

159/4/8011

Volume XIX • No 2 • February 1989

2

International Transport Workers' Journal

In this issue:

Planning the next move
by Omer Becu

The Railway Labor
Executives' Association

Developments in trawler
fishing

The dispatcher system
in East Germany

Telemetering
by Pierre de Latil

Trade union agreements
in the Philippines

US unions reject
rail passenger report

Driver fatigue a 'killer'

The Scottish Horse and
Motormen

Something new
on European railways



Monthly Publication of the International Transport Workers' Federation

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2

Monthly Publication of the ITF

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Forthcoming meetings:

London	27-29 April 1959 Executive Committee
Stockholm	16-19 June 1959 Road Transport Workers' Section Conference

Comment

Whose Africa?

THE BRITISH OVERSEAS EMPLOYERS' FEDERATION recently held its annual general meeting. The OEF Newsletter of 22 January published a summary of the chairman's address which contains the following remarkable passage under the sub-heading 'Changing Africa':


'But, in addition to facing naturally developing though isolated groups of problems, African employers and workers had now to bear an invasion of *supra*-national organizations of which the United Nations Economic Commission for Africa was in the van. Sir Frederick continued: *The ILO too is actively planning a great African tripartite congress which will doubtless raise many cries and much dust. But a more immediate danger to good relations between workers and employers in Africa (and I speak of the indigenous peoples as well as the settlers) lies in the ambitions of the international trade union organizations. They too have to utter loud cries and raise the dust in order to maintain their hold on the workers.*'

The language could hardly be more unhappy. When Sir Frederick Seafords speaks, for example, of an *invasion* of bodies like the United Nations and the ILO he implies that they have no right to be there. When he refers slightly to the ILO conference as 'doubtless' raising 'many cries and much dust' he implies that the ILO's main product is agitation and that its activities are vaguely subversive. The international trade union movement can look after itself and never expects its work in places like Africa to have the employers' approval – labour-management amity has not reached that point yet. But one would have thought that most employers had moved far enough from the old concepts of the bosses' divine right to acknowledge the credentials of the UN or the ILO, at least.

After all, Africa does not belong to the employers. Are there really some who think it does?

Planning the next move

by OMER BECU, General Secretary of the ITF

 THE WEEK BEGINNING 19 JANUARY saw an extremely important series of meetings on the Panlibhon problem at ITF headquarters in London. Attended by representatives of most of the dockers' and seafarers' organizations which took part in the ITF's four-day boycott, the meetings – which included both individual conferences of the two Sections and joint discussions – were devoted in part to a review of the results achieved by the boycott. The report given by the Secretariat showed that this had in fact been more successful than was indicated by the information available immediately after the boycott had ended. Further details of the position in Australia, Egypt, the United States, and Uruguay showed that the number of ships held up was eighteen higher than had at first been thought – bringing the total to 223. That figure, of course, does not include the very large number which were under steaming orders to remain on the high seas until the boycott was over. In view of these new facts, I think I would be failing in my duty if I did not underline once again the ITF's very sincere appreciation of the efforts of all those who played a part in this unique protest action.

There was other good news too – news which augurs well for any future international action of this type undertaken by the ITF. It will be remembered that the ITF-affiliated German Transport & Public Services Workers' Union, which organizes both seafarers and dockers, had decided against participation in our boycott as the result of a judgment given against the German Metal Workers' Union by the Federal Labour Court. At the time, it appeared possible that this judgment – which provided for an extremely heavy fine and damages for an alleged breach of industrial peace – could be used as a precedent against our affiliate if it tried to boycott Panlibhonco ships. Only the verbal judgment of the Labour Court was then available and consequently the full implications of the case could not be estimated with any real accuracy. However, the written judgment

was issued a few days before the London meetings began and as a result our German friends were able to inform us that it was now quite clear that this referred only to the specific case of the Metal Workers and could not be applied to their own participation in an international action like the boycott. They also told us that they intended to try to have their collective agreement amended in such a way as to give them the unqualified right to play their full part in this type of action in the future.

But to review the results of the boycott was only one reason for calling the London meetings. The main purpose was to build upon the lessons which we learned from it and to consider to what extent the existing policies of the ITF required amendment or extension to bring them into line with the new situation and to increase the tempo of our struggle against spurious registrations.



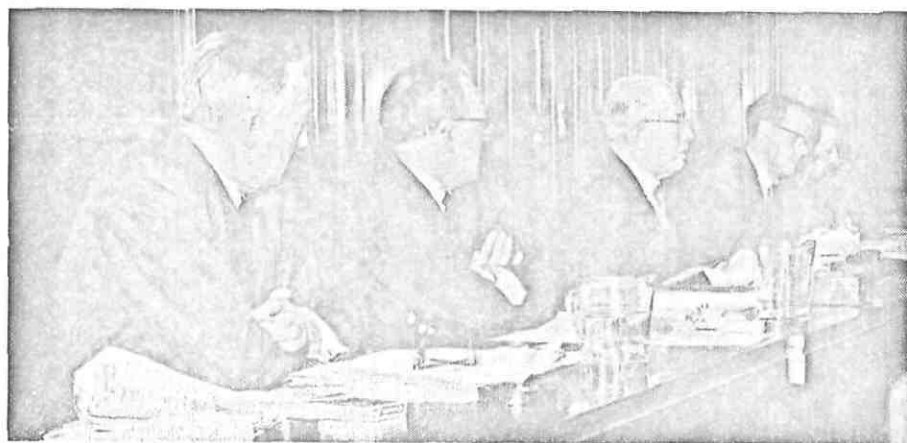
Chairman of the Joint Conference, which laid down new ITF policies on flag-of-convenience shipping, was Bro Tom Yates, General Secretary of the British National Union of Seamen, who was recently knighted for his services to British trade unionism generally and seafarers specially

The ITF had already made it clear that the boycott was in no sense intended as a solution to the flag-of-convenience problem. That, as we have also repeatedly stated, is the responsibility of governments – a responsibility which they have shirked for far too long. Our boycott was meant primarily as a demonstration, a demonstration to put the facts of the situation squarely before the public and to force the hand of the maritime governments – particularly in view of the then imminent creation of the Inter-governmental Maritime Consultative Organization. But it was also intended as a warning to the shipowners who operate under these pirate flags – a warning that this was only the beginning and that they could expect a concerted campaign to follow it up unless they saw sense while there was still time.

There must already be a number of such



A general view of the Joint Seafarers' and Dockers' Conference held at Maritime House on 22 January. The conference was attended by ITF maritime union representatives from a dozen countries in both free Europe and America



ITF officials on the platform at the London meeting listen closely as the Chairman makes a point. From left to right: Bro. Lawrence White, ITF Special Officer; Omer Becu, General Secretary; Tom Yates and R. Santley, Section Secretary

shipowners who are extremely anxious about their future. This is especially true of those who are using the United States as a base for their operations. The success of the boycott in American ports and the unity of purpose demonstrated by US maritime unions – both affiliated and unaffiliated – must have come as a considerable shock to them, for up to now they have enjoyed relative immunity from ITF action. That situation, however, now belongs very definitely to the past. American maritime unions – no longer divided by differences rooted in the past – are very much alive to the threat which Panlibhonco poses to their hard-won standards, and as their actions have shown very conclusively they stand 100 per cent behind the ITF campaign. Panlibhon owners – including some very big operators – must be very worried by this fact.

Nor can other owners outside the States take much comfort from the results of the boycott. It is true that certain weaknesses, in respect of both organization and freedom of action, were revealed in one or two countries – particularly Germany and Holland. But, as I have already pointed out, the situation in Germany is unlikely to be repeated in any future ITF action. The howls of triumph which greeted the German union's non-participation now have a very hollow ring indeed. The position in Holland is still complicated by the fact that the existence of rival confessional unions inhibits the strength of our ITF-affiliated dockers' union. However, this too was discussed at the London meetings and steps to improve the position of our Dutch friends were considered.

Brother Paul Hall, President of the United States Seafarers' International Union, pledged the full support of his union for all future action taken by the ITF against runaway-flag operators, or as he prefers to call them, 'Monkey-flag' operators

In other words, the weaknesses revealed by the boycott were discovered in good time and are now being remedied. In fact, it would certainly have been far better for the pirate-flag operators if they had not been shown up until a later stage in our campaign. They are, in any case, of little consequence compared with the global strength which was also revealed.

As I said earlier, the real purpose of the London meetings was to work out new policies for taking the campaign a step further, for making it more effective, and to ensure that the boycott is not followed by a vacuum. The decisions which have been taken in this respect are of far-reaching significance and reflect important changes in our whole attitude to the problem of tackling the runaway-flag operators.

In the past, the task of organizing flag-of-convenience ships and concluding collective agreements for them has been based on the nationality of their crew members. If, for example, a crew included a majority of Greek or Norwegian nationals, then in principle it was the job of the ITF-affiliated Greek or Norwegian seafarers' union to negotiate a collective contract based on the conditions laid down nationally by those

unions. On the other hand, if the crew was so mixed that it was impossible to apply this criterion, then it was left to the ITF itself, through its Special Seafarers' Section, to conclude agreements of an agreed minimum standard laid down by the Fair Practices Committee – the body responsible for the over-all conduct of the ITF's campaign.

Practical experience has shown, however, that this criterion was not always easy to apply. For example, there are many cases in which flag-of-convenience ships may be



Joe Curran, President of the United States National Maritime Union, stated that his organization too joined with the SIU in wholeheartedly backing up the new policies on Panlibhon which were worked out during the London meetings



based on the ports of one country, but are crewed exclusively by nationals of a second country. Since such ships may never call at ports in the second country, there are clearly difficulties in the way of the national seamen's union there exercising any jurisdiction over it.

The situation in the United States is a good case in point. As the ITF has stressed

on a number of occasions, a very large proportion of the total Panlibhon fleet is owned by US capital – some forty-two per cent to be precise. A great many of these US-owned and financed vessels operate out of American ports, but they do not carry American crews – for obvious reasons. The whole aim of the American operators of pirate-flag vessels is to avoid US wages and conditions, so they fly out unorganized seamen from other countries where conditions are much lower. That, as already mentioned, means that from then on there is little chance of the unions in the countries from which these seafarers come exerting any bargaining pressure on the owner since his vessels may never come within their own jurisdictional field.

The new ITF policy agreed in London is designed to put an end to this situation. In future, the criterion will no longer be the nationality of the crew but the country in which effective ownership and financial control is vested. That means, of course, that the US owner using a flag of convenience to evade union standards in his own country will find that he just won't be successful any more – for it will still be left to the US maritime unions to organize the crews of such vessels. Remembering that almost half the Panlibhon fleet comes under this heading it will immediately be seen what an impact this shift of emphasis will have on the ITF campaign as a whole.

Nor will the policy be confined to the United States. It is, of course, world-wide in scope and all ITF unions will be operating on the same basis and will assist one another to carry it through. Incidentally, the new policy will apply to the use of any flag – even that of a traditional maritime country – for the purpose of evading union conditions. This has been done to counteract the threats which have been made by

some Panlibhon operators to make use of such flags if registration in Panama, Liberia and Honduras is made too difficult for them. In short, there will be no escape for the phoney-flag operator until he stops utilizing registries for his own selfish ends.

You may perhaps be wondering what will happen to the 200 agreements which have already been signed with Panlibhon owners on the old basis by the ITF and its affiliated unions. Well, these will naturally have to be terminated and new agreements concluded. However, the ITF does not intend to do this arbitrarily. These contracts, which were negotiated in good faith, will be honoured until such time as the period of notice provided for expires. Only then will we insist on the new basis being adhered to.

There will naturally be some problems involved in implementing the new policy. It would be strange if it were otherwise. Some of these have already been discussed in broad outline by our Fair Practices Committee, which met immediately following the seafarers' and dockers' meetings. It was agreed that the Committee would act as a clearing-house in this respect and that national difficulties concerning borderline cases will be referred to it for final arbitration. Nevertheless, I would stress

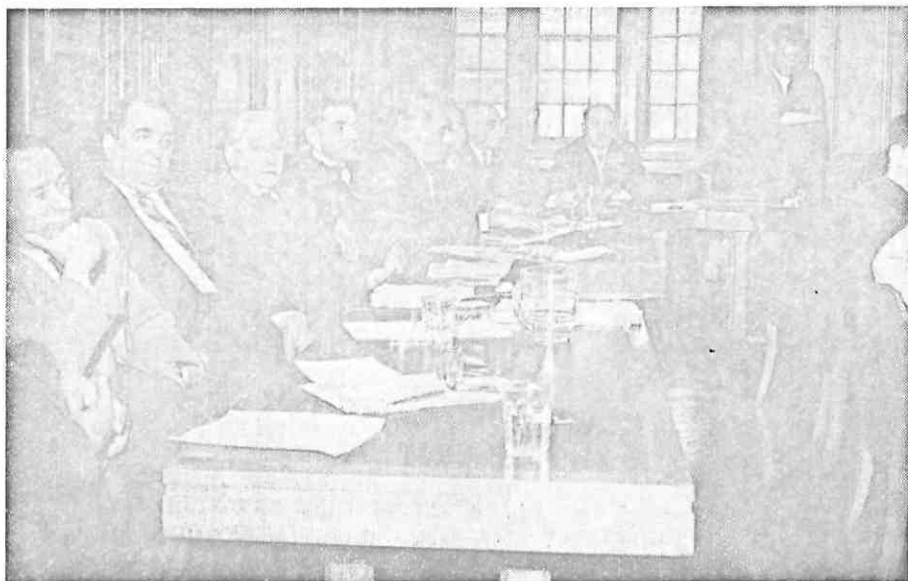
Resolution on flags of convenience

The Joint Conference of the Dockers' and Seafarers' Section of the ITF, meeting in London on Thursday, 22nd January 1959,

Having considered reports on the general action against Panlibhonco ships operated from 1 to 4 December 1958, and having discussed the future policy to be pursued in connection with all ships flying flags of convenience, Decides

- a) To call again upon the appropriate governments to get together for the purpose of finding a solution to this problem;
- b) To continue the fight against any shipowner using a flag for the purpose of avoiding the proper wages and working conditions and normal taxation; and
- c) To seek to have established the appropriate collective agreements covering wages and working conditions and, where lacking, social security; such agreements to be concluded through affiliated unions of the country in which actual control of the shipping operation is vested and, where necessary, by the ITF Seafarers' Section through its Fair Practices Committee.

