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No. 1

January/February 1977

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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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Ground Staff Committee meets in London

A meeting of the Ground Staff Committee of the ITF Civil Aviation Section was held in London on 25 January 1977.

The meeting discussed the ITF Policy Statement on Shift Work, which had been referred back to the Ground Staff Committee by the Section Committee. After lengthy consideration, it was decided that the following points should be incorporated in the existing Policy Statement:-

- a) Ground staff who work on permanent night shift should be entitled to early retirement on full pension.
- b) Where regular shift workers are transferred to day work compulsorily, they should not lose their shift premiums immediately, but these should be withdrawn on a gradually reducing basis.

It was further agreed that a foot-note should be added to the Policy Statement explaining that shift work in this Policy meant work done in unsocial hours, excluding the normal day shift.

The meeting also dealt with the draft policy on "Air Transport of Hazardous Material". After some minor amendments, the draft policy produced by the Chairman of the Flight Deck Technical Committee was adopted and it was agreed that a paragraph should be added concerning the handling of radio-active materials by ground personnel.

Other items on the agenda included: the ILO Tripartite Conference on Civil Aviation; ITF representation at ICAO; and the dispute between the British Association of Scientific, Technical and Managerial Staffs and Iran Air (see item elsewhere in this Newsletter).

Amnesty International declares 'Prisoners of Conscience' Year

Amnesty International has designated 1977 'Prisoners of Conscience' Year to draw attention to the many thousands of persons throughout the world who are persecuted, arrested, tortured and imprisoned, sometimes for years, often without trial, because their opinions differ from those of the government in power.

The International Confederation of Free Trade Unions has declared its wholehearted support for Amnesty's campaign and has urged its affiliated organizations to participate in the Year as fully as they can. They have been asked to issue public statements in its support; collect signatures for a world-wide petition to be presented on 10 December 1977 (International Human Rights Day); remember prisoners of conscience on May Day; publish information on the campaign in their journals; and to work together with national and local groups of Amnesty International on behalf of imprisoned trade unionists.

AUSTRALIA

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ITF expresses sympathy for victims of Sydney rail disaster

On 18 January, the ITF sent a cable to the Australian Railwaymen's Union expressing its profoundest sympathy for those bereaved by or injured in the tragic rail accident involving that morning's Sydney commuter express. The train left the rails at Granville, 14 miles west of Sydney, and crashed into the supports of a road bridge, killing 80 people.

CZECHOSLOVAKIA

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ICFTU acts in support of civil rights group

A number of reports have appeared in the press in recent weeks of retaliatory action taken against the Czech civil rights campaigners who signed "Charter 77". Of the 241 signatories, 230 have been either detained or subjected to continual police interrogation. "Charter 77" is a human rights manifesto demanding freedom of expression as enshrined in the Helsinki Treaty and the UN International Covenant on Civil and Political Rights, which came into force last year, and of which Czechoslovakia is a signatory.

Disturbed by these reports, the International Confederation of Free Trade Unions has circularized its affiliates in countries that are signatories of the Covenant, asking them to urge their respective governments to bring pressure to bear on the Czech government as a co-signatory to fulfil its obligations under the Covenant. The ICFTU itself has made representations to the ILO against the Czech government in respect of its violation of Convention No. 111 (concerning Discrimination in Employment and Occupation). A complaint has also been submitted to UNESCO alleging the violation of cultural rights.

INDIA

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Fernandes complains of intolerable conditions in gaol

In a letter smuggled out of the maximum security section of Tihar gaol in New Delhi, the former Indian railwaymen's leader George Fernandes has refuted recent government statements that he has been afforded special facilities while in detention. He reports that conditions in his cell, which he shares with 10 other

prisoners, are so cramped that some men have to sleep out at night under guard. He also complains that prison clothing is inadequate and that he is constantly pestered by flies and mosquitoes and that snakes have been found under his bed. He adds that he has been refused access to a lawyer since June of last year.

TRANSPORT

GREAT BRITAIN

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Union demands more attention to fishermen's safety

More attention to the safety of Britain's trawlermen is demanded in a recent policy document issued by the ITF-affiliated Transport and General Workers' Union. The T&GWU would like to see union safety representatives in every fishing port and a trained first-aid man on board each fishing vessel. The policy document also calls for improvements in working conditions and advocates the decasualization of the industry, stricter control of working hours and longer annual holidays for fishermen.

