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NEWS AND VIEWS FROM THE ITF

ITF General Secretary appointed Chairman of new National Dock Labour Board

When he leaves the service of the ITF at the end of our forthcoming Dublin Congress ITF General Secretary Charles Blyth is to be chairman of the newly-constituted National Dock Labour Board, which comes into existence on 1 August. The appointment is on a part-time basis for a period of two years.

The trade union members of the Board include: F. Cannon, assistant general secretary of the National Union of Railwaymen, T.M. Cronin, national secretary (docks group) of the Transport and General Workers' Union and P. Shea, docks group secretary, TGWU, London.

INTERNATIONAL

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ICAO decides in favour of licensing for cabin attendants

The ITF has learned from reliable sources that its efforts to obtain an international system of licensing for cabin attendants have proved successful in that the International Civil Aviation Organization has decided in principle that for safety reasons all cabin attendants should hold a valid licence. The matter will be raised at the next PEE/TRG/MED Divisional Meeting with a view to obtaining the agreement of member States so that the licensing requirements can be incorporated in ICAO Annex 1.

TRANSPORT

INTERNATIONAL

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IMCO adopts first international convention on safety of fishing vessels

An international safety convention for fishing vessels was adopted recently by a month-long conference held by the Inter-Governmental Maritime Consultative Organization. The Convention, known as the Torremolinos International Convention for the Safety of Fishing

Vessels 1977, is the first of its kind and will apply to new, decked, sea-going fishing vessels (including ships which process their own catch) of 24 metres in length and above. Existing ships are covered only in respect of radio requirements.

The Convention draws extensively on the IMCO requirements that have already been established for passenger and cargo vessels. It contains safety requirements for the construction, watertight integrity and equipment of new fishing vessels which are based on the requirements of the Load Line Convention for cargo ships. As regards fire protection, detection, extinction and fire fighting, ships above 55 metres in length will have to apply provisions broadly similar to those adopted by IMCO for cargo ships, although less stringent requirements will apply to smaller fishing vessels. The Convention requirements regarding machinery, electrical installations and unattended machinery spaces follow in principle the pattern already set by IMCO for passenger and cargo ships, while the radiotelegraphy and radiotelephony requirements of the Convention follow closely those laid down in the amended Chapter IV of SOLAS. A number of guidelines relating to general provisions -- stability, ice accretion, bow height etc. -- were also agreed by the Conference -- and various requirements for lifesaving appliances and their construction, emergency procedures, muster and drills etc, are also made in the Convention.

The Torremolinos Convention will enter into force one year after it has been ratified by fifteen states with fifty per cent of the world's fishing fleet of vessels of 24 metres in length and over.

EUROPE

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EEC railwaymen call for new transport policy objectives

The railwaymen's unions in the EEC belonging to the Committee of Transport Workers' Unions in the European Community held the latest of a series of meetings in Brussels on 23 June 1977.

At the conclusion of the meeting, the unions represented issued a statement again regretting the absence of an overall EEC transport policy capable of coping with the new European economic and social realities and of meeting the current expectations of the population. The statement regretted that the measures that had been taken hitherto and the proposals drafted by the Commission for future action tended to liberalize the market without reducing the seriously illogical and unjust distortions in the conditions of competition between various modes of transport. Public transport and the railways in particular were in decline as a result and various EEC countries were reducing railway activities and closing lines and services, a move which was strongly condemned.

The unions called on the political authorities at national and Community level to institute fundamental changes in the transport sector. They urged that particular attention be paid to the statement issued by the German government representatives within the EEC Council of Ministers asking for more emphasis to be given to rail transport as a means of relieving traffic congestion and improving the financial situation of the railway undertakings.

In the social field, the statement called for speedier harmonization of social conditions, while regretting the negative stance adopted by the employers in the various joint committees. The railway unions made a three-pronged demand that:-

- the joint committees should have adequate means at their disposal to enable them to function effectively and that both sides of industry should have the right of initiative;
- the committees of the various transport sectors should expedite work in connection with the upward harmonization of social conditions;
- an intermodal joint committee be created immediately.

The EEC Council of Ministers and the other competent authorities of the European Communities were urged to follow up these proposals. The unions themselves would meet in the autumn to review progress and to decide on further action if no progress had been made on their demands.

GREAT BRITAIN

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Seamen's leader advocates more efficient use of manpower in British merchant fleet

Writing in the current issue of "The Seaman", the journal of the British National Union of Seamen, general secretary Jim Slater argues that it is time to end the present casual labour régime in the British merchant fleet and seek more positive up-to-date manpower policy objectives. The union has summarized the changes which it believes necessary in a document entitled Supporting Change Objectives in the British Shipping Industry which has already been circulated to leading policy makers in the maritime field.