A section of the Joint Conference in session, showing delegates from Germany, Greece and a representative of the exiled Polish merchant officers. Speaker at right is Bro. Robolt, the President of the ITF-affiliated Panamanian Maritime Workers' Federation, which also opposes the use of its country's flag as a flag of convenience






Brother Kazakos, interpreter to the Greek delegation, makes a statement on behalf of the Pan-Hellenic Seafarers' Federation. Brother Petroulis, General Secretary of the Federation is to be seen here on Brother Kazakos' immediate right

that such cases will be only a small fraction of the total. The majority will be perfectly straightforward and action will be taken on them at the earliest opportunity. Seamen's representatives at the London meetings are now back in their own countries drawing up plans for such action. Very soon now they will be reporting back to the ITF to get the green light to go ahead. Naturally, details of their plans will not be made public until the time for action has arrived, but the phoney-flag operators need be in no doubt about their effectiveness. In fact, they will soon discover that the London meetings represent a major turning-point in the ITF campaign – so far as they are concerned a turn for the worse!

Heat illness in the tropics

 **HEAT ILLNESS IS FAIRLY COMMON** AMONG THE CREWS of oil tankers in the tropics. The crews of oil tankers sailing to and from the Middle East are particularly liable because the quick turnaround at the oil port, with immediate return to Western Europe, means that the crews are never long enough in the hot humid area to become properly acclimatized.

Exposure to heat causes dilatation of the blood vessels in the skin and muscles. With no corresponding increase in the blood circulating in the body, the pooling of the blood in these dilated vessels means that the heart is unable to maintain an adequate supply of blood to the brain. The individual is therefore liable to faint or feel faint – particularly on taking exercise.

Fortunately, the body is able to adapt itself to these new conditions. Adaptive measures taken by the body include retention of salt and fluid in the body, a more rapid onset of sweating in response to a rise in body temperature, and an increase in the

rate of sweating. This means that working in heat does not raise the heart rate or body temperature as it did previously.


The process of acclimatization is complete within about a week. The precise method whereby it is achieved however is not clear. It is thought that the endocrine glands, such as the adrenal glands, play a not inconsiderable part.

The extent to which the body adapts itself to hot conditions is well illustrated by the salt content of the sweat. The sweat of unacclimatized men contains about four grammes per litre. Excessive loss of salt is responsible for several forms of heat illness, notably heat cramps. This condition is accentuated by the sufferer drinking large quantities of fluid to compensate for his excessive loss of fluid through sweating.

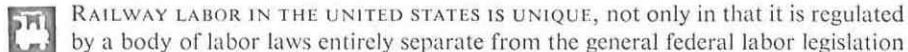
An investigation of 128 cases of heat illness among the crews of oil tankers at Kuwait has revealed that fifty-nine of the men were suffering from salt deficiency heat exhaustion. An average of forty grammes of salt had to be taken by these men before they began to recover.

The ten to fifteen grammes of salt in an ordinary meat-containing diet is more than adequate in cool climates. In hot conditions, a man can perform hard work and maintain salt balance on as little as five grammes a day – provided he is acclimatized. These conditions should not be taken for granted, however, and the official recommendation is that engine-room personnel at sea in the Persian Gulf should take thirty grammes of salt daily. In practice this means the addition of three unheaped teaspoonfuls of salt daily to the food as served at table.

Greek-registered shipping grows

 **IN A RECENT STATEMENT**, the Greek Minister of Marine said that during the past year 101 ships of 789,625 gross tons had been added to the Greek flag as against twenty-three ships of 146,676 tons in 1957. The present total tonnage of the Greek-flag merchant marine amounts to 2,300,000 tons as against 1,800,000 tons a year earlier.

The Railway Labor Executives' Association

 RAILWAY LABOR IN THE UNITED STATES IS UNIQUE, not only in that it is regulated by a body of labor laws entirely separate from the general federal labor legislation applying to other industries but also in the form of voluntary association which it has developed to meet the peculiar problems of the rail transport industry.

At present there are twenty-two major labor organizations in the United States with membership in the railroad industry. Each possesses the strong autonomy which is a pronounced characteristic of American labor organizations.

To meet the need of the various standard railroad labor organizations for closer cooperation, better understanding, common policies on matters of common interest, joint action when needed, and in general to gain all of the advantages that often are possible by acting as one organization instead of many, the railway unions many years ago created the ITF-affiliated Railway Labor Executives' Association (RLEA), composed of the Chief Executive Officers of the 22 railway unions. The RLEA is not a federation of unions; rather, it functions as a policymaking body on legislative and other matters of mutual interest to railway workers.

It is an unincorporated and voluntary association of the heads of all major railway labor organizations. Most of these unions have virtually all their membership in the railroad industry; a few are principally active in other industries but have segments of their membership in rail transportation.

Affiliated organizations

The RLEA thus serves as the principal coordinating and joint operating agency of railway labor in practically all fields of activity except that of collective bargaining. All railway labor organizations of any significance in both the United States and Canada are now identified, through the participation of their Chief Executives, with the RLEA and these affiliates represent nearly all of the organized railway workers in the two countries. The organizations currently affiliated with the RLEA include:

American Railway Supervisors' Association
American Train Dispatchers' Association
Brotherhood of Locomotive Engineers
Brotherhood of Locomotive Firemen and Enginemen
Brotherhood of Maintenance of Way Employees
Brotherhood of Railroad Signalmen of America
Brotherhood of Railroad Trainmen
Brotherhood of Railway Carmen of America
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

Brotherhood of Sleeping Car Porters
Hotel & Restaurant Employees and Bartenders International Union
International Association of Machinists
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
International Brotherhood of Electrical Workers
International Brotherhood of Firemen & Oilers
International Organization of Masters, Mates & Pilots of America
National Marine Engineers' Beneficial Association
Order of Railway Conductors and Brakemen
Railroad Yardmasters of America
Railway Employees' Department, AFL-CIO
Sheet Metal Workers' International Association
Switchmen's Union of North America
and
The Order of Railroad Telegraphers

A. E. Lyon, Executive Secretary-Treasurer of the United States Railway Labor Executives' Association (an ITF affiliate). President of the Brotherhood of Railway Signalmen when appointed to his present post, he has been granted leave of absence from his union to serve the RLEA





This photograph shows the Presidents of the RLEA unions at a recent meeting of the Association in Washington. The RLEA is a voluntary association of American railwaymen's leaders

The Railway Employees' Department of the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) is made up of six of the above unions with members in the shop crafts. Its president is a member of the RLEA with a voice, but no vote, in matters before the Association.

The above unions comprise what are known as the Standard Railroad Labor Organizations, representing almost all of railroad labor, numbering approximately 900,000 workers. Counting those members which these organizations represent outside the railroad industry, their total membership is well over 3 million workers. All of the above unions except the Brotherhood of Locomotive Engineers and the Order of Railway Conductors and Brakemen are affiliated with the AFL-CIO.

History of railway labor cooperation

The Association, with its present name, was formed in 1926, immediately following the enactment of the Railway Labor Act. For many years prior to that time, however, there had been a more or less informal association or coordinating body among the various railway labor organizations. A consolidation of their efforts was attempted as early as October 14, 1897 when, at Peoria Illinois, a Federation of American Railway Employes was founded. This organization was made up of the Brotherhood of Locomotive Firemen, the Order of Railroad Telegraphers, the Order of Railway Conductors and the Brotherhood of Railroad Trainmen. Grand Chief E. E. Clark of the Conductors was elected Chairman and Grand Chief W. V. Powell of the Railroad Telegraphers was named Secretary.

The surviving records dealing with the functions of this and subsequent coordinating bodies among railway labor organiza-

tions are sketchy and incomplete, but there is sufficient evidence to indicate that from 1897 on the Chief Executives of the railway labor organizations coordinated their thinking and efforts in informal groups or committees, realizing more and more the necessity of concerted planning and action.

The motivating forces which led to the formation of the RLEA began with governmental operation of the railroads during World War I. At the close of that war, a very determined effort was made by the railroad labor organizations to continue government control of the railroads which had brought greatly increased efficiency and better labor relations to the industry. A very thorough and comprehensive plan for the operation of the railroads under government control had been developed by an attorney, Glen Plumb. This plan, known as The Plumb Plan of Government Ownership and Operation of the Railroads, was converted into a bill and was under consideration by both Houses of the Congress, where it had been introduced by friends of railroad labor. The prime promoters of the measure were the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen, and the leader of the movement was Warren Stone, President of the Locomotive Engineers. The Chief Executives of the railway labor organizations realized that their only chance of succeeding against the huge railroad funds and their lobbyists was by sticking together, and most of them cooperated in the committee which was set up to support

the Plumb Plan. However, Senator Cummings of Iowa, who had been one of the strong supporters of the bill, suddenly turned against the organizations and the Plan was defeated.

The end of government control was in sight and it was necessary that legislation be passed by Congress to provide machinery for the handling of labor-management disputes.

This same Plumb Plan Committee, for it did not become the Railway Labor Executives' Association as such until 1926, continued to function and was instrumental in providing the safeguards of employe rights which were written into the Transportation Act of 1920. This Committee, nameless, also formed a society for the publication of a weekly newspaper and thus the newspaper *Labor* was created in 1919.

About this time, Warren Stone relinquished the Chairmanship and President Bert M. Jewell of the Railway Employees'



George Leighty, Chairman of the Railway Labor Executives' Association and President of the Order of Railroad Telegraphers. In addition to purely railwaymen's organizations, the RLEA has unions with only partly railroad membership

Department of the AFL became Chairman. This committee, composed of all the standard railroad labor organizations except the Brotherhood of Railroad Trainmen, worked as a committee throughout those hectic days of the return of the railroads to private ownership, secured interpretations and application of the various General Orders and Supplements and were instrumental in obtaining the documents which became the foundation of many of railway labor's present agreements, rights and privileges.

This group again demonstrated the effectiveness of working as a unit when they were able to get the Congress in 1926 to enact the original Railway Labor Act to replace the highly objectionable provisions of Title III of the Transportation Act of 1920.

The RLEA is formed

The necessity for a permanent amalgamation of the railway unions' Chief Executives had become so apparent that on May 18, 1926 the Committee met in Washington, D.C. and constituted the organization known as the Railway Labor Executives' Association. By-Laws were adopted and officers were elected, thereby instituting a body competent to perform certain acts and discharge such duties as came within its purview. The original preamble provided that:

'For the purpose of cooperative action to obtain and develop consistent interpretations and utilization of the Railway Labor Act, and for other purposes, the Chief Executives of Railway Labor Organizations, within the limitations of their respective organization laws and policies, have voluntarily banded themselves into an organization to be known as the Railway Labor Executives' Association'.

All of the Chief Executives of the then 21 railroad labor organizations became members of the Association at the time of its institution. Over the course of the years of RLEA activity, several of the organizations have, at various times, withdrawn from the Association and later reaffiliated. Since early 1958, however, all of the Stan-

dard Railroad Labor Organizations have again been affiliated with RLEA.

From 1926 until 1938, the RLEA maintained no office. President E. J. Manion of the Order of Railroad Telegraphers was elected Secretary-Treasurer and served in that capacity for many years, resigning because of other pressing duties. Julius G. Luhrsen, then President of the American Train Dispatchers' Association, was elected

the duties of the office of Executive Secretary-Treasurer, having also secured a leave of absence from his organization for this purpose.

The names of Chief Executives who have served as the Chairman of the RLEA, or its predecessor organization, follow in the order of their service:

Warren S. Stone, President, Brotherhood of Locomotive Engineers; Bert M.



The RLEA takes a close interest in international affairs and visiting railwaymen trade unionists are always made very welcome. Here a group of German railwaymen chat with Brother Lyon

to fill the vacancy caused by Manion's resignation.

By 1936, the importance of the work being done by the Association had reached such magnitude that it was decided to employ a full-time Executive Secretary-Treasurer and to open a Washington office with the Executive Secretary in charge. Luhrsen was selected for the position and he agreed to serve, taking a leave of absence from his organization. He continued to serve until April 1, 1945, when he left to accept an appointment as a member of the Railroad Retirement Board. On May 1, 1945, A. E. Lyon, President of the Brotherhood of Railroad Signalmen of America, assumed

Jewell, President, Railway Employees' Dept., AFL; D. B. Robertson, President, Brotherhood of Locomotive Firemen and Engineers; A. F. Whitney, President, Brotherhood of Railroad Trainmen; George M. Harrison, President, Brotherhood of Railway and Steamship Clerks; J. A. Phillips, President, Order of Railway Conductors; T. C. Cashen, President, Switchmen's Union of North America; H. W. Fraser, President, Order of Railway Conductors; G. E. Leighty, President, The Order of Railroad Telegraphers.

The names of the Chief Executives who have served as full-time Executive Secretary-Treasurer are: Julius G. Luhrsen, Pre-



A sketch of the RLEA's new building under construction in Washington. This is an appropriate location for the RLEA headquarters as much of its business is determining policy on legislation

sident, American Train Dispatchers' Association 1938 - April 1, 1945; A. E. Lyon, President, Brotherhood of Railroad Signalmen of America, May 1, 1945 -.

Activities of the Association

The Association ordinarily holds monthly meetings in Washington and other cities at which the railway labor leaders discuss and deal with the whole range of policies and activities carried on to advance the economic and social welfare of the entire body of railroad workers. The agenda of these meetings frequently includes as many as fifty different items of current importance or interest to railroad workers and their families. Reports from the various committees are received and acted upon and consideration is given regularly to the functioning of the Railroad Retirement and Railroad Unemployment Insurance Systems, the operation of the Railway Labor Act and the National Mediation Board, legislative programs both in the Congress and state legislatures and a wide variety of other current problems. Despite this full work schedule, it usually is covered in three days or less, because much of the actual work of the Association is carried on in committee. There are eight standing committees, each charged with responsibilities in certain areas of interest, and these report back to the group as a whole at the monthly meetings. These committees often meet separately, customarily assembling to prepare their report for the Association one day in advance of its meetings.

The standing committee on Railroad Retirement and Railroad Unemployment Insurance maintains a constant check on the functioning of the Railroad Retirement Board, which administers the systems. Pro-

posals to liberalize or otherwise change these measures are initially studied by this Committee before action is taken by the RLEA. The Committee is almost constantly in touch with the labor member of the Railroad Retirement Board and frequently with the Board's research and actuarial staff in an effort to bring about the best possible results in good administration and betterment of these two benefit systems which are of such great importance to the welfare of railroad workers and their families.

Another standing committee has responsibility for dealing with railway safety problems, including the administration and enforcement of existing safety rules and regulations, the personnel who administer them, and accident reporting procedures and requirements.