TRADE UNIONS

DENMARK

=====

Move towards union merger

A merger between the smaller Danish Road Transport Drivers' Union (Chaufførernes Forbund) and the ITF-affiliated Transport and General Workers' Union (SiD) seems likely later this year. A joint union committee has recommended that the smaller union (it has 11,000 members; SiD has about 58,000) should be incorporated as a drivers' group within the road transport workers' section of SiD. This suggestion will now be put to the SiD executive with a recommendation for acceptance. Chaufførernes Forbund has convened an extraordinary Congress for August, at which the matter will be discussed; this will be followed by a membership ballot. The result will be placed before SiD's Congress in September.

GERMANY

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DAG seafarers join GeTV

Dissatisfaction with the policies being pursued by the leadership has been felt for some time now by officials and rank-and-file members alike of the seafarers' group within the German Salaried Employees' Union (DAG). It was therefore not unexpected when,

towards the end of January, a press statement was issued in the name of Wolfgang Baars, chairman-elect of the group, and his fellow union officials to the effect that they had jointly decided to leave the DAG and merge with the ITF-affiliated Transport and Public Service Workers' Union (OeTV). In the three days immediately following this announcement, 103 former DAG members whose ships docked at Hamburg also announced their membership of the OeTV.

The seafarers' and fishermen's section of the OeTV immediately issued a statement welcoming this decision, which it termed the unambiguous reply of responsible trade unionists to attempts to undermine the unity of seafarers. W. Baars is now employed by the union as a secretary within the OeTV seafarers' section.

GREAT BRITAIN
=====

Ships' officers win closed shop

The ITF-affiliated Merchant Navy and Airline Officers' Association, the Radio and Electronic Officers' Union and two non-affiliated organizations (the Mercantile Marine Service Association and the Amalgamated Union of Engineering Workers) have won agreement from the National Maritime Board on the introduction of a closed shop for ships' officers. From this month, all serving officers will have to belong to the appropriate trade union or pay the equivalent of union contributions in lieu of membership. Special exemption will be granted only to officers who can prove genuine religious objections. An exemption from the requirement to join a trade union will also apply to 64 officers who registered their objections in response to an NMB circular on the subject issued in April 1975, the exemption ceasing when the officer ceases to work for the company by which he was employed at that time.

Previously, union membership had been required only of officers and cadets entering or re-entering the industry since April 1971, although there are in fact very few officers not already in the union fold.

SOUTH AFRICA
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ICFTU organizes week of solidarity with black workers in South Africa

The International Confederation of Free Trade Unions has expressed its appreciation of the way in which affiliated unions responded to its call for a week of solidarity (beginning 17 January) with black workers in South Africa. All the Confederation's affiliates in Western Europe lent the week their full support, as did trade union organizations in many other parts of the world. The Organization of African Unity also appealed to African workers to observe the week as a week of solidarity with the oppressed peoples of South Africa. ITF transport workers' unions were

particularly active: dockers in a number of countries refused to handle vessels bound for South Africa; airport ground staff refused services to South African aircraft; and seafarers were urged not to sign on vessels going to South Africa for the duration of the protest. Other action included: a boycott of South African goods, protest rallies (a particularly large rally took place in the German Federal Republic) and protests to South African embassies and consulates. Unions also urged companies with subsidiaries in South Africa to take measures to improve the working conditions of their black workers. South African unions organizing black workers have already expressed their thanks to their fellow trade unionists for their support of their cause.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

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New redundancy arrangements for registered dock workers

Agreement has been reached between the ITF-affiliated Waterside Workers' Federation of Australia on the one side and the government and the stevedoring and shipping employers on the other on early retirement arrangements and improved redundancy payments for registered dock workers.

Under the scheme, 560 men at the ports of Newcastle, Sydney, Melbourne and Port Adelaide aged 60 or over on 16 January will be compulsorily retired. In addition to receiving their normal Early Retirement Pension Fund payments and other accumulated benefits, the men concerned will receive a special payment equal to 70% of the base wages they would have earned if they had continued to work in the industry until the age of 65. Those aged precisely 60 will receive the maximum payment of \$30,412 down to a payment of \$116.97 for a man with one week to go before 65.

The concept of voluntary redundancy will be retained for all other dock workers, i.e. there will be no compulsory redundancies, with the present redundancy payments being improved by the following percentages: 40%, 55 to 59 years, 35%, 50 to 54 years, 30% under 50 (with a minimum of \$4,500). This will give a maximum payment (for a man aged 59 years) of \$14,036.