The document emphasizes the need at a time of a shrinking British merchant fleet for continuing shipowner investment in manpower. Indeed, the efficiency with which these resources are managed within the enterprise will determine the rate at which the overall decline may be slowed down or arrested. As neither the industry's central institutions nor the traditional company style of labour resource management are geared to solving the manpower problems of the industry, the document urges individual

shipowners to adopt a do-it-yourself approach to bring about changes in structure and practice on board ship. In particular, it is recommended that companies should recruit staff with permanent or fixed company employment in view; work planning arrangements should promote maximum individual self supervision; permanent on board training programmes should be evolved; salary structures should be reappraised; ship's personnel should participate directly in ship design with regard to working, recreation and accommodation spaces; there should be open and regular dissemination of information to the crew; and that the establishment and maintenance of links between the crew as trade unionists on board and their employer and unions should be encouraged.

The paper also argues the need for real participative industrial government by the total labour force, not just those who share the management view. It is admitted that the views contained in the document are not necessarily comprehensive, final or universally applicable. However, it deserves assistance and understanding from the organizations and institutions which control an industry employing over 80,000 British citizens who earn valuable foreign currency for the country.

TRADE UNIONS

GREAT BRITAIN
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Unions seek access to North Sea pipe-laying barges

The unions represented in the coordinating committee (representatives of the US National Maritime Union, maritime affiliates of the ITF in the UK and the Aberdeen-based British Offshore Oil Committee) set up earlier this year under the aegis of the ITF have recently written to four pipe-laying barge operators in the British sector of the North Sea asking them to implement the terms of the oil industry's "memorandum of understanding" (negotiated in 1976 with the Department of Energy) by allowing union representatives access to their barges. The unions, who are concentrating on the barges as a first step in their renewed efforts to organize workers on offshore installations, are concerned at the high proportion of foreign workers engaged in unskilled and semi-skilled work on these vessels, as well as with what they regard as inadequate safety measures and manning scales.

British and Danish shop stewards discuss labour problems

As part of the Ernest Bevin International Group Study Scheme, shop stewards from two ITF-affiliated unions, the Danish Transport and General Workers' Union (SID) and the British Transport and General Workers' Union, took part in a highly successful joint seminar held recently in Eastbourne. By means of a mixture of

lecture sessions and small group discussions, an intensive study was made of the problems in the two countries arising from union structure, the rôle of the shop steward, the economic crisis, government pay policies, unemployment, industrial democracy and industrial strategy. The Danish delegation was led by Knud Ellegaard and Jack Jones and general secretary designate Moss Evans spent time with the group during the course of their stay.

PORTUGAL

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New strike law bans lock-outs

The Portuguese National Assembly last month approved a new liberal strike law, which declares that the right to strike shall be exercised via trade unions. In companies where the majority of workers are not unionized, strikes will be determined by the majority in a secret ballot, which may be called by twenty per cent of the company's work force. Strikes in essential services (water, post, fire and other services) are forbidden, the government reserving the right to requisition or conscript workers who fail to heed this ban.

Unions will be required to give 48 hours' notice of intended strike action to the management of the company involved as well as to the Ministry of Labour. Lockouts, a common feature of the old régime, are banned under the new law and employers who offend against this provision will be subject to imprisonment or a fine. Unions and strike committees will have the right to set up picket lines, although striking workers will not receive any pay.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

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Cost-of-living rise for dock workers

A cost-of-living award, effective from 30 May for most workers, has come into operation in Australian ports. The top terminal rate goes up by \$3.60 to \$190.50, with appropriate increases in the guaranteed minimum wage. The weekly rates for ordinary water-side workers and mobile crane and forklift truck drivers are raised by \$3.30 and \$3.40 to \$176.10 and \$184.10 respectively.

CANADA

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Anti-Inflation Board halves Wardair pay award

The IAF-affiliated Canadian Airline Flight Attendants' Association (CALFAA) has written to the federal Anti-Inflation Board protesting its decision that employees of the charter company Wardair may

receive only 9.13 per cent of a 19.13 per cent award negotiated last year (see ITF Newsletter No. 17, 1976, page 117) and requesting a formal meeting. While awaiting the decision, Wardair employees had been receiving only an extra 9.85 per cent (just over half of the award); they will now be required to pay back the differential of .85 per cent retroactive to 1 April 1976, the date of the agreement.

Meanwhile, negotiations with Wardair on the 1977/8 contract have run into difficulties on the question of pay parity with Air Canada and strike action is likely if substantial progress is not made shortly.