A large proportion of agenda items at RLEA meetings relate to legal matters coming under the general heading of Reports from Counsel. The RLEA participates in many proceedings which are pending from time to time before the Interstate Commerce Commission and before the courts. Some of these, involving the proposed abandonment of lines or the reorganization, consolidation or coordination of all or certain parts of carriers, require the services of the Association's attorneys. In such matters, all railroad labor organizations have a common interest and through RLEA they pool their efforts, engage the same attorneys and jointly share the costs on a pro-rata basis.

To meet the costs of RLEA activities, each affiliated organization pays a share, which is based, in part, on the size of its railway worker membership. The arrangement for financing the Association's work includes both a floor for the smallest organizations and a ceiling for the largest. By combining the resources, influence and judgment of the heads of railway labor organizations, the RLEA is able to bring about better re-

sults in many fields of activity, with far less expense, than if the various organizations attempted to attain the same goals alone.

Participation in government, international affairs

Recognized in its own right as one of the most important segments of the organized labor movement in the United States and Canada, the RLEA is frequently called upon by agencies of government and worthy private institutions for aid and advice. Known as a responsible, democratic organization entitled to speak for railway labor in national affairs, the RLEA has been asked to designate representatives to serve on numerous advisory committees of the government. Representatives of the Association currently serve on both the National and Regional Labor-Management Manpower Policy Committees of the Office of Defense Mobilization and the US Department of Labor. A representative of RLEA serves, along with persons from other labor groups, on a Labor Advisory Committee of the Civil Defense Administration, and the Association also provides continuing representation on the Labor Department's Advisory Committee on International Labor Affairs and its Labor Advisory Committee on Farm Labor.

The RLEA also participates actively as a member of the US Section of the Joint United States-Mexico Trade Union Committee, which has done much to strengthen the bonds of friendship and solidarity with the free democratic labor movement of Mexico. This Committee has been instrumental in improving conditions for Mexican contract workers coming to the United States, while protecting the working standards and wages of US workers in areas near the Mexican border. One of the RLEA's representatives on the committee, Frank L. Noakes, Secretary-Treasurer of the Brotherhood of Maintenance of Way Employees, has served for several years as Chairman of the US Section.

The Association has taken an active part in organized labor's efforts in many parts of the world to improve standards of living, to assist in the establishment of free labor



Profile of the month

organizations in the lesser developed countries, and to prevent the enslavement by Communist tyranny of workers in additional parts of the world.

The RLEA plays an important role in the ITF and the RLEA's Executive Secretary-Treasurer serves on the ITF's Executive Committee.

In general, the RLEA has been in accord with the policies and work of the AFL-CIO in the area of international labor affairs and has supported in material ways the establishment and work of the International Confederation of Free Trade Unions and its hemispheric branch, the Inter-American Regional Organization of Workers (ORIT).

Legislative activities

Few, if any, of railroad labor's major victories in the field of legislation, extending back many years, would have been possible without the coordination and direction given to the campaigns to achieve them through the Association. A number of the standard railroad labor organizations maintain full-time national legislative offices in Washington and conduct state activities which parallel on the state level the work of the national offices. Whenever the associated organizations of railroad labor have a common legislative goal it is their practice to coordinate their activity through the RLEA.

Over the years, the RLEA has secured passage of a series of laws protecting railroad workers in the United States in many ways. These include the basic Railway Labor Act, which established procedures for the conduct of labor-management relations on the railroads entirely separate from the provisions of the Taft-Hartley Act which applies to workers in other industries. In addition, the railway brotherhoods have won for railroad workers their own separate, national systems of railroad retirement and railroad unemployment insurance, both providing higher and broader benefits than the corresponding systems established for other workers under the US Social Security System. Many experts regard the laws dealing with railroad employment in the United States as among the most enlightened of all its labor laws.

FERNAND LAURENT is a sturdy, energetic man, with a dry sense of humour and a sharp but never wounding wit. He is a realist, conditioned by a lifetime of facing hard facts, but his realism has not been perverted into cynicism, for he has always held sincerely to ideals of social justice and political freedom, resigned to setbacks in their attainment but never doubting their value or their viability. He is courageous too. Twice he has been confronted with movements at war with his own beliefs and faced with the choice of comfortably passive or dangerously active opposition to them; on each occasion he chose action.

He was taken prisoner of war in 1940 and released soon afterwards. He immediately joined an underground resistance group of trade unionists and Socialists and worked against the Nazis up to the liberation, being arrested in 1943 but to his relief set free almost at once.

In 1945 he held a prominent position in the French Railwaymen's Federation but soon realized that Communism now posed a threat to French freedom as dangerous as, if different from, Nazism. The Federation had governing bodies which were themselves governed by the Communist Party; its autonomy was a fiction. It took courage to speak out and more courage to take action. Together with a few colleagues he formed an Action Committee in 1947 and shortly afterwards the Committee was transformed into the Railwaymen's Federation-Force Ouvrière. In 1948 he became the new Federation's General Secretary.

The early years were fraught with difficulties. Many who belonged to the Communist Federation, while out of sympathy with the Communist leadership, were reluctant to join the new union whose leaders were derided, abused and branded as traitors to the cause of working-class 'unity'. Membership was low and money short. But against all the odds, the new Federation survived, a triumph of faith and tenacity. Today, it is true, the Communist Federation can still claim numerical superiority but the Force-Ouvrière Federation is firmly based. The decision to break away was not taken lightly but it was taken rightly, as events have proved.

Fernand Laurent's role at the head of the Force-Ouvrière railwaymen has

been exacting, to say the least. Fortunately, he has been able to draw on reserves of trade union experience richer than one might expect to find in a man who celebrated only his forty-fifth birthday last September. He joined the local commercial and industrial workers' union at the age of eighteen when, on leaving school, he began work for the Charentes Regional Co-operative. Before he was twenty, he was acting as one of his union's secretaries and he continued to do so until 1937.

In July that year, he started work as a draughtsman on the French National Railways and was at once immersed in the railwaymen's trade union movement, becoming secretary to the office workers' section of the Paris Railwaymen's Union and a member of the union's council. The war came. In September 1939 he was mobilized and just over three weeks later he was at the front.

The Force-Ouvrière Railwaymen's Federation joined the ITF in 1948. Six years later Fernand Laurent was elected to the Executive Committee and has been re-elected twice since. Always eager to help in any way he can, as diligent in the international cause as in the national, he has played his part to the full.

Now, some ten years later, it is possible to appreciate just how much the free world owes to those in France who refused to accept Communist domination of the trade union movement. When it was obvious that the Communist hold was too tight to offer any chance of winning the fight from the inside, Laurent took the fight into the open. It has been hard, but very worthwhile.

'Something new with something old' in fishing



CONSIDERABLE IMPROVEMENTS, not only in catches but also in terms of crew convenience and comfort, are claimed for the new 'tail end' trawlers which might be expected to appear in increasing numbers on the fishing grounds. This new technique, which is of comparatively recent appearance, consists in hauling the catch aboard up the stern of the trawler which, instead of the conventional rounded form, is constructed so as to constitute a ramp. Considerable advantages are claimed for this type of trawler as opposed to the conventional 'over the side' types, and vessels of this kind are being used with success by British, German and Russian trawlermen.

Although the idea and practice of heaving the catch aboard by this method is not entirely new – it has been for example practised on a small scale and with smaller vessels by fishermen in the Mediterranean and off the coast of America for some considerable time – nevertheless its present extent and likely future development in other waters is something of an innovation. Judging by the fact that 'Hansa', the German nautical periodical, in its October 1957 number reported that more than half of the fishing vessels on order at that time were stern trawlers, there is reason to believe that this type of vessel has gone a long way to solving a number of fishermen's problems and in its present or in an improved form is likely to be seen on the fishing grounds with increasing frequency.

Significant for the future development of the fishing industry is the fact that this type of stern trawler is in the line of development of large quick-freeze factory trawlers. These large vessels (the British 'Fairtry' for example is of 2,500 gross tons) catch, clean, pack, deep-freeze and deliver fish at the quayside ready for immediate dispatch to the retailer. All this is in keeping with the stream-lining techniques which are increasingly becoming part and parcel of modern industry.

One of the most modern of this type of trawler is the 'Heinrich Meins', here illustrated. As already mentioned, a number of advantages are claimed for the stern trawler compared with the conventional type. The catch is handled much more quickly, which in turn means that the time spent in actually trawling is greater. The catch also receives

more gentle treatment, as does the gear.

For the trawlermen themselves, stern trawling means greatly improved conditions of work. Many of the lengthy, dangerous and tiring jobs otherwise performed by hand are now done mechanically, whilst they now have much more room in which to handle the fish, besides being able to do so in more protected conditions. The latter derive from the altered construction of these vessels made possible by the new method of hauling in the catch.

Other advantages claimed for stern trawlers are that they are more independent of the weather in that they can continue to work in heavier seas, that they provide greater possibilities of trawling at different depths, and that their construction enables the future installation of further processing

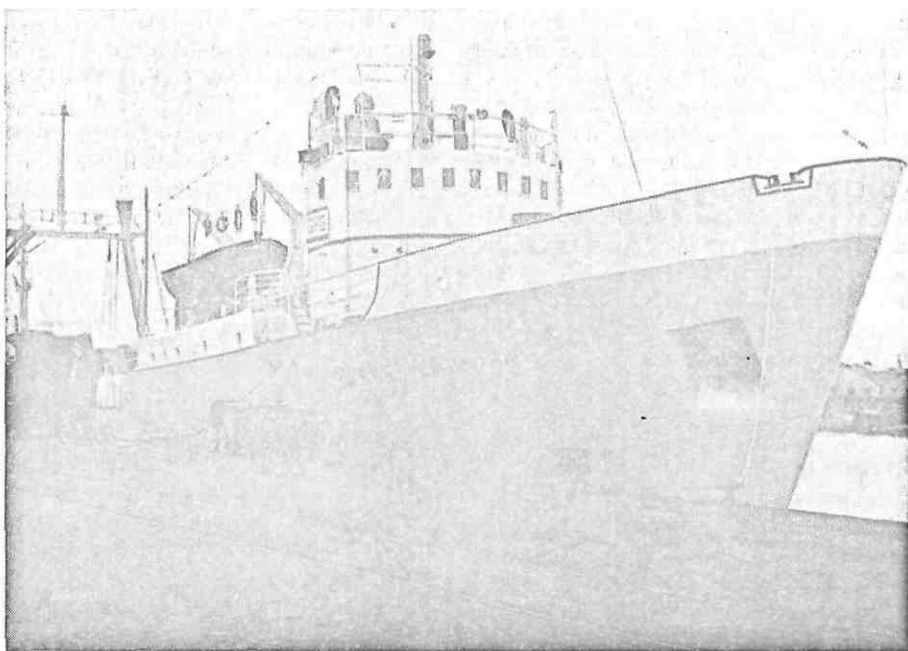
machinery working on the 'conveyor belt' system to be envisaged.

These recent improvements in trawler design are doubtless very welcome to those who earn their living on them. Anything which can help render this most hazardous occupation less dangerous is indeed a gain for all. Reminders of the dangers inherent in the fisherman's calling, and that designers and inventors are constantly on the lookout for ways and means of reducing risks or of making assistance more effective, come in the form of photographs which we reproduce here and for which, together with those illustrating the 'Heinrich Meins' we are indebted to the seafarers' group of the ITF-affiliated German Union of Transport and Public Service Workers.

The life-jacket which not only keeps the man wearing it afloat but also has a life-line is obviously of great advantage where, for example, a man has gone to the rescue of a work-mate swept overboard.

If ever a man needed 'sea-legs' it is on a trawler where work has to be carried on in almost all weathers.

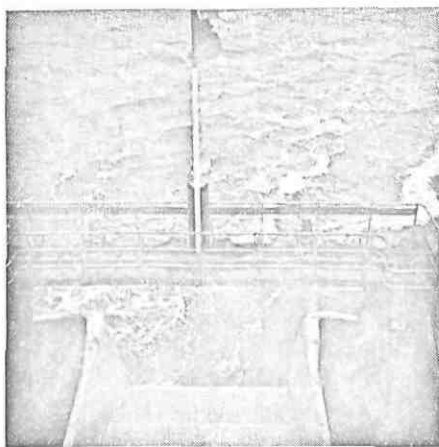
The winch used for pulling in the trawl is shown in the accompanying photo. On this



The 'Heinrich Meins' alongside the quay. Stern trawlers of this or similar type are appearing in increasing numbers on the large fishing grounds



A view of the stern of the 'Heinrich Meins' showing the ramp up which the catch is hauled. A number of advantages are claimed for this type



The German stern trawler 'Heinrich Meins' at sea. British, German and Russian fishermen are making increasing use of trawlers of this type



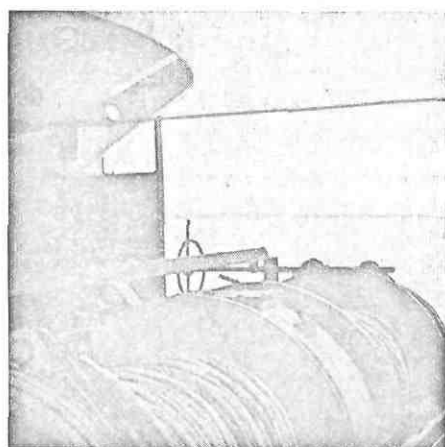
There is plenty of room to work on the new stern trawlers. Considerable advantages are obtained by the difference from the conventional structure



A life-jacket with line attached in its watertight case as carried on a German trawler. The advantages of being able to 'help the helper' are clear



Practising with the life-jacket with line attached. This is but one of a number of recent improvements introduced to increase safety at sea



This winch is provided with a 'shield' to guard against unforeseen contact while it is working. Any moves towards eliminating risks are a boon



Over the side goes the gear preparatory to a trawl. But the man throwing it stays aboard. This protective rail fitting helps him to do so



Illustrating the use to which the guard rail is put. When snapped into position, it provides support for shifting weight during a heavy roll



Inflatable life-rafts are easy to handle and have proved their value as 'life savers'. These three trawlermen are about to launch a six-man raft

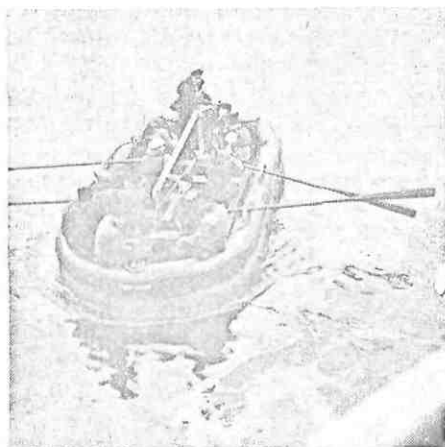
vessel it is provided with a protective device against unwanted contact.