Meanwhile, a series of conferences will be held to look into ways of enabling the industry to free itself from government involvement.

AUSTRIA

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Railwaymen receive paid leave of absence to tend sick relative

Starting from the beginning of this year, employees of the Austrian Federal Railways (ÖBB), regardless of length of service, will be allowed leave of absence of up to one week, which will be

paid, to look after a sick or injured member of the same household. The entitlement extends to the employee's spouse, (grand) children, (grand)parents as well as to siblings, adopted and foster children, provided that they live with the employee. He will normally be required to furnish a medical certificate and to inform the relevant authorities so that a stand-in may be arranged to cover his duties. If unused, the entitlement (which amounts to 5 days for those working a 5-day week, 6 days for railwaymen at workplaces where the staff have every other Saturday free and 8 calendar days for shift workers) may not be carried over into the next leave year. Special transitional arrangements have been made to cover the remainder of the current leave year (to 31 March): all employees will be entitled to 2 leave (or calendar) days off, which will be extended by 3, 4 and 6 days respectively if necessary. The entitlement for the following year will then be reduced by the number of extra days taken.

DENMARK
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New rates of pay for radio officers

We are now able to give details of the new rates of pay of Danish radio officers, effective 1 October 1976. These range from 5,370 kr per month (basic pay plus cost-of-living allowance) to 8,063 kr depending on size of vessel and length of service. A responsibility allowance with a range of 355 kr to 485 kr is also payable.

Overtime rates, inclusive of cost-of-living supplement, range from 20.18 kr to 30.29 kr for weekdays and from 25.61 kr to 38.45 kr for Sundays and Public Holidays.

Subsistence allowance (also including cost-of-living supplement) during vacations, days off, sick leave and duty time on board at home port is 36.10 kr per day and during duty time on board other than at home port, where food is not provided, the daily rate is 88.20 kr.

(The rates of pay of navigating and engineer officers were also improved on the same date and details will be found in ITF Newsletter No. 11 of 1976, page 118.)

Airline booking staff win union recognition

Under threat of strike action, the ITF-affiliated Danish Commercial Workers' Union, with the assistance of civil aviation affiliates in the UK, has succeeded in obtaining negotiating rights on behalf of booking and ticketing staff employed by British Airways in Copenhagen.

FRANCE

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Strike of Seaboard World Airlines employees

Employees of Seaboard World Airlines organized in the French Transport and Public Service Workers' Federation have been on strike since 1 February in an effort to persuade the airline to enter into meaningful negotiations on the questions of staffing and pay. ITF civil aviation affiliates have been alerted to the strike and warned that Seaboard is using strike-breakers from both within France and abroad. They have been asked not to supply services to Seaboard aircraft; and to ensure that their members are not used to replace our French affiliate's striking members.

GERMANY

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Strike of SAS employees continues

SAS employees in the German Federal Republic belonging to the ITF-affiliated Transport and Public Service Workers' Union (OeTV) began strike action on 10 February. SAS has refused to grant recognition to the union on the grounds that it has already concluded agreements on pay and conditions of service with another German union and is not prepared to concede bargaining rights to a further organization.

ITF civil aviation affiliates have been informed of the dispute and asked to give all possible support and assistance to the OeTV by refusing to service SAS aircraft.

Improved pay structure for ratings

A joint negotiating committee of shipowners' and union representatives set up following the 1975/6 round of seafarers' pay talks to look into the question of restoring differentials has agreed on the following improvements in basic pay (given in DM), effective 1 January 1977:

- i) carpenter, deck mechanic, storekeeper, pumpman: 3 - 4 years' service: 1365 (previously 1337); 5 - 7 years' service: 1415 (previously 1397); from 8 years: 1519 (previously 1449). The rate of pay for 1 - 2 years' service remains unchanged at 1281. The junior carpenter grade is abolished.
- ii) chief steward: 1 - 2 years' service: 1212 (previously 1115); 3 - 4 years' service: 1228 (previously 1192); 5 - 7 years' service: 1281; from 8 years: 1365 (previously 1281 from 7th year).
- iii) bosun: 3 - 4 year: 1415 (other increments remain the same).

A new qualified bosun rate of 1415 DM after 1 year's service rising to 1519 DM from the 3rd year of service is introduced. For purposes of assessing seniority, service in the grade prior to certification is included.

We have just learned that the fifth round of the 1976/7 pay talks has proved inconclusive; further sessions between the two industrial partners will now take place under the chairmanship of a mediator.

