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Supplement: Conclusions adopted by the East, Central and Southern African Transport Workers' Seminar, Nairobi, 28 November - 2 December 1977.

NEWS AND VIEWS FROM THE ITF

AFRICA

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ITF holds seminar for East, Central & Southern African transport workers

An extremely successful first seminar for both national and local officers of transport workers' unions in the countries of East, Central & Southern Africa was organized in Nairobi, Kenya by the ITF in cooperation with its US affiliate, the International Association of Machinists & Aerospace Workers. The seminar took place from 28 November to 2 December at Nairobi's Railway Training School. It was attended by 30 participants from the following countries: South Africa, Botswana, Kenya, Uganda, Zambia and Zimbabwe, who came from both affiliated unions and potential affiliates.

The seminar, which was formally opened by the Kenya Minister for Power and Communications and officially closed by the Assistant Minister of Labour, resulted in very extensive and lively discussions on the following subjects:

1. Industrial Relations in East, Central & Southern Africa;
2. Industrial Health and Safety;
3. Wages and Income Policies;
4. Multinational Corporations and the developing countries;
5. Collective Bargaining; and
6. The ITF, its rôle, structure and history.

Details of the main conclusions adopted by the seminar on these subjects are given as a Supplement to this issue of the ITF Newsletter.

Lecturers at the ITF seminar included: Ben Udogwu (ITF African Regional Representative); Ben Sharman (International Affairs Department, IAM); and Ken Golding (Secretary, ITF Research & Publications Department).

We would like to take this opportunity of expressing thanks to our Kenyan affiliates, the Railways & Harbours Union and the Transport & Allied Workers' Union, for their great help in organizing the seminar, as well as to the Kenya authorities for their support.

NIGERIA

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ITF urges seafarer affiliates to consider whether to sign articles for Nigeria following pirate attack on Lindinger Ivory

Following the violent attack last month by pirates on the crew of the Danish freighter Lindinger Ivory while at anchor in the roads off Lagos -- the latest and, without doubt, the most serious in a series of such incidents reported to the Secretariat -- the ITF cabled its seafarer affiliates asking them to consider urging their members not to sign articles for vessels bound for Nigeria until such time as it is again safe to call at Lagos. The ITF has also cabled the Nigerian government expressing grave concern at the atrocities committed against the master and his crew and promising the maximum cooperation of affiliates in the urgent efforts which must be made to improve safety at the port. It was a tragic irony that the incident should occur only days after the ITF had alerted the world's seafarers to the possibility of attack by bandits in Nigerian ports (see ITF Newsletter No. 11, 1977, page 107).

The Lindinger Ivory was boarded by armed pirates in the early hours of Monday 21 November. The Danish master was shot and thrown overboard and is presumed drowned. The chief engineer and other crew members were injured -- some of them very seriously -- when they offered resistance. The only woman on board, the chief engineer's wife, was also threatened. The pirates escaped with articles of personal baggage and the ship's provisions.

The Danish maritime unions held a crisis meeting on learning of the attack and were the first to recommend their members to refuse to sail on vessels calling at Nigerian ports until the safety situation improves. The Danish government, together with the governments of the other Nordic nations, has lodged a joint protest note with the Nigerian Foreign Ministry and has strongly urged the authorities to ensure that merchant vessels visiting the country are offered proper protection. A joint protest note was also submitted by EEC governments. Meanwhile, the Norwegian seafarers' organizations, together with the shipowners and the government, have recommended crews of ships calling at Nigerian ports to keep a "safe distance" from the shore to evade marauding attacks.

TRANSPORT

EUROPE

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ECAC adopts resolution on airline safety

Prompted partly by the resurgence of attacks on civil aircraft during recent months and as part of an on-going programme for improving airline safety, the European Civil Aviation Conference (ECAC) has adopted a resolution calling upon its 21 member states

and all other nations engaged in international civil aviation to institute the following improved safety procedures at international airports:-

- 100 per cent searches of passengers and their hand baggage prior to departure on scheduled services and charter flights;
- limitation of hand baggage to one piece;
- normal search procedures to apply to diplomatic and all other privileged persons and their hand baggage, with the sole exception of diplomatic courier mail;
- security arrangements designed to ensure the segregation of controlled and uncontrolled persons after security gates have been passed prior to embarkation;
- all entry points to airside of airports to be kept guarded or locked and vehicles requiring access to airside to be submitted to strict control and/or identification procedures;
- armed guards to be posted or to patrol, where practicable, in the immediate vicinity of all control gates at airport terminals;
- security patrols of the operational areas of airports to be carried out at frequent and irregular intervals.