With the trawler possibly rolling in heavy seas, the gear has still to be thrown overboard to enable trawling to continue. This can be a dangerous moment for the trawlerman. The guard rail shown here is snapped into position when needed and helps to take his weight as he leans outwards. After use it is snapped back to its normal position flush with the side of the ship. Innovations of this kind are by no means costly yet they can often be the means of saving a precious life.


Even those with the merest nodding acquaintance with the sea are well aware of

the dangers of the fisherman's calling. Even in the most modern and sturdily constructed vessel, a fisherman can never be sure that one day he will not have to leave his ship and entrust his life to a life-boat. Of recent years experiments have been carried out to test the reliability of the inflatable raft which can now be said to have proved its value. Thus in 1956, all the crew of the four British fishing vessels lost in that year – fifty-seven men in all – had been saved by means of inflatable life-rafts. Today most fishing vessels voluntarily carry them and consideration is being widely given to making their carriage compulsory on fishing vessels over a certain length.

An inflatable raft capable of carrying 30 persons here seen undergoing trial. The German Fisheries Department subsequently approved its use



Learning to fish

 IT IS SIX O'CLOCK IN THE MORNING and a piercing whistle resounds through the building. This is the signal for some sixty youths whose ages range from fifteen to eighteen years to make a dash for the 'ablutions'. The building is the training school for deep-sea fishermen in Bremerhaven and the youths, who come from all parts of Germany, are training to take their place among those already following one of the most arduous of all callings – deep-sea fishing. It is a tough life for which the lads are being prepared and they themselves have to be tough if they are to carry on the seafaring tradition in a worthy manner.

Training for the fisherman's calling is something entirely new in Germany. Hitherto, new hands had to learn everything the hard way during the trip – by picking things up as best they could. Everybody was too busy doing his own job to have any time to spare showing others how to do theirs. As often as not, inexperienced newcomers were pushed around. Quite a number gave the whole thing up after their first trip. All that is now to be changed as a result of the pre-sea training given at the school, and that is just as well, for there is a crying need for new blood in the industry.

The training establishment is run on strict lines by its director, a former trawler

skipper and lecturer at the marine academy, a stickler for correctness in all things – but a popular figure for all that. 'The lads must first be taught community feeling and a respect for orderliness and punctuality. Without these three, any further training is wasted.' Watching these lads going about their tasks, one can only confirm the truth of the director's remarks.

The teaching staff, of whom the director demands those same three qualities, includes three experienced seafarers, former skippers like the director, an elementary school teacher for general instruction, and a qualified netmaker. A medical officer and a marine biologist are also in part-time attendance.

As soon as practical training starts, the lads are split up into 'watches' as on board ship. They must stand day and night watches, as set by the senior on the watch. Practical lessons begin at 9.30 a.m. after the 'second breakfast'. One group is learning how to tie – and untie – knots – of which the seaman has to learn an uncommonly large number. Another group is busy learning how to splice a steel cable, whilst a third group, under the watchful eye of the netmaker, is engaged on mending a net. Farther away, yet another group is practising life-saving.

The pupils are also hard at it in the schoolrooms. Four of five lads are standing round a gyro-compass. Sextant, chrono-

meter, echo-sounder and charts are near at hand. These are the trawlermen's indispensable requisites, enabling him to ascertain his position and depth of the sea. Like some marine monster, a huge model of a trawl-net is hanging from the ceiling, and the 'skipper' himself is explaining to his class the nature and functions of cod-ends, otter boards, bobbins and warps. The model is an exact reproduction of the real thing.

Not all the work is done in the school, however. There is boat drill on the Weser as well as visits to the fish harbour, to rope factory, shipbuilding yards and the Institute for Marine Research. All this is part of the training, but makes a pleasant break. About twenty of the lads who took the initial course have already made one trip to sea and are enthusiastic about the value of the preliminary training they had received at the school.

(Acknowledgements OeTV Presse)

Automatic coupling

 SOME THREE MILLION European railway goods wagons are to be equipped with automatic coupling according to plans now being considered by a number of European railway companies. Such a programme represents a considerable financial outlay judging by the estimate for the German Federal Railways plan which runs to 1,200 million DM.

The dispatcher system on the East German Railways

ANY RAILWAYMAN DISCUSSING RAILWAY MATTERS with his 'opposite number' from the Soviet-run Zone of Germany or taking a look at the railway regulations in force in the Eastern Zone of Germany is bound to be surprised at the number of expressions and concepts in use there which are completely alien to him. He will thus hear or find references to the 'Lunin method', whereby the care of locomotives is made the personal responsibility of the locomotive crew, or to a method which gets its name from Nina Nasarova, one of the Soviet 'heroes of labour'. Shunters are required to carry out their tasks in accordance with the 'Mamedov method', whilst all railwaymen in the Zone are daily exhorted to 'fulfil their plan' in emulation of the Soviet paragon Mamai.

Fahrt Frei, the railwaymen's weekly published by the political department of the Eastern German Ministry of Transport, nevertheless contains frequent reproachful references to the lack of enthusiasm for or even downright opposition to these new methods and ideas evinced by the railwaymen of the Zone; this presumably in spite of the activities of a host of instructors and political functionaries charged with familiarizing the railwaymen with these latest ideas or encouraging them to put them into practice.

As their names imply, most of these new methods and systems are of Soviet origin. They run into hundreds. Even high-ranking railway officials frequently have to admit that they are not fully informed as to their significance and application. At the present time, however, only a few of these 'more recent methods' are actually enjoined or recommended, viz. those which the Transport Ministry regards as likely to assist in overcoming the difficulties the railways are experiencing. Under the present system of one-track operation these show no signs of abating: rolling stock is hopelessly out-of-date, installations are in need of renovation, for which however the material is not available, whilst there is a general lack of labour.

It is rare for a 'new method' to have lasted for more than six months. It is then usually replaced by a 'more modern method' or system. There is one new-style system, however, which provides an exception: this is the dispatcher system. Originally British in conception, developed in France, and first used extensively on the US railroads, the dispatcher system as applied on the Soviet Russian railways was introduced into the Soviet-controlled Zone

of Germany in 1954. It is expected to play a significant role in future railway developments in the Zone.

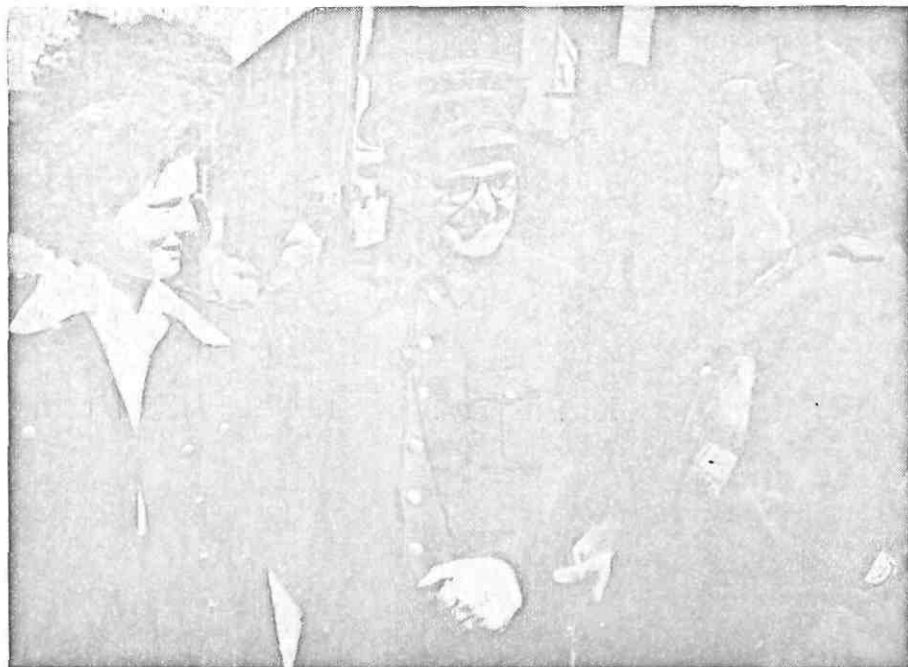
The introduction of the dispatcher system on the Soviet model has also meant a re-orientation in the matter of personnel policy. Dispatchers are not only regarded as skilled men with managerial functions, they are also expected, as 'State functionaries', to bring influence to bear on the 'social development' of those employed on the railways. For this reason, experienced men in positions of responsibility, who however were regarded as 'skilled only', had to make way for the newcomers who were 'faithful to the Party line'. These new men had been, and are still being trained

in all aspects of the new system at the dispatcher schools - where one-third of the curriculum is devoted to political matters.

The Soviet-style dispatcher system is described as an effective means of fulfilling the 'plan' in an instructional pamphlet entitled 'The Dispatcher System on the German State Railways'. This states *inter alia*:

'The essence of the dispatcher system is the successful handling of all tasks in the field of transport operations necessary to the effective fulfilment of the Plan, the rapid elimination of disruptions and the fullest utilization of technical reserves with the aid of a reporting system designed with this in view. At the same time, it ensures a vertical chain of command with attendant full personal responsibility. The basic principle governing the conduct of traffic operations is rigorous centralization from the Ministry down to local station level together with the exercise of initiative on the part of the individual railway servant and the extensive use of the latest methods.'

The introduction of the dispatcher system had the initial effect of confusing rail-



way staff. Not only traffic staff but those in the higher operations control centres assumed that henceforth time-tables would no longer be necessary inasmuch as trains would be moving only as instructed by the dispatcher. To put this situation right and in an effort to 'popularize' the system, a full-scale propaganda campaign was initiated. The operations manager of the Zone railways in the Ministry of Transport thus wrote:

'The dispatcher's function is to ensure the uninterrupted flow of industrial production, i.e. to ensure that traffic operations are carried out smoothly and in accordance with schedules. The dispatcher is therefore required to see that time-tables are strictly observed and order and discipline maintained. If necessary, he must insist on trains operating on time. With the aid of a carefully thought-out reporting procedure, he supervises the work of the individual stations, exact observance of the regulations on the make-up of trains and the implementation of technological operations in his area. He informs himself of processes whilst they are still in the preparatory stage, e.g. he watches over the influx of freight with a view to the make-up of further trains and can exercise influence on the make-up of trains and accelerate the process. The dispatcher is thus enabled to step in and give appropriate traffic instructions in the event of difficulties arising.'

The dispatcher is thus regarded as the 'doctor' for an ailing enterprise. He has to be constantly feeling the pulse of the 'sick man', recording the progress of the ailment and endeavouring to effect a cure with his treatment. In this connection it should be borne in mind that punctual running is extremely difficult on the congested single tracks in the Soviet Zone with trains hauled by locomotives fired with inferior coal. Any minor delay in the case of one train has serious repercussions on the time-table of subsequent trains running in either direction. Delays of three to eight hours in freight services and of thirty to sixty minutes in passenger trains are the rule.

In the present set-up, the dispatcher is

now the controlling officer as regards train operations in the area assigned to him. He bears full responsibility for all train movements over the sectors in his district. The position of pre-eminence in the field of operations enjoyed by the dispatcher on the Soviet-controlled railways is not only significant from a railway operations and economic point of view. Its additional value to the political power in control of the Zone lies in its use as an instrument of command in the railways structure of the Zone. Modern means of telecommunication at the disposal of the dispatcher enable him to keep himself continuously informed of the position in his area and to control train movements accordingly by virtue of the powers he exercises. All instructions from above can be quickly and reliably relayed to subordinate centres. He receives reports and proceeds on the basis of the information thus obtained and his assessment of the situation. For this reason he is regarded by the ruling authorities, not without good cause, as on an equal footing with the commander of a military unit.

The structure of the dispatcher service reveals the rigid characteristics of a military chain of command. The demarcation of individual fields of responsibility is clear cut and the reporting procedure is well defined and organized. Reports are normally received, collated and sent out by assistants attached to the dispatcher's office. Officials trained in railway statistics and traffic assessment handle the reports in the higher dispatch control centres.

In spite of a number of defects and weaknesses in the dispatcher service, a certain amount of success has been achieved on the Zone railways by the use of this system, especially taking into account the difficult conditions obtaining. Average daily traffic has been stepped up from 35,000 to 40,000 wagons during peak periods. On the other hand it must be pointed out that the supervisory and control apparatus has grown tenfold. A district office which under the old régime employed a staff of about five on movements control now needs something like fifty.

Hitherto there were three reporting

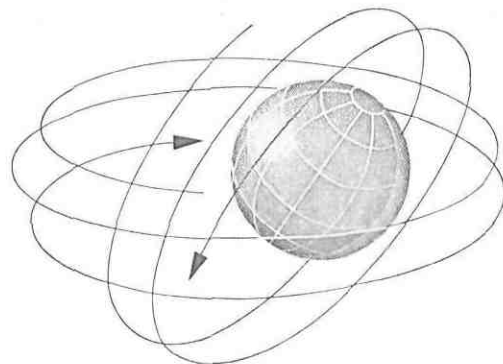
channels in use in the movements control service: train dispatch, including locomotive service; traffic control; and wagon allocation service. These have now been run into one channel at district dispatch level. For each of the three shifts into which railway service is split up, there is an officer in attendance bearing full responsibility for train movements. Known as the shift dispatch control officer (Dispatcherschichtleiter), he is to be found at all organizational levels from the local (station) to the Transport Ministry. As opposed to earlier practice, wagon service together with the train and locomotive service all form part of one movements control (operations) service. Those goods dispatch services performed by the wagon and train dispatch services are also directly under the control of the dispatch control centres, whilst remaining administratively under the goods dispatch department. The same applies to the running services.

The direct chain of command is particularly noticeable between stations and dispatch control centres. Thus an assistant station master no longer asks permission to delay a train from the regional traffic manager's office, but from the dispatcher responsible for movements over his sector. In all cases where regulations lay down that agreement or permission must be sought, stations apply to the dispatcher in control of movements over the relevant section. Within the framework of the dispatcher service itself, regulations clearly state the type of case in which a dispatcher can make a decision himself and when he must seek authority from a superior in the service.

There can be no doubt that this dispatcher system is not only a means of exercising control both operationally and politically, but that it can also be turned to account as a control body in military operations if the need arises. Governing organs in the political field right down to the level of SED party political secretaries active at individual stations exercise considerable influence on the movements control apparatus. In the selection of candidates for

(continued on the next page)

Round the World of Labour



ICAO draws up air safety recommendations

THE ADVENT OF FAST-FLYING JET AIRCRAFT and their increasingly extensive use in civil aviation pose serious problems affecting safety in the air. Ways of avoiding collisions were duly discussed at the ICAO meeting held in Montreal last December and recommendations drawn up for consideration by ICAO's Air Navigation Commission and the seventy-three member nations before submission to the ICAO Council.