New rates of pay for seafarers

Members of the ITF-affiliated Seafarers' International Union of Canada (SIU) have voted in a secret ballot to accept a new pay agreement signed by the union and the Canadian Lake Carriers' Association, thus averting a threatened strike. The agreement provides for a 6 per cent pay increase from 1 June 1977. (An SIU appeal against the reduction from 10% to 6% ordered by the federal Anti-Inflation Board was rejected by the review board.) The shipowners have also agreed to make an additional contribution of 2 per cent of their crew members' basic wages to the SIU pension fund, as well as to pay 64 cents a day for each job to the SIU School of Seamanship for a full year.

Examples of the new basic hourly rates are as follows:
bosun - \$5.54 (hourly overtime rate \$8.31): Able Seaman - \$4.56 (\$6.84): Ordinary Seaman - \$4.04 (\$6.06): electrician and pumpman - \$5.54 (\$8.31): chief cook - \$5.36 (\$8.04).

DENMARK

Higher pay for merchant marine officers

Joint negotiations between the four ITF-affiliated Danish marine officers' unions and the shipowners' association on improvements to the current collective agreement have been successfully concluded and the agreement extended to 1 April 1979. The rates in operation at 31 March 1977 are increased by the following amounts: 1 April 1977 - 2%; 1 September 1977, 1 March 1978 and 1 September 1978 - 2.5% (the last three increases are assumed to include a cost-of-living provision). Other improvements include: supplement for work performed on Saturdays, Sundays and Public Holidays raised from 8 kr to 9.60 kr per hour; victualling allowance raised from 37.06 kr to 39.63 kr per day.

The four unions participating in the negotiations were: the Navigating Officers' Association; the Radio Officers' Association; the Engineer Officers' Association; and the Ships' Catering Personnel Association.

FIJI

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Dockers strike for higher pay

Dockers belonging to the ITF-affiliated Fiji Waterside Workers' and Seamen's Union began an indefinite strike on 5 July in support of a pay claim for an extra 30 cents per hour. This claim has since been increased to 36 cents. Conciliation talks have broken down and the dispute has been referred to arbitration.

GERMANY

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Higher pay for deep-sea fishermen

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has concluded a new one-year pay agreement which gives the country's 3,500 deep-sea fishermen a 7 per cent pay rise from 1 June 1977. The agreement expires on 30 May 1978.

ICELAND

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Record wage increase for Icelandic workers

The industrial action in Iceland during the past few weeks (see ITF Newsletter No. 6, 1977, page 49) has been called off following the signing by the Trade Union Federation of a new pay agreement with the employers, which gives Icelandic workers the largest wage increases in the country's history. All workers will receive an immediate increase of 18,000 kr per month and a series of further pay increases will take place over the next year and a half, raising the wages of the lowest-paid to 102,000 kr per month, an overall increase of 46 per cent. Cost-of-living increases will also be paid during the currency of the agreement, which expires on 1 December 1978.

SWEDEN

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New agreement for Swedish seamen

Following protracted negotiations, the ITF-affiliated Swedish Seamen's Union has reached agreement with the shipowners on the terms of a new contract. Examples of the new monthly starting rates for the near and distant trades are as follows (figs in brackets refer to pay after 5 years' service):

NEAR TRADE (effective 15 May 1977 - 31 January 1978)

Dry cargo ship

group 1: 3,565 (3,935)
group 2: 3,172 (3,542)
group 3: 1,710 (3,375)

Oil tanker

group 1: 3,827 (4,227)
group 2: 3,474 (3,874)
group 3: 1,838 (3,618)

FAR TRADE (effective 15 May 1977 - 31 January 1978)

Dry cargo ship

group 1: 3,658 (4,028)
group 2: 3,262 (3,632)
group 3: 1,745 (3,450)

Oil tanker

group 1: 3,920 (4,320)
group 2: 3,504 (3,904)
group 3: 1,873 (3,693)

group 1 = bosun, carpenter
1st electrician (rate 700 kr higher than above tables)
1st ship's mechanic
storekeeper
cook steward (rate 400 kr higher than above tables)
pumpman
cook

group 2 = electrician
ship's mechanic
donkeyman
1st motorman

group 3 = others within deck,
engine and catering depts.

Other improvements include: overtime compensation paid at 1/120 (previously 1/135) on weekdays; special compensation for stand-by in port is raised to 74 krs for each commencing period of 6 hours.

Engineer officers cancel ferry strike

Swedish engineer officers belonging to the ITF-affiliated Engineer Officers' Union last month cancelled a proposed strike on 46 ferries after reaching agreement with the shipowners' association on improvements to wages and general conditions of service in a large part of the merchant fleet. Details of the settlement will be given when they become available.