GHANA
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Merchant navy officers win housing allowance

Following the refusal of the state shipping corporation to meet an urgent request from the ITF-affiliated Ghana Merchant Navy Officers' Association for the payment of a housing allowance to officers, six Black Star Line vessels were held in Ghanaian ports between 3 and 12 November 1976, with the result that the company has now approved the payment (backdated to 1 July 1976) of the following monthly allowances: masters and chief engineers, 135 cedis; other senior officers, 120 cedis; junior officers, 100 cedis; others, including cadets, 50 cedis.

GREAT BRITAIN
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Union wins recognition from Iran Air

Traffic, maintenance and operating staff employed by Iran Air came out on strike on 21 January following the management's refusal to recognize the ITF-affiliated Association of Scientific, Technical and Managerial Staffs (ASTMS) as a bargaining agent, even though the union organizes three out of four of the company's employees in the United Kingdom. A positive response was obtained to an ITF request to its civil aviation affiliates to refuse all services to the airline for the duration of the dispute.

Normal working was resumed on 10 February after Iran Air conceded the union's demand for recognition.

Improved pension scheme for registered dock workers

Unions with members in the docks (including the ITF-affiliated Transport and General Workers' Union) are expected to recommend their members to accept a revised pensions scheme worked out by the National Joint Council for the Port Transport Industry. Full details of the scheme are not yet available but it is understood to include provision for the payment of a lump sum on retirement and the inflation proofing of pensions taken out in future. Higher benefits will be paid than under the existing scheme (introduced in 1961 and providing for a minimum weekly payment of £4.50) and these will be based on the best three consecutive years' earnings after 55. The reason for this departure from the normal rule of basing pensions on the final year's salary is that dockers' earnings often fall after 60 when they are unable to take on the most arduous jobs which yield the highest rates and opportunities for overtime working are reduced.

If endorsed by the country's 33,000 registered dock workers, the scheme could come into operation within twelve months.

IRISH REPUBLIC
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Dublin busmen end work-to-rule

A three-week-old work-to-rule by Dublin busmen ended on 16 December when their unions (which include the ITF-affiliated Irish Transport and General Workers' Union) and the CIE management agreed to a settlement proposal put forward by the Minister for Labour under which CIE is to continue to operate its old schedules until 10 January 1977 and will then guarantee that there will be no redundancies and that compensation will be paid for loss of earnings when the new schedules are implemented (see ITF Newsletter No. 12, 1976, page 134 for earlier details).

NETHERLANDS
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Dutch workers launch strike wave

In the country's most serious dispute for a number of years, workers throughout Holland have been staging a series of spasmodic strikes since 7 February in support of demands for continued wage indexation, a 2 per cent increase in real incomes and agreement on worker participation in company investment decisions. In the transport sector, most seriously affected have been the ports of Rotterdam and Amsterdam, with the greater part of the dock labour force now out on strike, and the cross-Channel ferry ports, where services are at a virtual stand-still. Short sympathy strikes have also been staged by public transport workers in these two ports, as well as in The Hague. Workers in other industries, notably the construction, engineering, food and printing trades, have also joined in the action.

A partial wage settlement was achieved on 10 February when agreement was reached on the continuation of wage indexation during 1977. Further talks resulted in agreement on terms for renegotiating the cost-of-living clause in collective agreements in the event of a worsening of the economic situation. It has also been possible to reach accord on the claim for trade union influence over investment decisions. However, the two sides remain unreconciled on the matter of a real wage increase, with the employers refusing to move beyond an offer of a 1 per cent increase.

Dockers' and seafarers' representatives attending the ITF Fair Practices Committee meeting in London on 15 February discussed the Dutch situation and adopted a resolution of support for their fellow trade unionists in the struggle to protect living standards. They also undertook not to handle ships or cargoes diverted by the action at Dutch ports. Other ITF affiliates were informed by circular of the progress of the dispute and asked to give all the assistance they could to their Dutch colleagues.

NIGERIA

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Dockers win pay rise

A two-day work-to-rule action in December by the Amalgamated Dockworkers', Transport and General Workers' Union of Nigeria (an ITF affiliate) secured wage increases of some 20% for Nigerian dockers, retroactive to 1 April 1976. Some 24,000 workers will benefit.

The increases had been conceded by the employers in negotiations at the end of November but they had failed to pay them when they fell due. The union's General Secretary, Jonas Abam, then organized the work-to-rule and quickly extracted the money. At the same time he secured an overtime rate of 200% for work on Saturdays (as against the previous 150%), retroactive to 1 September 1976.