The resolution also urges all states to ratify the Tokyo, Hague and Montreal Conventions and actively to support any international initiatives that may be taken in future to guard against the taking of hostages. Governments are further urged to assist and support each other in actions against air piracy and terrorism.

X Austria, Belgium, Cyprus, Denmark, Finland, France, Federal Rep. of Germany, Greece, Iceland, Irish Republic, Italy, Luxembourg, Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, Turkey, United Kingdom and Yugoslavia.

TRADE UNIONS

UNITED STATES

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Transport workers set policy objectives for airline industry

The 15th Constitutional Convention of the ITF-affiliated Transport Workers' Union of America held recently in New York City adopted a number of important resolutions, including the following establishing union policy to be implemented by its members in the air transport industry:

flight attendant crew complement -- reaffirming TWU collective bargaining and legislative goals of a minimum of one F/A for each 30 passenger seats or major proportion thereof on passenger aircraft;

saving and strengthening of Flight Dispatch System -- urging the Federal Aviation Administration not to abandon the mandatory Flight Dispatch System in favour of the Flight Following System, which is insufficient to ensure the safety of scheduled passenger transport; and urging the FAA to use its influence and authority to compel US commercial airlines to bring dispatcher training and manning of dispatch and meteorological facilities up to a level consistent with the needs of air travel safety;

flight attendant safety, seating and rest facilities -- renewing the TWU demand that the FAA amend Federal Air Regulations to provide safe seating, suitable rest facilities and adequate safeguards to ensure safe and healthy long-haul flights; and

calling upon TWU locals to step up their safety programmes to ensure that companies implement the safety provisions of their contracts and obey Federal Air Regulations and that new threats to flight attendants' health and safety are quickly discovered, reported and acted upon;

flight attendant duty limitations -- establishing as a union objective the negotiation of on-duty limitations of a maximum of 8 hours in any 24-hour period; and

calling on all TWU locals to monitor enforcement of such limitations when negotiated;

flight attendant safety - turbulence -- requesting the further strengthening of Federal Air Regulations governing the dispatch of more adequate meteorological information to all flights in order to protect against possible injury to crew and passengers from in-flight turbulence; and

demanding that all flights be equipped with devices which would automatically activate seat-belt warning signs when the approach of dangerously high turbulence is detected;

protection from in-flight ozone exposure -- asking the FAA to

- install on-board ozone monitoring devices on all planes;
- insist on protective respirators being carried on all flights assigned to a flight pattern which had previously experienced ozone above the "action level";
- require immediate rest and medical examination of persons exposed to hazardous ozone levels; and

asking the competent medical bodies to undertake in-depth research into the short- and long-term effects of repeated exposure to ozone.

A resolution on Rhodesia, which expressed support for the struggle of the black majority population for freedom and self-government, was also adopted by the meeting.

SOCIAL AND INDUSTRIAL NEWS

CANADA

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Cabin attendants vote on revised Air Canada agreement

Air Canada cabin attendants are voting whether to accept a new collective agreement negotiated on their behalf by the ITF-affiliated Canadian Airline Flight Attendants' Association with the assistance of federal mediators. The new package contains all the provisions of an earlier agreement^X, which was rejected by the union membership, together with certain additional elements relating to increased rest periods and time off and additional leave for long service.

^Xsee ITF Newsletter No. 10, 1977, page 98 for details.

GERMANY

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New basic agreements for seafarers and deep-sea fishermen

The executive of the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) voted on 22 November to accept the mediation proposals for a revised basic agreement for seafarers, thus averting a possible strike (see ITF Newsletter No. 11, page 110).