UNITED STATES

New contract ends longest Philadelphia transit strike for many years

The longest transit strike in Philadelphia for nearly seventy years ended after 44 days with the signing of an improved collective agreement. The strike began on 25 March when a contract offer made by the Southeastern Pennsylvania Transportation Authority (SEPTA) was rejected on the employees' behalf by the ITF-affiliated Transport Workers' Union of America and SEPTA adamantly refused to make any further improvements, claiming that it could ill afford even its original offer.

Following what have been described as "the most difficult negotiations in the local's history", the terms of a new two-year contract were eventually agreed and subsequently ratified

by the membership. The agreement provides, *inter alia*, for a 37 cents per hour pay increase in the first year, followed by 23 cents in the second year; a cost-of-living increase in each contract year, payable in December; additional paid leave; a 4 cents per hour increase in the night premium; an additional \$1,000 life insurance protection for serving employees (\$500 for retired workers); and a \$10 boost in weekly sick pay.

TWU signs first agreement for dispatchers with Aloha Airlines

The ITF-affiliated Transport Workers' Union of America has signed its first agreement for dispatchers with Aloha Airlines, only one month after they joined the union on the disbandment of the Airline Dispatchers' Association.

The new agreement gives the following enhanced rates of pay:

	dispatcher	
	starting rate	after ten years
1 May 1977	\$1,736	\$2,430
1 March 1978	\$1,821	\$2,550
1 January 1979	\$1,890	\$2,646
1 November 1979	\$1,958	\$2,742

Other improvements include: holiday pay at 1/152.2 of monthly rate per hour, effective 1 June 1978 and 1/146 of monthly rate on 1 June 1979; work schedules to be drawn up from 1 June 1978 on the basis of a maximum annual average of 1,826 hours (reducing to 1,753 on 1 June 1979); all hours in excess of annual average to be paid at time and one half; meal allowance raised to 75 cents per hour; licence premium of \$35; double severance pay to workers who are made redundant as a result of technological change or amendments to the regulations.

NEWS IN BRIEF

Background to Apartheid Trade Unionism is the name of a pamphlet published recently by the British Trade Union - South African Congress of Trade Unions Liaison Group, whose stated aim is to promote unfettered trade unionism for all workers in South Africa with special emphasis on British-based companies operating in the Republic. Copies of the pamphlet, which contains much new information about the industrial position in South Africa, can be obtained from the Group at the following address:

81, Chetwynd Road,
London, NW5 1DA

Contributions towards printing costs (about 10p per copy) are welcomed.

Flights from airport in England and Scotland were considerably delayed by a 24-hour strike of air traffic control assistants which began in the evening of 3 July. The assistants, who supply air traffic controllers with flight plan information, are seeking implementation of a previously agreed pay award immediately the present stage of government incomes policy expires.

Flight crews with Alitalia in London struck for over eight hours on 30 June to press demands for higher pay and improved working conditions.

The governments of Qatar and Angola have deposited instruments of acceptance of the IMCO Convention with the Secretary-General of the United Nations. IMCO now has one hundred and three full members and one associate member.

PERSONALIA

ITF General Secretary Charles Blyth retired as ITF Chairman at the ITS General Conference on 9 June. He is succeeded by Stefan Nedzynski of the Postal, Telegraph and Telephone International, who was unanimously elected to the post by those present.

Sante Bianchini has been elected general secretary of the Italian Independent Railwaymen's Union (SAUFI).

Louis Buonaccorsi retired from the general secretaryship of the French Railwaymen's Union (FO) at the union's conference last month. He is succeeded by Daniel Larovay. The new assistant general secretary is Serge Peinaud. Brother Buonaccorsi, who is a member of the ITF Executive Board and Vice-Chairman of the Railwaymen's Section, is now in charge of international affairs for the union.

Hans Ericson has announced that he is to leave the presidency of the Swedish Transport Workers' Union at the union's Congress this autumn. Brother Ericson is a member of the ITF Executive Board, as well as chairman of the ITF Road Transport Workers' Section and an active member of the Committee of the Dockers' Section.

The late Robert R. Smeal, former Secretary/Business Manager of the Canadian Airline Flight Attendants' Association, has been nominated by the union for the Gordon R. McGregor Memorial Trophy, which is awarded by the Royal Canadian Air Force Association in recognition of outstanding and meritorious achievements in the field of air transportation.

Ejler Sønner, president of the Danish Transport and General Workers' Union (SiD), has retired after several months' sick leave for health reasons. Erik Bording, former deputy president, is to assume his duties until the union's Congress in September elects a successor.