers of comic operas. The vision of laughing peasantry, gaily bedecked in national costume, which the mention of Liechtenstein tends to conjure up takes a nasty jolt, however, when we learn that this relic of European feudalism is after all only part of the general economic set-up.

A reminder to this effect comes from the Swiss Transport and Commercial Workers' Union which points out that wages paid to road transport drivers in the principality, or to workers in any other branch of industry for that matter, are far below those ruling in the neighbouring cantons of Switzerland (this in spite of the fact that Liechtenstein has used Swiss currency since February 1921, and has been bound to Switzerland by a customs union since January 1942).

By paying their drivers lower rates, firms in the principality are able to undercut their competitors in the adjacent Swiss cantons when bidding for loads - there are no controls at the frontier to prevent their free movement. With practically no taxes to pay, and no labour organization in the principality to force wages up to the Swiss level, this tiny country is by way of being a 'paradise' for the employer if not for his workers. For the latter, insurance benefits, payment for holiday working, paid holidays, provision of overalls and many forms of bonus are simply non-existent.

International Transport Workers' Federation

President: H. JAHN

General Secretary: O. BECU

7 industrial sections catering for

RAILWAYMEN
ROAD TRANSPORT WORKERS
INLAND WATERWAY WORKERS
PORT WORKERS
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
- 197 affiliated organizations in 62 countries
- Total membership: 6,500,000

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 • Australia • Austria • Belgium • Brazil
British Guiana • British Honduras • Canada • Ceylon • Chile
Colombia • Costa Rica • Cuba • Denmark • Ecuador • Egypt
Estonia (Exile) • Finland • France • Germany • Ghana
Great Britain • Greece • Grenada • Hong Kong
Iceland • India • Indonesia • Israel • Italy
Jamaica • Japan • Kenya • Luxembourg
Malaya • Mauritius • Mexico • The Netherlands
New Zealand • Nicaragua • Nigeria • Norway
Nyasaland • Pakistan • Panama • Paraguay
Philippines • Poland (Exile) • Republic of Ireland
Rhodesia • St. Lucia • South Africa • South Korea
Spain (Illegal Underground Movement) • Sudan
Sweden • Switzerland • Tanganyika • Trinidad • Tunisia
Uganda • Uruguay • United States of America

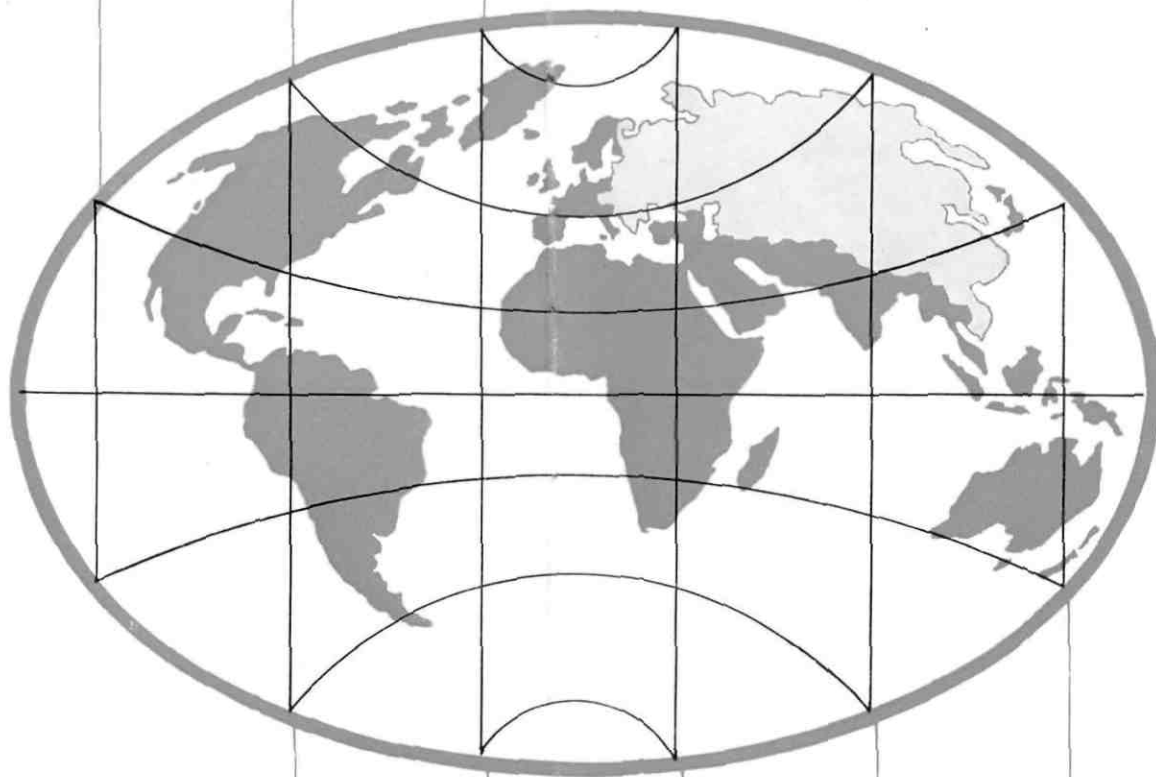
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

Press Report Two separate editions in English issued in London and Tokyo