The new maximum daily rate for a dockworker is now N2.91 (previously, N2.42). Examples of other rates are: maintenance men N2.94 (N2.45); winchmen, N3.07 (N2.56); security men, N3.31 (N2.76); and tally clerks, N3.54 (N2.95).

NORWAY

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Engineers call off strike on oil rig supply ships

A five-day strike of Norwegian engineer officers on oil rig supply vessels, survey and crane ships in the waters of the North Sea was called off on 11 December when the parties agreed to meet to discuss fresh mediation proposals, which were subsequently accepted by both sides. These provide, inter alia, for a committee to be set up to consider pay and conditions of foreign-going navigating and engineer officers generally. Improvements have also been gained in respect of the differentials in the rates of pay of chief engineers and first engineers.

Our Norwegian affiliate, the Ships' Engineers' Union, has asked us to convey their sincere thanks for the cooperation extended by other ITF affiliates during the dispute.

PORTUGAL

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Fishermen's strike ends in victory

On 16 February, Portuguese deep-sea and coastal fishermen called off a three-week-old strike that had tied up almost the entire fishing fleet. The immediate cause of the dispute was the sacking by the owners of the 10-man crew of the trawler Goraz, although other factors were involved, notably an attempt to achieve greater union control of admission to the industry, whose workers are among Portugal's lowest-paid. Full details of the settlement have not

yet been released, but we understand that the men's key demand, that they continue to have the right to joint consultation and agreement on the hiring of crews, which the government was attempting to put back into the hands of trawler owners and the harbour masters (who are semi-military personnel), as in pre-revolutionary Portugal, has been met.

Portuguese merchant seafarers instituted an overtime ban in sympathy with their striking colleagues and in support of their own claims for retention of joint union control over admission to employment in the merchant fleet. In retaliation, the government invoked requisition procedures on 12 February threatening to suspend the seamen without pay or dismiss them if they did not resume normal working. These disciplinary measures were, however, subsequently cancelled under pressure of international opinion. The seamen, too, are understood to have retained joint influence over the hiring of crews.

On 16 February, the ITF sent the following cable to the Portuguese Prime Minister, the Minister of Labour and the Secretary of State to the Merchant Marine:

ON BEHALF SEAFARERS THROUGHOUT WORLD ITF STRONGLY SUPPORTS POSITION FEDERACAO DOS SINDICATOS DO MAR IN CURRENT DISPUTE CONCERNING RIGHT TO CONSULTATION AND AGREEMENT ON ADMISSION TO SEA GOING EMPLOYMENT IN BOTH MERCHANT MARINE AND FISHING INDUSTRY. ITF ALSO PROFOUNDLY REGRETS GOVERNMENT DECISION TO REQUISITION MERCHANT FLEET AND CALLS FOR WITHDRAWAL THIS MEASURE AND RESUMPTION OF POSITIVE NEGOTIATIONS ON SEAFARERS' AND FISHERMEN'S CLAIMS.

UNITED STATES

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Air traffic controllers welcome decision on upgrading

The US Civil Service Commission, in a report published last month, has confirmed its earlier agreement of understanding with the Professional Air Traffic Controllers' Organization (PATCO)* on the upgrading of atc rates of pay (see ITF Newsletter No. 12, 1976, page 139). Welcoming the decision, PATCO's president John Leyden said that the new classifications represented "a major breakthrough in the effort to bring controllers' compensation into line with their responsibilities". Atc pay scales were last reviewed in 1968. *affiliated to the ITF through MEBA

ERRATUM

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In the last issue of the ITF Newsletter (page 141) we erroneously referred to Ralph Lambeck as resigning his position on the Flight Deck Technical Committee. Brother Lambeck, as a former purser, was, of course, a member of the Cabin Attendants' Technical Committee. We apologise to Brother Lambeck for this error.

NEWS IN BRIEF

Australian air traffic controllers called off a threatened strike, which would have halted all domestic and international flights from midnight on 10 February, after making progress with the employers on demands for a substantial wage rise. A work-to-rule campaign imposed on 4 February was also abandoned.

French workers in the public sector, including railwaymen, Air France employees and the crews of cross-Channel ferries, staged a week-long series of stoppages towards the end of January in protest against government plans to peg wage increases to rises in the cost-of-living. A similar protest strike was also organized by Paris metro workers and busmen on 9 February.