Among other things, proposals were made that all operations above 6,000 metres (20,000 feet) in controlled air space should be carried out under ground control irrespective of weather conditions, and that there should be careful co-ordination of both civil and military aircraft flying above this altitude.

The need for greater co-ordination was also noted in connection with search and rescue services. In particular it was stressed that delays and misunderstandings had at times occurred as a result of a lack of knowledge of aviation search and rescue procedures on the part of surface vessels. In this connection, ICAO may approach the Intergovernmental Maritime Consultative Organization with a view to co-ordination in this field.

Air correspondent point out, however, that considerable time is apt to elapse before practical effect is given to any ICAO recommendations. Meanwhile at national level increasing concern at the inadequacies of present air safety control systems is evidenced by the approach made recently to the Swedish government by the SAS Flight Personnel's Association which is calling for

the establishment of an independent body with full powers to co-ordinate all flying control with a view to diminishing accident risks. (See further item in this section).

Rudy Faupl on ILO's Governing Body

RUDY FAUPL, International Representative of the US International Association of Machinists (an ITF affiliate) recently took his seat on the Governing Body of the International Labour Organization as representative of the American workers. He succeeds George P. Delaney who resigned the position on becoming director of organization to an American union.

Rudy Faupl has taken a keen interest in the ITF's work and has attended many of our meetings, in particular those of the Civil Aviation Section. He is also a member of the Executive Committee of the International Metal Worker's Federation.



Sir Alfred Roberts (left), Chairman of the Workers' Group of the International Labour Organisation's Governing Body congratulates Rudy Faupl on his election as a United States worker representative on the ILO Governing Body

Withdrawal of drivers' licences

THE WITHDRAWAL OF HIS DRIVING LICENCE represents one of the worst things that could happen to a transport driver. It means that the earnings from the exercise of his calling are suddenly cut off for a shorter or longer period, and sometimes for ever. In this connection, it is noteworthy that the transport driver is often treated by the Court with a greater degree of severity than the ordinary private driver. In view of the grave consequences of the withdrawal of a transport driver's licence, it is of interest to record the varying practice in different European countries.

In Austria it is the local authority of the driver's permanent place of domicile who may order withdrawal of his licence following due preliminary proceedings at law. Precautionary temporary withdrawal occurs when the driver is obviously mentally or physically not in a fit state to drive his vehicle, e.g. suffering from the effects of over-drinking alcoholic beverages.

France provides a good example of the extent to which practice can vary. There appear to be no special regulations with regard to the withdrawal of a driver's licence as a result of incapacity at the wheel due to abuse of alcohol. The general law having reference to drunkenness in a public place is applied. Accordingly, the guilty party can be imprisoned for a period of one to five days if the alcohol content of the blood exceeds two in one thousand parts. Licence to drive is cancelled or withdrawn until sentence is passed.

Regulations are much more severe in Norway. An alcohol content of 0.5 per thousand parts is sufficient to entail withdrawal of a driver's licence. Prison sentences may vary from twenty-one days to one year. A driver's licence may be permanently withdrawn if a driver comes up again on a serious charge within five years of the first withdrawal of his licence.

In Sweden the licence may be withdrawn for a period of six months to a year if the alcoholic content of the blood is found to exceed 0.8 parts per thousand. The usual

(continued from page 38)

higher posts in the dispatcher service, considerable value is attached to their being SED men faithful to the Party line, or if non-party men, that they are supporters of the régime. By these means those in command can be absolutely sure that their instructions and orders will be faithfully carried out.

sentence is eight months. For a repeated offence, the licence may be withdrawn for a period varying from one to five years. Pronounced heavy drinking (1.5 per thousand parts) incurs imprisonment from six to twelve months.

In Denmark, the 'alcohol limit' is fixed at 0.8 per thousand parts and incurs withdrawal of licence for a period of not less than six months and a prison sentence of not less than two weeks.

A Belgian court is empowered to pass prison sentences up to sixteen days and order withdrawal of a driver's licence. The licence is endorsed accordingly.


In Great Britain, licences may be withdrawn for a period of six months and accompanied by a fine of up to £50 or imprisonment up to four months. If application for restitution of the licence is refused, a period of three months must elapse before a further application may be made.

A driver in the Netherlands may lose his licence for a period up to twelve months for the first offence and may be further fined up to 1,000 guilders or sentenced to a term of imprisonment not exceeding three months. For a second offence, the licence may be withdrawn for a period of two months. In addition, details may be published in the Press.


Severe penalties are provided in the USA, although practice may vary. A minimum fine of \$35 or thirty days' imprisonment is provided. Minimum period for which the licence is withdrawn is six months. In New York, the vehicle licence can also be withdrawn. Permanent withdrawal of the licence may be ordered in the event of a second offence involving injury to another person. In Los Angeles and San Francisco, the licence will be returned only when it can be shown that all damages have been made good.

Relevant legislation in Germany lays down that a driver's licence may be withdrawn for a fixed period or permanently in the event of physical or mental incapacity. Drunkenness, serious offences against property, acts of violence or physical infirmities are listed as grounds for the withdrawal of a driver's licence.

Another 'College of the Sea'

 A 'COLLEGE OF THE SEA', that branch of the seafarers' welfare services which is specifically concerned with fostering hobbies and spare-time studies at sea, has recently been established in Rotterdam. The aims of this new study centre will be purely educational, the word being taken in its widest sense and including all hobbies. Like its British counterpart, the College of the Sea, which was founded in 1938, the Dutch study centre will aim at providing facilities complementary to those already available to seafarers studying for their professional certificates by correspondence. It will be run, however, as a separate branch and distinct from the library services which cater for those sailing on Dutch ships. The main library service, however, is represented on its governing body and will make books available on personal loan to students as and when required.

Safety in the air

 TOWARDS THE MIDDLE OF DECEMBER LAST YEAR, an agreement of considerable significance in view of the imminent extensive use of jet aircraft in commercial flying was reached between the various aviation and air navigation interests in Sweden. The question of increased safety in the air had assumed added significance only a few days before when a commercial plane and a machine on a training flight had all but collided in the vicinity of Bromma airport. Following representations made by pilots' and other organizations representing the interests of those engaged in commercial flying, a meeting was arranged between government, airline operators, Air Force and union representatives to discuss this all-important question.


The understanding arrived at was that, beginning in the Spring, the height at which aircraft fly on scheduled routes will be raised so that commercial jet aircraft will be able to operate in the controlled air space and all air traffic at Bromma airport and vicinity will be under ground control. It was also decided that both civil and Air Force aircraft should be equipped with the

same type of altimeter with effect from 1st April 1959.

Another decision concerned civil aircraft on scheduled routes. As from the beginning of 1959 these aircraft were to be placed under the regulations governing bad weather flying irrespective of the meteorological conditions obtaining at the time. The Air Force has been requested to apply stricter surveillance over military aircraft likely to cross these routes. The altitude margin for jet aircraft flying above 6,000 metres has been increased from the former 300 m. to 600 m.

Scandinavian flying personnel have expressed their satisfaction at the positive results obtained from this conference of aviation interests and particularly at the fact that the military air arm has agreed to submit its aircraft to ground control.


Cold comfort

 STEWARDESSES on the US Pacific Northern Airlines were able to derive little more than cold comfort from the chilly answer they received from the carriers in recent negotiations. The stewardesses, members of the ITF-affiliated Airline Stewards' and Stewardesses' Association, were asking for ski trousers on the Alaska route - not for ski-ing but to keep them warm in a climate where the thermometer can drop to forty to sixty degrees below zero. The request was turned down, management maintaining that 'it was not in keeping with decorum.' Stewardesses in this route, who find that 'a thin veil of nylon stockings' between them and the rigours of an Arctic winter, is very little in the way of protection were apparently prepared to forego 'decorum' which, judging from the airline management's reply consists in displaying their nylon clad legs from the knees downward, in favour of physical comfort.

We have had occasion before this to comment on the strange attitude of airline managements on matters affecting the welfare and wellbeing of their stewardesses. Can it be that, with so many of their planes in the air, they are having difficulty in keeping their feet on the ground? Or are their heads in the clouds?

Some typical trade union agreements in the Philippines



 THE ITF-AFFILIATED PHILIPPINE TRANSPORT WORKERS' ORGANIZATION (PTWO) embraces trade union bodies in the country representing land, sea and air workers. The first Convention of the Organization was held a little under four years ago (in April 1955) and was attended by twenty unions representing all branches of the transport industry. The PTWO lost little time in affiliating with the ITF, doing so shortly after its first Convention. At that time its membership was 35,000. Since then, under the able leadership of its National President, Roberto S. Oca (also a member of the ITF General Council), the PTWO has made steady progress. This and its record of achievements (as exemplified by the following summary of collective bargaining agreements, some of which were negotiated by its associated bodies) stand as a heartening example of the progress of free trade unionism in that part of the world.

The collective bargaining agreement between the Associated Workers' Union (a member of the Philippine Transport Workers' Organization) and the Manila Port Service may be taken as typical of a large number of agreements recently concluded between employers and organized labour in the Philippines.

Main features of this agreement, which covers office staff, motor pool and shop department personnel as well as longshoremen and baggage-men, are:

a) recognition of the union as sole bargaining agent for the employees concerned;

- b) the union shop and check-off of union dues;
- c) the shop-steward system;
- d) a vacation and health plan;
- e) grievance machinery providing arbitration as the fifth step; and
- f) a life insurance and accident compensation scheme.

The agreement, which took effect on 1 March 1957 and runs until 30 June 1961, lays down an eight-hour working day with overtime payable at time and one-half. As regards those engaged in ship loading and unloading operations, stand-by pay (two hours) is guaranteed in the event of cancel-

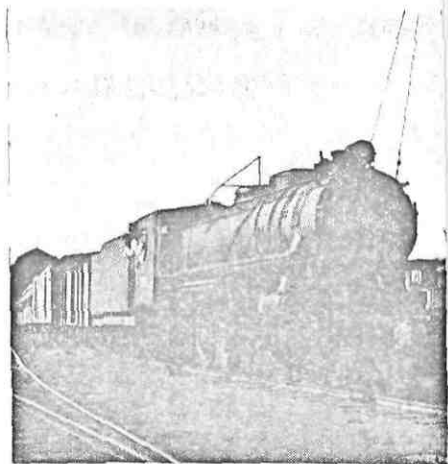
The streets of Manila were a maze of jeep-buses shortly after the war. Conditions are different today. The collective bargaining agreements negotiated by the ITF-affiliated Philippine Transport Workers' Organization on behalf of workers in the many branches of the transport industry it represents are models of their kind in the country

lation of work, and a minimum of four hours' pay if work has to be stopped.

The agreement further lays down that, under the operation of a rotation system jointly adopted by the company and the union, 'each and every labourer is given a fair chance to work by automatic assignment' by means of the allocation of labour through the medium of a hiring hall under the general supervision of the union. The company has at least one representative at the hiring hall and, in the event of unjustified violation of the rotation system, the union may be fined an amount equivalent to fifty per cent of the pay of the workers concerned.

An interesting feature of this agreement is a clause under the terms of which the union shares the profits of the company to the extent of sixty-five per cent of ten per

A scene on the Manila Railroad. The collective bargaining agreement of the Manila Railroad Employees' Union lays down the forty-hour week. Other features include the 'check-off' and a health insurance plan. (A Shell photograph)



cent of the company's net annual profit. Of this amount, fifty per cent is payable directly to the members of the union on equal basis; forty per cent goes towards paying off the cost of the company labour hall, after which it goes to the union members; and ten per cent goes to the union.

Schedules to the agreement lay down conditions of work (including the composition of gangs for particular types of work) and scales of wages. For office staff, monthly salaries range from 200 Philippine pesos for a clerk-typist to 300 p. for a senior gate-pass clerk. (Supervisory and administrative staff are not included in this agreement.) Basic monthly salaries among the motor pool personnel (utility man to first class mechanic) are in the same range. (There are 5.62 Philippine pesos to £1 and 2 Ph. pesos to US \$1.)

Typical monthly guaranteed rates of pay of pier operations personnel (in Ph. pesos) are: regular crane operators, 225; regular utility 'cabos', 240 ('cabos' are foremen in charge of a gang); other 'cabos', 190; regular utilitymen, and cargomen, 175; and towmotor operators, 160.

The agreement between the Manila Port Service and the union catering for the higher and supervisory grades (the Associated Waterfront Supervisors' Union - also a member of the PTWO) largely

follows the same pattern as the agreement covering other grades outlined above. Thus recognition of the union as sole bargaining agent, the union shop and check-off, the shop-steward system, a vacation and health plan, grievance machinery and a life insurance and accident compensation scheme are all laid down along lines similar to or identical with the agreement covering the lower-paid groups.

This agreement also contains the profit-sharing clause. In this case, thirteen of ten per cent of the company's profits go to the members of the union on a pre-rated basis.

The schedules setting out the monthly salaries of the staff concerned show a range of 225 to 500 pesos - from assistant equipment dispatcher to shed superintendent.

The main features of these union agreements between members of the ITF-affiliated PTWO and the Manila Port Service, a subsidiary of the Manila Railroad Company, are echoed in a further agreement between the MRC and the Manila Railroad Employees' Union.

Thus the union is recognized as sole bargaining agent; under a union security clause, the company undertakes to discharge any employee covered by the agreement who ceases to be 'a union member of good standing' (newly appointed employees are required to become members of the union within thirty days of their appointment); the company deducts union fees from employees' salaries and pays these sums to the union ('check off'); a joint committee is set up to administer a health self-insurance plan to which employees and employer contribute at equal rates. The five-stage grievance procedure is also substantially the same, whilst a strike and lock-out clause embodied in all these agreements engages both parties to refrain from action which would result in a stoppage of work.

The railwaymen's agreement (which does not cover engine or train crews which belong to two separate craft unions) lays down a forty-hour week for office staff. Employees directly connected with the operation of trains and buses also work the forty-hour week under the agreement but in their case the days


off need not fall on Saturday and Sunday.