The Norwegian parliament decided in December to ratify the Safety at Sea Convention of 1974.

Barcelona dock workers began strike action on 1 December to press the reinstatement of seven men who were suspended for helping organize the Spanish general strike on 12 November.

The Swedish trade union movement has lifted the tourist boycott of Spain which it first imposed in the autumn of 1975.

In a national referendum, the Swiss have rejected proposals for a 40-hour week. The move towards shorter working hours was opposed by the unions on the grounds that it would mean more short-time working and lower wages.

Turkish Airlines workers were forced to suspend a five-day strike, begun on 4 February to back demands for better pay and benefits and the rehiring of workers laid off in recent months, when the government issued a decree ordering flights to resume for at least the next 60 days. The strike had also affected the Turkish-Cypriot airline. The appeal court later overruled the government decree, suspending the strike, but it is not expected that industrial action will be resumed as talks with the airline management are progressing well and agreement is expected shortly on the issues in dispute.

PERSONALIA

Tom Bavin has been elected president of the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW). He retired from his post as general secretary last December. Stanley G. Correa, former Asian representative, has been appointed General Secretary.

Toby Hill, general secretary of the New Zealand Federated Cooks' and Stewards' Union, died on 22 January.

Jim Levia has been elected National Vice-President of the Canadian Brotherhood of Railway, Transport and General Workers.

David Mackenzie retired from the general secretaryship of the British Transport Salaried Staffs' Association last month on grounds of ill health. Former president Tom Bradley will be the union's acting general secretary until elections can be held.

Floyd E. Smith, international president of the US International Association of Machinists and Aerospace Workers, is to retire on 30 June. He will be succeeded by William W. Winpisinger, currently IAM vice-president and head of the union's headquarters staff. Included in the list of vice-presidents winning re-election are Mike Rygus and John Peterpaul.

FORTHCOMING MEETINGS

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Executive Board	- Eastbourne, 15 - 16 March 1977
International Conference of Cabin Attendants	- London, 29 - 31 March 1977
Transport Policy Sub-Committee	- Vienna, 6 - 7 April 1977
Flight Deck Technical Committee	- Zürich, 28 - 29 April 1977
ITF 32nd Congress	- Dublin, 21 - 29 July 1977

AFFILIATED UNIONS REQUIRING
FURTHER INFORMATION ON ANY ITEM
IN THIS NEWSLETTER MAY OBTAIN IT
ON REQUEST FROM THE SECRETARIAT
OF THE ITF

+++++ S T O P P R E S S +++++

Strike of SAS employees in the German Federal Republic (see page 8)

The strike of SAS employees in the German Federal Republic was called off on 21 February when the airline management agreed to recognize the OeTV as a negotiating partner.

ZIMBABWE

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Industrial Relations - "RHODESIAN" Style

On 28 October last year representatives of black busmen employed by the Salisbury United Omnibus Company (a subsidiary of a British company) made a claim for an annual bonus of one month's pay -- the benefit enjoyed by the company's white employees and worth hundreds of Rhodesian dollars to some of them (there are about 1.71 Rhodesian Dollars to £1 and 0.66 to the US\$).

The management eventually rejected the claim and said it would instead maintain the existing system of a Christmas gift ranging, according to length of service, from Rh\$2 after one year to a maximum of Rh\$12 after nine years. The men then said they would refuse to accept the bonus and would also refuse to drive the extra buses chartered for special Christmas journeys.

On 22 December the company was due to pay out wages and the Christmas gifts but the men refused to collect them and sought a further meeting with the management. The most they could extract from the management was a promise for discussions on bonuses in the New Year. This they rejected and indicated that the men were in the mood to take leave over the Christmas period.

At this point a government Industrial Relations Officer made his appearance simply to tell the men that either they worked or they would be prosecuted for striking -- an offence under what is ironically called the Industrial Conciliation Act. His ultimatum was backed by police trucks which descended on the bus depot and began to cart the busmen off to prison where many of them were left over the Christmas period. Over 1,000 of them were later fined \$40 Rhodesian each and many of them have been dismissed. Some have since been re-engaged but this has been done entirely at the company's discretion. After a period during which the services were boycotted by their African customers, the company has recently been able to announce with relief that everything is now back to normal. As for the authorities, they presumably hope that their firm stand will teach the busmen a lesson. As the magistrate put it when passing sentence on the first batch of "offenders": "If the employees are not satisfied with their conditions of service, they are free to give notice and seek work elsewhere."