It is not pretended from this brief review of the main features of some Philippine transport workers' agreements that a fair overall picture is given of conditions pertaining generally in the country's transport industry. It should be noted, for example, that the agreements summarized here are all with the Manila Railroad Company or its subsidiaries. The MRC is a government-owned corporation and this fact may well have a bearing on the nature of the contracts it concludes with its employees' unions. In this connection, however, it may be noted that a two-year contract covering road transport workers engaged in the private sector and signed in July 1957 also contained such features as: recognition of the union as sole bargaining agent; the union shop and check-off of union dues; standardized wages with twenty-five per cent additional pay for overtime, holiday and night work; paid fifteen-day sick and vacation leaves; medical, dental, hospitalization and insurance benefits; and a procedure for the adjustment of grievances.



Roberto S. Oca, National President of the Philippine Transport Workers' Organization. The progress made by the PTWO under his able leadership stands as a heartening example to Asia

The Swiss Merchant Marine


 ACCORDING TO FIGURES published by the Swiss Mercantile Marine Office, the number of those serving in Swiss merchant vessels had increased to 709. This figure refers to the quarter ending September 1958. The figure for the previous quarter was 676.

Of these 709, 386 were Swiss nationals (368 in the previous quarter) and 323 were non-Swiss (308). The percentage of Swiss nationals serving in these vessels remained constant at 54.44%. The non-Swiss crew members were made up of: 223 Italians, 54 Germans, 23 Dutchmen, 7 Spaniards, 5 of British nationality, two Frenchmen, one Belgian, one Yugoslav and one Norwegian.

(continued on the next page)

Telemetering - a preview for science

by PIERRE DE LATIL

 THAT ONE SHOULD BE ABLE TO FOLLOW THE MINUTEST REACTIONS OF A DOG circling the earth miles out in space is a piece of scientific information which has captured the imagination of thousands of newspaper readers during the past few months. The news is almost as exciting as the discovery that man-made satellites can escape from the laws of gravity which govern all things on earth.

Thus the man-in-the-street has learned something of the exciting applications of telemetering, a new branch of science which enables the research worker to follow what is happening in the depths of the earth or miles up in space without ever leaving his laboratory.

Telemetering has grown from the needs of meteorology. About half a century ago specialists started sending aloft balloons equipped with measuring instruments. Those which they were lucky enough to recover after several days brought back valuable information on conditions in the upper atmosphere, for the instruments recorded important data on temperature, pressure, wind velocity, humidity, etc.

Such information was extremely important at a time when little was known about the upper layers of the earth's atmosphere. But having learned that much, the meteorologists wanted to know more. They were no longer satisfied with information that was out-of-date. They wanted 'hot-news', for it had to be immediate if it were to be used in weather forecasting.

Thus was born the science of telemetering. Its principles are simple. Instead of waiting for the balloon to return to earth, the data recorded by its instruments are instantly converted into electrical impulses and transmitted back to the laboratory. Variations in data are transformed into variations in potential in the radio transmitter.

Technically, this sounds very difficult. But there are phenomena far more delicate and complex than a variation in tempera-

(continued from page 42)

No noteworthy changes had taken place in the ratio between Swiss and non-Swiss nationals as regards individual shipping companies or the duties performed. The position whereby the majority of the officers are non-Swiss remains unchanged.

ture - the human voice, for example, or the music of an orchestra - which are constantly being transmitted. These sounds are transformed into variations in pressure on the membrane of a microphone; and through an electrical process the pressure variations exercise an influence on the Hertzian waves transmitted by the radio station.

The meteorological information obtained from the balloon-sondes was of a rather crude type, but in recent years remarkable progress has been achieved in telemetering through the development of 'aerial physiology'.

The conditions created in modern aircraft flying at terrific speeds and at very high altitudes tax the endurance of the human organism and make it necessary to check and recheck the pilots reactions. In the good old days, a doctor used to go up in the aircraft with the pilot, checking his pulse rate, his heart and even recording electro-cardiograms or encephalograms on the spot.

But modern flying conditions make such direct observations impossible. The narrow cabins of jet planes offer no room for a second passenger, let alone for cumbersome equipment. In any case, how could a doctor follow the reactions of a pilot who may 'black out' at any minute when he himself is subjected to the same physiological conditions?

This has given rise to the use of telemetering devices. The pilot is fitted with different detectors which record measurements such as blood pressure or temperature. These are transmitted back to earth to the doctor who follows the pilot's reactions in his laboratory on special receiving and recording instruments.

Let us take a difficult test, the electroencephalogram with its complicated electrical graph curve obtained with very low currents. It may seem that the transmission

by telemetering of minute potential differences between various parts of the brain is an extremely complex operation. But in actual fact it is no more difficult to transmit microcurrents caused by these potential differences than those produced by a microphone. There are no wires linking the electrical apparatus incorporated in the pilot's helmet and the instruments which record his reactions on the graph. The whole process is achieved by radio and it is not so very complicated. I have seen the encephalograms and cardiograms of a pilot flying faster than sound and more than 125 miles away from the recording laboratory. They were just as clear as those of the average patient whose tests have been made in a doctor's surgery.

Each physiological measurement has first to be reduced to an electrical variation and for this engineers have perfected extremely ingenious devices. For example, they have produced a device in which the pilot's blood pressure is measured and reported by means of luminous signals. In the normal method of taking blood pressure, the doctor's fingers tell him when the pulse on a wrist begins to beat again, thus showing that the pressure of the blood is equal to the pressure applied by the arm-band of the apparatus the patient is wearing. Here, the means of detection is a photo-electric cell which 'looks into' the pilot's finger and notes the exact moment when the blood begins to flow again.

Once he has obtained a variation of current which reflects the variation of the measurement that has to be transmitted, the engineer has no further problem: the variation will be either used to modify the amplitude of Hertzian waves - as in normal broadcasting - or their frequency, as in FM broadcasting.

Today, scientists can set 'detectives' at any point on earth, reliable and vigilant watchers which can tell them what is happening in the most unlikely places. With their help we should one day be able to learn exciting new facts about the Moon, long before the first space-traveller ever sets foot there. (UNESCO)

The Scottish Horse and Motormen



THE SCOTTISH HORSE AND MOTORMEN'S ASSOCIATION is an old organization; that much is clear from its title alone. It started life as the Glasgow Carters' Association as long ago as 1898, adopted its present name in 1908 when motor transport assumed some significance and today organizes road transport workers in a large number of Scottish industries.

Its beginnings were troubled, for trade unionism in Britain at the turn of the century was far from being the recognized ingredient of modern economic life that it is today. The workers whom the infant Association set out to organize, the men who drove the horse-drawn carts and vans which were the forerunners of the modern truck, were wretchedly paid and ferociously overworked.

Many of them were employed on a completely casual basis and had to fight for any job the employer threw to them. Others, the privileged regular workers, would report at 5.30 in the morning and finish work sometimes in the early hours of the next day. In 1909, the carter's wage ranged from 18s. 0d. to £1 4s. 0d. a week; hours were unspecified; overtime unheard of.

This was the economic backcloth against which the Association had to work, with the result that many of its early difficulties were financial. When its first General Secretary resigned, in 1902, the union had some four to five hundred members paying, when they could afford to, 3d. a week. The new General Secretary, Hugh Lyon, who was to lead the union for many years, was faced at once with the problem of finding new premises: the headquarters which the Association had occupied hitherto were vested in his predecessor who refused to surrender them on the grounds that the Association still owed him money.

A turn for the better

This was hardly an encouraging start but Hugh Lyon managed to secure one room in the headquarters of the old Gas Workers' and Labourers' Union in Glasgow and from his 'office' set about piecing together

an organization which was coming perilously near disintegration, one of his most important and arduous functions being to ward off the Association's more persistent creditors – his own furniture was put up as security for some of the debts!

He had, furthermore, to take on at once the leadership of a carters' strike in Falkirk which, apart from its length (it lasted for nineteen weeks), merits special mention as being the first occasion on which the carters resorted to industrial action in earnest in an attempt to raise their miserable standards. The Falkirk strike was a success and was marked by considerable public sympathy, morally and financially. This was just as well for it served to put new heart in the Glasgow organization which deteriorated rapidly in Lyon's absence.

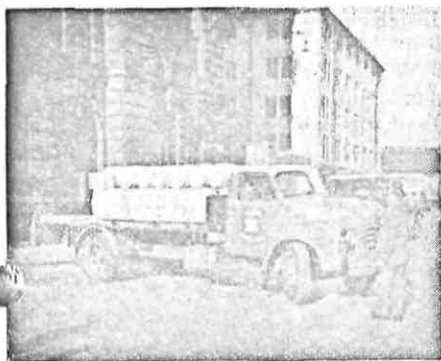
Further successes, small but successes

none the less, began to impress the advantages of trade union organization on the carters and the union's financial health took a decided turn for the better. The Association's first balance sheet, issued in 1903, recorded funds amounting to £97 8s. 9½d. Contributions were raised to 4d. a week and funeral benefits introduced. A year later contributions were raised by another 2d. and a sickness scheme with benefits of 10s 0d. a week for the first six weeks' illness and 5s. 0d. a week for the next six started.

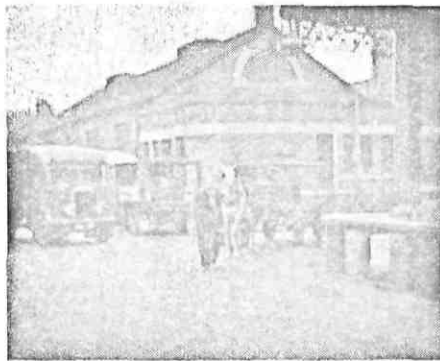
Anxious that the union's comparative prosperity should be consolidated, Lyon then proposed that union dues should be collected on a house-to-house basis by part-time collectors who would receive a modest commission for their pains. The Scotsman's reputation for financial astuteness is well-deserved (his reputation for meanness is slanderous) and Lyon's move was such a success that two full-time collectors were appointed in 1907. Today the union employs twenty-one collectors and the efficiency of the system has been such that



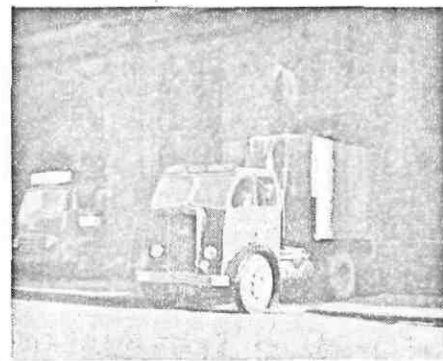
John Brannigan, General Secretary of the Scottish Horse and Motormen's Association. He was the union's organizer for several years prior to his election to his present post during the war



The Scottish Horse and Motormen's Association has organized transport workers in the Scottish co-operative movement for many years with considerable success and continues to do so today



The union had its origins in the organization of Glasgow carters. The horse has almost disappeared nowadays but some are still to be found occasionally in the distributive trades



The denationalization of the road transport industry was opposed vigorously by the Scottish Horse and Motormen. It still has however, members in the reduced British Road Services fleet

whatever other troubles the union had to face in later years, they were not financial

Shorter hours and more pay

In 1910, the Association tried through the courts to establish that carters were entitled to overtime rates but the judge found against them on the grounds that the irregular nature of the carter's trade meant that there was no clear normal working day. Undeterred, the union continued to press for a fifty-six-hour week and eventually achieved partial success with the railway companies after threatening strike action. An agreement with the railways saw the introduction of a sixty-hour week in December 1911 and payment for Sunday duties and for overtime at the basic rate. The general haulage contractors were more intransigent, however, and the best that could be wrung from them was a sixty-two-and-a-half-hour week.

Meanwhile the union was expanding some way beyond its original Glasgow boundary. New branches were inaugurated and agreements reached with a large number of concerns. At the end of 1911 the union's membership had risen to 7,000 and its funds to over £10,000.

The steady progress continued: in 1913 a minimum wage of £1 7s. 0d. a week was established for Glasgow carters after a six-

week strike involving over 3,000 workers and further gains were won in the years that followed.

The inter-war years

The First World War marked the end of an era, an observation which is trite but true, for an old order passed with the holocaust. The politicians now found themselves, willingly or unwillingly, committed uncompromisingly to the promises of better things made so generously in return for the workers' whole-hearted war effort. The post-war Britain was to be 'a land fit for heroes' and a number of procedures were devised to improve and regulate labour regulations, among them the establishment of a Joint Industrial Council for the road transport industry.

In 1919 a minimum weekly rate of £3 10s. 0d. was fixed for petrol lorry drivers and the forty-eight-hour week won. In 1920 a number of Co-operative Societies were paying their drivers as much as £4 12s. 0d.

But the 'land fit for heroes' was more readily promised than attained. In 1921 the depression hit the mining industry and a bitter struggle began which was to disfigure the industrial Britain of the 'twenties and re-echo for years – it is not forgotten even today. Unemployment soared and tempers rose to the point where, in 1926, Britain

saw the one General Strike of its history, a strike which failed and brought in its wake anti-union legislation which was to handicap the movement until its repeal many years later.

The great depression of the 'thirties hit all and sundry indiscriminately. The Association weathered the storm better than most, but even so, its losses were substantial and by 1936 its membership had fallen to a little over 7,000, a level it had reached some twenty-five years before. Wages, too, suffered badly, the driver's rate that year being fixed at £2 9s. 0d. or over £1 less than in 1919. But as the threat of war gave a boost to the economy, there was a distinct improvement and in 1938 a Central Road Haulage Wages Board was set up with the Association as one of its members.

The Second World War and after

The Second World War necessarily saw an end to normal trade union activity. It also saw the retirement at the end of 1943 of Robert Taylor, who had been General Secretary of the Association since 1936, and the election of his successor, the present General Secretary, John Brannigan, who had been the Association's organizer since 1937. The industrial truce did not, however, mean industrial stagnation: pay and

The Scottish Horse and Motormen's fine rest home at Ayr. Convalescent members are accommodated free and even their transport costs to and from the home are borne by the Association



working conditions were improved and holidays with pay introduced.

The union emerged from the war with a larger membership and a correspondingly greater influence than before it. It was thus well placed to play its part in the transformation of the road transport industry following its almost complete nationalization under the Transport Act of 1947. The negotiating machinery introduced for the nationalized sector was acknowledged as one of the best ever devised and for this and other reasons the Association supported warmly the new deal for the industry embodied in the new régime.

It was, then, with considerable anger and dismay that the Association greeted the Conservative government's denationalization measures of 1953. The government's proposals were fought all along the line but unavailing. The nationalized haulage fleet was pared to the bone and the industry returned to the fierce competitive race which had brought so much hardship to the worker in the years before. But now that the unions were so much stronger it was possible to forestall the worst of the ex-

cesses, although they still hold firmly to the view that a state-owned and operated transport industry is the best way to ensure reasonable standards for the transport worker on the one hand and an efficient integrated, co-ordinated transport system on the other. The Association and its fellow unions have not given up the struggle for the renationalization of the industry and continue to advocate this step both by their own propaganda and through the British Labour Party to which they are affiliated.

Continued progress

But despite the blow of denationalization, the Association has maintained a good record over recent years in collective bargaining and has managed in an increasingly difficult economic climate to prevent a serious deterioration of its members' standards.


The organization, too, is now more firmly based than ever. It has grown up. It has broadened its horizons far beyond the world of the humble Glasgow carters of the 1890s. Its affiliation to the ITF in 1948 denoted a confidence in its own standing

and its ability to contribute something of value to its fellow unions; the active interest in the ITF which the Association has shown and continues to show is appreciated both for the spirit behind it and its real material benefit to the International.

The Association provides its members with as complete a range of benefits as are to be found anywhere. It guards its members against impoverishment and exploitation. It maintains, among other amenities, a magnificent rest home in the Scottish countryside which its members can use in the summer for their holidays or as a convalescent home, in which case it is at their disposal free of charge, even their transport to and from the home being at the Association's expense.

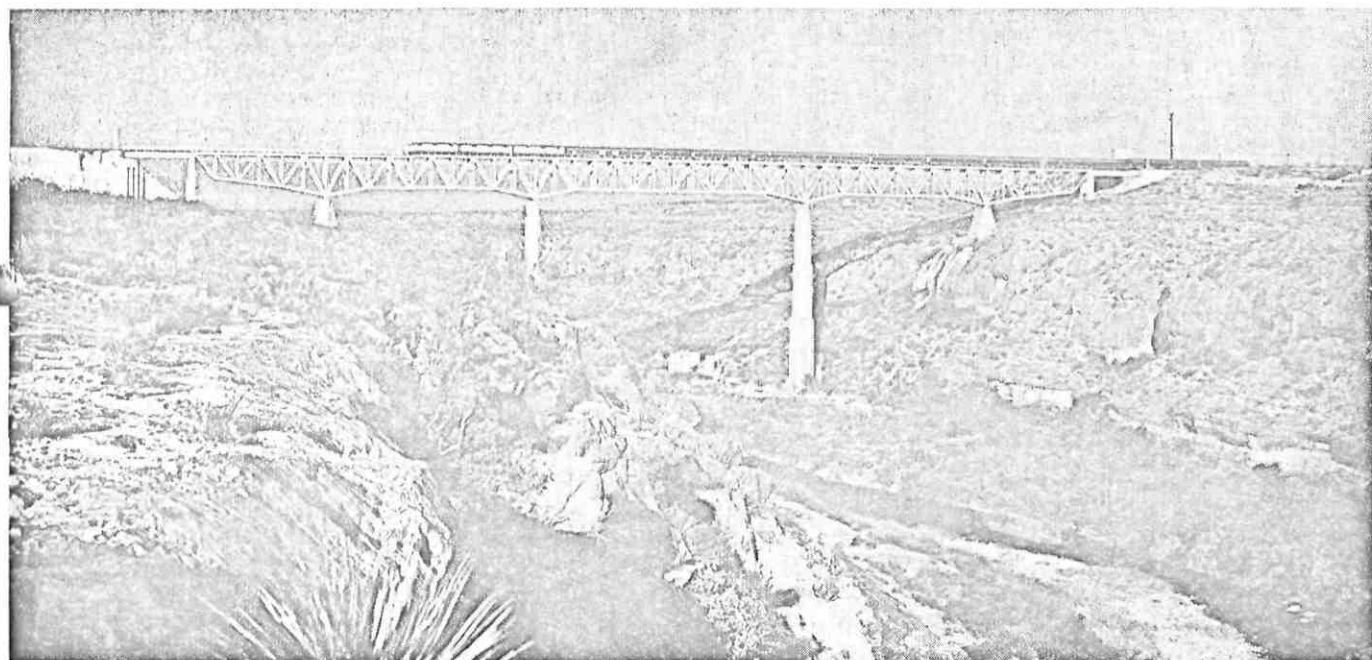
Perhaps Hugh Lyon, surrounded by his mortgaged furniture, found comfort at times in visualizing what his debt-ridden union might become in sixty years' time. But even he – and his faith was often his only realizable asset – can hardly have envisaged then the Scottish Horse and Motormen's Association of today.

Book review


 THE PROTECTION OF TRANSPORT WORKERS AGAINST CIVIL LAW CLAIMS ARISING OUT OF THEIR EMPLOYMENT (ILO, Geneva 1958, 16 pp, price 115 cents or 9d.).

This booklet is a reprint of an article which appeared in 'International Labour Review' of 2 August 1958. It summarizes the problem of insurance cover for drivers who in the pursuit of their calling may inflict injury or damage on others. Stress is laid on the extent to which relevant legislation varies in different countries and suggestions made as to how a measure of relief from liability as regards drivers could be introduced. This subject is of particular interest to the Road Transport Section of the ITF, which for some time has been concerned with this problem, and space is given to the ITF contention that drivers should be relieved of the threat of facing claims for damages out of all proportion to their financial means

US rail unions reject gloomy report on passenger traffic



The United States railwaymen's organizations believe strongly that there is a good future for rail passenger services (Southern Pacific photo)

 LEADERS OF THE US RAILWAYMEN'S UNIONS have been quick to take exception to the findings of an Inter-state Commerce Commission examiner who recently investigated the prospects for rail passenger traffic in the USA.

The examiner came to the gloomy conclusion that 'if railroad passenger-miles (other than in commutation) continue to decline at the average rate of reduction between 1947 and 1957, the parlor and sleeping-car service will have disappeared by 1965 and the coach service by 1970.' He qualified his forecast solely with a very guarded 'speculative guess' that 'if railroad passenger service can be said to have any future, some bits of evidence here point to operations between the largest centers of population for distances from 100 to 900 miles using non-luxury equipment, perhaps including cars such as the Slumbercoach.'

'Finally,' he said, 'if it be true that the preference of the American public for motor and air travel is undermining the potential value of railroad passenger transportation to the national defense, the situation should be fully disclosed so that it

may be recognized as a calculated risk.'

The union's view of the continuing decline of rail passenger services is that the railroads have not made sufficient efforts to attract passengers and have sometimes actively discouraged passenger custom. George Leighty, Chairman of the Railway Labor Executives' Association (an ITF affiliate), put this point very bluntly at hearings earlier this year before a Senate sub-committee when he said, 'We think the railroads should be told to stop whining and start pushing and selling. The railway passenger business is not dead, and it won't be unless the railways kill it.' H. E. Gilbert, President of the Brotherhood of Locomotive Firemen and Enginemen, recently accused the railroads of making only 'perfunctory efforts to sell the service' because they 'can see only slim profit margins in hauling passengers.' He went on to say,

US unions to fight passengers service abandonments

The chief officers of twenty-three United States railway unions met recently and decided to fight with all legal means the unjustified abandonment of passenger services by American railroads. The union heads, who together form the Railway Labor Executives' Association (an ITF affiliate), have asked their attorneys to draft legislation amending the present law which permits railroads to drop passenger services. George Leighty, Chairman of the RLEA, has said that 'the railroads have lost all sense of any obligations to public and are following a course of junking any and all transportation they regard as unprofitable without due regard for the public'.

'Some carriers have gone as far as deliberately ruining certain passenger runs and then asking the state regulatory commission to approve removal of the trains because they lose money.'

The unions do not blame the railroads alone for the state of the industry. They feel strongly that the present and past transportation policies of the government have put the railroads at a grave disadvantage in competition with air and road transport. The railroads have to bear charges for amenities which the other transport media have provided for them at government expense and the unions can cite the obvious examples of the state-borne cost of airport and road construction.


They also take issue with the ICC examiner on what they regard as his casual approach to the part played by the railroad system in the nation's defence scheme. In their opinion it is dangerous to refer complacently to the running down of the passenger services as a 'calculated risk' when in an emergency there might well be

an inadequate stock of passenger equipment to effect the vital large-scale movement of forces.

In sum, the railwaymen are angered at the apparent reluctance of both the railway management and the government to put some life into an industry which has every reason, economically and strategically, for living and flourishing. They resent the tendency to talk of the railway in terms usually reserved for an inquest. They believe they can prove that there is no corpse. As George Leighty said:

'It is no service to the industry to undermine confidence in the railroads as many spokesmen for the industry have done in recent months. I am not asking them to become . . . unrealistic . . . but the workers in the industry think that it's about time for railway management in general to show a little more confidence in the long-range financial and economic soundness of the railroads and to begin to run them accordingly as the indispensable servant of the nation they really are.'

Bigger and better

 A PUZZLING FEATURE of the shipping position seems to be that, although some tankers are unemployed, new tankers are still being built. The Petroleum Information Bureau's explanation is that experience over many years has shown that it is essential for the international oil industry to take a long-term point of view in all its operations. Despite an immediate surplus of available tanker tonnage, therefore, the building of new ships of this type occupies a considerable portion of the world's shipyards. At the beginning of 1958 it was reported that 322 tankers, totalling over 4,880,000 gross tons (equivalent to a carrying capacity of some 7,300,000 d.w. tons) were under construction throughout the world.

Perhaps the most striking feature of the tankers is the size of many of the individual vessels. In pre-war years, when the average tanker had a capacity of 10,000 d.w. tons, there were only a few as large as 16,000

d.w. tons. At the present time, some tankers of over 80,000 d.w. tons are in service and others of more than 100,000 d.w. tons are under construction. It may be that in the future even these vast ships will be dwarfed. Mention has been made of the possibility of a 500,000 ton nuclear-powered tanker.

Whilst such a vessel must at present be regarded as no more than a dream, the building of nuclear-powered tankers of more conventional size is much nearer realization, and certainly this form of energy appears better suited to the oil tanker than to other vessels. The head of the naval section at Britain's Harwell Atomic Energy Research Establishment has expressed the view that there are good prospects of ultimately achieving economic parity with more orthodox forms of power as applied to the oil tanker. Present studies suggest that total operating costs would be from ten per cent to forty per cent greater than for conventional vessels, but there would be some compensations, especially in the case of

ships operating in conjunction with naval forces. An independent study, by a Swedish firm, of a projected 65,000 ton tanker has reported very similar conclusions. Yet another investigation, by a British firm, is concerned with a nuclear-powered submarine tanker, able to travel at high speeds, and tank tests carried out with models have indicated that at fifty knots or more, such a tanker would have particular promise.

Turning to the other extreme, interest has recently been aroused by experimental work in the use of the 'flexible barge' made of nylon. A prototype, known as 'dracone' has been tested: it consists of a container one hundred foot long and five foot wide, capable of carrying about four tons of oil. Tests of much larger dracones are now planned, in view of the many obvious advantages of such a container, including cheapness of manufacture, ease of transport when empty and the promise of additional carrying capacity, when required at short notice.

Despite these unconventional projects, the building of normal tankers continues – as is indicated by the quantity of tonnage already mentioned as under construction at the beginning of 1958. One possible future trend may lie in the standardization of the tanker in order to reduce construction costs: as a leading oil company executive has pointed out, there is great uniformity of thinking among the major oil companies and the independent operators as to the size and speed of tankers. Such a development is facilitated in the case of oil tankers because, compared with other merchant vessels, they are relatively uncomplicated.

Book review

 STATISTICAL HANDBOOK OF JAPAN (Japanese Bureau of Statistics, Office of the Prime Minister).

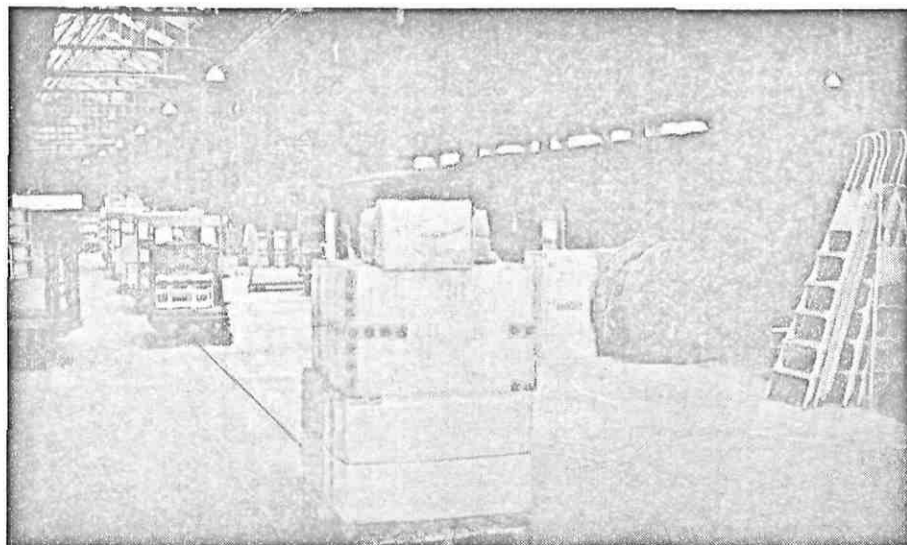
The ITF acknowledges with thanks receipt of this attractive booklet containing statistical data and brief descriptions of important aspects of life in present-day Japan. Enlivened by attractive photo reproductions, this booklet is a welcome companion to the Japan Statistical Yearbook.

Something new on the European Railways



'SIGNALEN', the official organ of the ITF-affiliated Swedish Railwaymen's Union, reports an innovation in the mass handling of goods on the Swedish railway network. The 'something new', which is due to make its appearance at the Hallsberg goods depot next July, is the so-called chain-conveyor system of transshipment. Described as an interesting innovation as regards goods handling on European railways, the 'conveyor' represents an initial step in the fully-mechanized handling of freight on the railways.

Seeing that the cost of installing the conveyor system in the Hallsberg goods depot is put at something like £84,000, and in any case only half of the depot is to be 'mechanized' in this fashion, the question arises as to whether there is any real need for a change in the present system of handling goods. In point of fact, the handling of goods at the depot is satisfactory and efficient, the forktruck drivers for example are well-known to be both quick and skilful. The answer is that the railway management does not think that it can stand still with the present methods of handling goods but must try out new technical developments in this field in order to improve



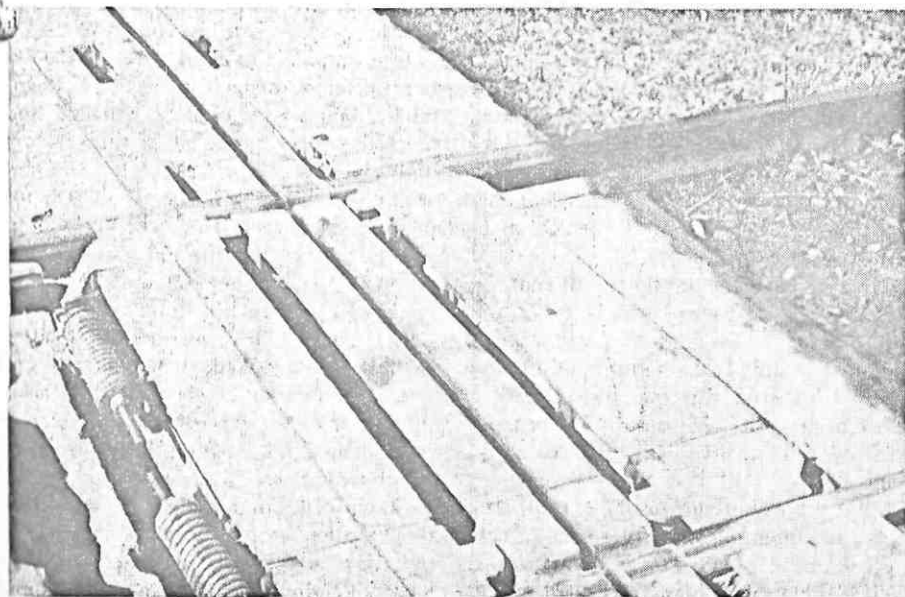
Pallet trucks on the chain conveyor in a Lyons depot where the Swedish State Railways are trying out the system before installing it in their own goods depots. The Swedish railways' own pallet track is seen 'leading the procession'. They hope to start using the system in July

productivity and hold its own in the highly competitive transport market.

The conveyor system has been in use on the railways of North America for a number of years. According to the experts of the Swedish State Railways, however, its in-

herent possibilities have not been fully exploited. According to present information, the conveyor system is not in use on any of the European railways although a chain-conveyor system has been installed in a car warehouse in Lyons which operates in collaboration with the French State Railways. Here again, however, the conveyor system is not fully exploited in an entirely mechanized process.

It is the intention of the Swedish State Railways to limit the amount of actual manhandling of goods to the manoeuvring of pallet trucks 'in and out', the actual pallets being attached to the chain conveyor system. In actual practice, therefore, only bulky piece goods will continue to be manhandled in the 'old style'. Experiments have been conducted in the Lyons warehouse with Swedish railway standard pallet trucks and results have proved satisfactory. The Swedish railway experts also tested the pallet truck's ability to 'keep its feet' on



How the problem of running the chain conveyor across the rail track is solved. The new system is to be introduced at the Hallsberg goods depot in the summer next year when traffic is low



A pallet truck with an 'awkward' load on the chain conveyor. One problem to be solved was gradients. Tests showed that it could manage 1:8 - well within what it will be expected to do

the ramps along the conveyor system and found that it could manage a slope of 1:8 even when piled fairly high with weighty goods. As the biggest gradient the truck will be called on to tackle in the Hallsberg depot is 1:20, they will be operating with a comfortable margin of safety.

The introduction of the new system has been timed for a period when there is a drop in goods traffic. All staff concerned have been consulted at various stages and the proposal to switch over only one half of the depot to the new working was deliberate. Meanwhile the other half will continue to work on the old system with forklift trucks and pallets. In this fashion it is hoped to derive the greatest benefit by establishing comparisons between the two systems operating side by side under the same conditions. In any case, not all goods lend themselves to handling under the chain-conveyor system and these will continue to be handled by pallet and fork truck.

The introduction of increased mechanization in the depot naturally raises the question of to what extent it will affect employment. A certain reduction in the number of staff is to be expected, 'Signalen' reports. At the present stage, however, it is impossible to give a numerical assessment. It is not thought, however, that there will be any great changes, particularly in view of the fact that the recruitment of new staff is itself something of a problem. One thing is certain: mechanization of this form of manhandling goods is going to make the work more pleasant.

Driver fatigue can be a 'killer'



WHILE FLEET OPERATORS will go to great lengths ensure that vehicles are kept in good running order, the human factor is invariably overlooked. Vehicles, oiled and greased every so many miles, are regularly overhauled and serviced. But even a cursory examination of the problem of achieving efficiency and safety in commercial road transport is enough to reveal that the most important factor to be overcome is driver fatigue.

Money and thought are expended on the 'welfare' of the machine. Drivers are ignored until, of course, they are involved in accidents or begin to exhibit obvious signs of nervous tension by over-drinking, bouts of ill-temper and a general loss of efficiency. The man, however, remains more important than the machine, and so must be given the first consideration.

The relationship between safe driving and physical fitness was recently made the subject of a close study by a South African medical practitioner whose findings, grouped under six main points, are set out in the following paragraphs.

1) Selection: Temperament. During the war the Air Force was quick to learn that one man was better able to fly heavy bombers than swift fighter aircraft. This was no criticism of his ability as a pilot; it was simply a difference in temperament. One driver will be best suited to long-distances, coping with the tedium and other irritations associated with them. He will have the capacity to shrug these things off and remain alert after many miles in a hot cab, or in rain or bitter cold.

Drivers undertaking short swift runs, on the other hand, drive in teeming traffic and jay-walking pedestrians and will rapidly lose their calm. Tension will build up and after a few trips traversing city streets, a state of nervous exhaustion is induced and driving skill impaired with grave risk of accident.

These are extreme examples but they serve to emphasize the importance of correct selection of drivers for specific tasks, which should, in the interests of them and

the employers, be given careful thought.

2) Nutrition: Diet is vitally important in maintaining drivers at pitch. Proper eating - the choice of the right foods and getting sufficient of them - precludes the impairment of the metabolism which could lead to the onset of fatigue under the strains imposed at work. Many big organizations appreciate this. They provide canteens where nourishing foods may be had by the staff at reasonable prices.

Fleet operators must by dint of persistent propaganda persuade drivers to take adequate nourishment of their own accord. This is a vital matter and should not be neglected.

3) Sleep and Recreation: Adequate rest and recreation are likewise most important. These things help drivers to maintain a mental and physical balance and so make the body and mind better fitted to resist the fatigues of work. The most satisfactory form of recreation is, generally speaking, something quite unlike the daily job.

4) Vision: Eyesight should be subjected to searching tests before enrolment. Primarily drivers must be tested for colour-blindness. A man, no matter what other ability he has, cannot be entrusted with a vehicle if he can't distinguish between red and white lights. If his vision is unsatisfactory in other ways, it can be brought to the requisite standards in many cases by the use of artificial means such as spectacles. Regular eyesight tests should be enforced and any deficiencies corrected. If they are not and vision remains faulty, the constant strain to see clearly will be a potent factor in inducing fatigue. It should go without saying that the eyesight and physical condition of drivers should be regularly examined, say at six-monthly intervals.

5) Clothing: This is an important matter too often overlooked. Tradition has imposed the wearing of unsuitable uniforms on motormen and bus drivers in the service of municipalities. Even on the hottest days in sub-tropical towns they have to sweat in dark uniforms of heavy cloth. In winter they further wrap themselves in scarves, pullovers and constricting greatcoats. These layers of cloth are not only acutely uncom-

fortable and heavy, but they impede movement, making a driver clumsy and slow.

It is clearly time that more appropriate types of dress for summer and winter should be envolved so as to give drivers more comfort and greater freedom of action, and so lessen the possibilities of fatigue.

The tackling of these points would appear to involve some interference in drivers' private lives. But almost every aspect of his life, even if it may not obviously be connected with his driving skill, has some bearing on the driver's fitness for his work. A man who is preoccupied by worry about debt, or has to face evenings filled with the nagging of a Xanthippe, will have less thought and energy to spare for his daily work. This 'interference' is aimed at his own ultimate benefit and is only attempted to make him more contented and happier in his work and at home. It can only be undertaken with the utmost tact by a man who has considerable knowledge and sympathetic understanding of his fellows - a cross between a psychologist and a parish priest.

6) The vehicle: The vehicle is also an important factor in considering driver fatigue. Attention must first be directed to the seat and the handiness of the controls. Is the seat properly sprung? Is it so situated as to place the steering-wheel and the other controls within easy reach? Can it be adjusted to suit the requirements of drivers of different sizes? Is the back rest at the right angle to give proper support? Unless these matters are dealt with scientifically they will be further causes of fatigue and sources of potential danger.

Clear visibility is also essential. When this is impaired in any way, when wind-screens are cluttered up with badges and stickers, or when supports are thick and badly placed, the driver is immediately placed under a needless strain which will also contribute to fatigue. Glare, likewise, is a contributing factor and when faced for any length of time, will inevitably result in optical and psychological fatigue.

The proper ventilation of the driver's cab (particularly in winter when the tendency to hermetically seal it against cold is evi-

dent) also merits considerable thought. Toxic accumulations in the cab, particularly in regard to diesel engines, may result in headaches, or, when they become concentrated, in slight amnesia and even in unconsciousness and death. At the very least, even a small amount of carbon monoxide in the air of the cab will undermine the driver's efficiency by inducing fatigue.

Ease in driving the vehicle is also important. It will be obvious that if the controls are difficult to reach, or if the equipment (brakes, etc.) is faulty, the driver will not only have to use more energy than should be necessary to operate it, but he will also, to some extent at any rate, be mentally frustrated. Each of these circumstances will naturally tend to increase fatigue.

Commenting on these observations, the ITF-affiliated South African Council of Transport Workers stresses the disproportionate value hitherto attached to this aspect of public transport work and makes an urgent plea for a proper assessment of this type of work, preferably through the medium of a government-sponsored Research Council. Such a council, it is urged, could be set up under the aegis of employers with

a large vested interest in the transport industry together with employee organizations such as the National Council of Transport Workers. Only when such a Council is operating, remarks our affiliate, and when the results of its research is collated, will it be possible to issue management, labour and body-builders authoritative directives which will help eliminate the dangers of fatigue and lead to greater safety on the roads.

National shipping line for Nigeria



NIGERIA is to have a national shipping line. Head office of the new company, which will have an authorized capital of £2 million, will be in Lagos where its ships - three in number to start off with - will be registered. Nigerian interests will retain control of policy by holding a majority of the holding and founders' shares, but there will be an operational agency agreement with two British shipping companies which will make a cash investment in the new company and train Nigerians as navigating and engineering officers and other seagoing and management staff.

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What they're saying



The boycott

ANCHOR WHAT IS REMARKABLE about the present boycott is that it is the first time action of this kind has been undertaken on such a widespread international scale. The oilworkers and ship repairers are backing up this action. The ICFTU, too, has lent its unhesitating support from the outset and taken all possible steps to ensure that the national centres offer whatever help is required to the seamen and dockers organized in the International Transport Workers' Federation.

We have done so not only because we are deeply convinced of the justice of the seamen's case in this particular dispute. We believe that much more than that is at stake. This is a test case which is going to decide whether the international trade union movement can, if necessary, resort to the same ultimate sanction as trade unions at the national level – whether, in other words, international solidarity can ever be more than, at best, a form of useful mutual aid, at worst, a vain expression of pious hopes.

The gauntlet is down. We are convinced that, whatever the outcome, a telling blow will have been struck in defence of a principle which is vital for the whole future of the international trade union movement.

From Free Labour World

Standing and staring

GLOBE IT IS NO BAD THING that at a given point we take a little time to stand and stare – at events around us, at the village, town, city or nation in which we live and, perhaps most important of all, at ourselves. In looking at ourselves do we realize in terms of a great trade union and Labour Movement how important we are, for it is upon the individual effort of each participant that this Movement depends for its force, its drive and direction? Do we appreciate our great power to shape our own lives and those of the future if we all individually participate with determination in that shaping?

... If we will but use the power we have, if we will realize that most things, from the questions of peace or war to those of the

type of houses in which we live are in the ultimate the responsibility of each one of us and then let each one of us do something about it, we can transform a nation and a world. What is more we can bring again to the hearts of men that 'music' within them that sometimes seems so absent. If we take heart and take pride in striving for the collective good from which we all will derive so much, then the standing and staring at the past will have been well worth while.

From New Dawn, published by Union of Shop, Distributive and Allied Workers

A brave deed

LOCOMOTIVE FIREMAN on the job has saved many lives down through the years.

Just recently, in Chicago, there was a collision between an Indiana Harbor Belt freight train and a school bus at a crossing. In the crash, the school bus was knocked into the path of a second oncoming train.

Although he was injured, BLF & E Member John Matthews, 36, fireman, leaped from his train and rescued several children from the tracks as the second train bore down. He also halted the train by placing a flare on the tracks.

Matthews was credited with saving the lives of ten children and the bus driver.

Locomotive firemen, like other railroad workers, are brave men. They have to be.

From Trainman News (USA)

Time is pressing

GLOBE WITH THE ATOMIC AGE PROGRESSING at an immense speed, we are faced as never before with the need for prompt action. What it took the more industrially-advanced countries decades to do must be done by the new nations in a small fraction of that period. This means, of course, that the labour movement in these same countries must be developed much quicker than was done in Western Europe and North America. This speed-up in trade union development creates a challenging problem for it is much easier to transfer technological experience and mechanical know-how than to change the

habits of almost countless new wage and salary earners for whom trade unionism is a decided break with century-old traditions. Economic needs seem to be the greatest, but nearly all these countries are facing many other knotty problems. While the solution of economic problems would greatly advance the development of sound democracies, this in itself will not guarantee that result. These countries require democratic organizations and institutions built from the bottom up, and in many cases only the free trade union movement can be depended upon to do the necessary foundation work.

This means that the international solidarity of free labour the world over has taken on a far broader and deeper meaning than ever before. It means, too, that in this age, a gigantic task and responsibility confronts the whole international free trade union movement and it is now quite clear that without the material and technical aid and without experienced personnel, which only the more advanced movements can provide, it will be most difficult, if not impossible, for the young and struggling movements to gain the stature and strength needed to become a significant factor in the democratic development of their own countries.

Charles Millard, ICFTU Director of Organization

A national problem

GLOBE IT IS GENERALLY CONCEDED by all thinking people that both road and rail have their proper places in the world of transport. It was estimated some years ago that in Australia one-third of the total national expenditure was disbursed in transport of one form or another; in other countries the proportion must be of like magnitude so that the elimination of wasteful duplication or competition or reduction of time lost in transit can be of enormous benefit to the community as a whole. Such considerations lead to the conclusion that the regulation of transport must be dealt with as a national problem and not in the light of sectional interests.

A. G. Hall, Former Commissioner, Western Australian Government Railways in Modern Transport