The union has won both its key demands: the introduction of the 40-hour week (previously 56 hours) and more annual leave (increased from 1 January 1979 by $\frac{1}{2}$ day per month and from 1 July 1980 by a further $\frac{1}{2}$ day per month). In return for these substantial improvements, the OeTV has agreed to make a number of concessions with regard to certain allowances. The current wage agreements will also be extended to 30 November 1978. The new basic agreement runs from 1 January 1978 to 30 September 1982.

OeTV negotiations on a new basic agreement for deep-sea fishermen also reached a successful conclusion last month. Working hours during the journey to and from the fishing grounds will be reduced in stages to 40 hours by 1981, with working hours while fishing also being improved. Leave on fresh fish and factory trawlers is also increased by 21 and 14 days respectively from next year.

GREAT BRITAIN

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Merchant navy officers accept new pay deal

Britain's 46,000 merchant navy officers have accepted the shipowners' improved November offer of a stage 2 pay increase of £4 per week backdated to 1 June (the usual implementation date) plus a 12.5 per cent self-financing productivity deal, based on union agreement to improved working practices, from 1 November. Senior officers, most of whom were excluded from pay increases under earlier stages of government pay policy, will also be eligible for extra productivity payments of between 1 and 3 per cent.

The ITF-affiliated Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers' Union were represented in the negotiations (see ITF Newsletter No. 9, 1977, page 85).

Ratings accept new pay package

The executive of the ITF-affiliated National Union of Seamen has voted to accept the owners' offer^x, which will give them the substantial increase on basic rates that they have been seeking from this year's pay round. Under the new package, which broadly reflects the trend established by the officers' settlement a few days earlier, earnings will be increased by 10.5 per cent from 2 January next and a self-financing productivity deal will add a further £1.72½ on basic rates and 11 days' extra leave in compensation for an agreed reduction of three hours in weekly overtime working. The package also provides for proportionate increases in overtime rates, leave pay and cargo handling and leave food allowances.

The improved offer will be put to a ballot of union members in the course of this month.

^xThe rejection of an earlier offer was reported in ITF Newsletter No. 11, 1977, page 112.

Pay claim for manual workers at municipal airports

A list of claims has been submitted on behalf of some 2,000 manual workers at 22 municipal airports in England and Wales by the ITF-affiliated Transport and General Workers' Union and two other unions which share representation. Current agreements expire at the end of December. The unions will be asking the employers for substantial increases in pay, introduction of the 35-hour week without loss of pay, four weeks' annual leave, improved shift allowances and higher sick pay.

INDIA

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Civil aviation unions protest at disciplinary measures following strike over airline passengers carrying weapons

In protest at the continuing failure of Air India and the Indian civil aviation authorities to apply proper and effective screening measures to passengers boarding the company's aircraft, the Air India Cabin Crew Association recently called a 24-hour strike (see ITF Newsletter No. 11, page 115). This followed the discovery by cabin staff that passengers had been allowed to board a flight carrying revolvers and other weapons that could be used by hijackers.

Instead of taking steps to rectify security deficiencies, the company's response was to suspend from duty the cabin staff who had participated in the strike and to commence disciplinary proceedings against them. This is not the first time that Air India has met official industrial action with reprisals against individual employees.

In the face of the company's attitude, on 25 November all nine Indian civil aviation unions, representing all categories of ground and flying staff, adopted a resolution calling on Air India management to cease:-

- "1. Suspension, charge-sheeting and dismissal of office-bearers and activists of the trade union;
- "2. Coercing individual employees to give written undertakings with deliberate intention to undermine and subvert the trade union itself."

Instead, the unions call on Air India to bring in a new era of industrial relations based on full trade union rights and industrial democracy.

KENYA

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Pay deal benefits low-paid railwaymen and dockworkers

The ITF-affiliated Railways and Harbours Union of Kenya has recently succeeded in negotiating increased pay for the 23,000 employees of Kenya Railways. Effective 1 July 1977, rates were increased by 18 per cent for workers in the lower salary ranges down to 3.5 per cent for the highest paid.

Earlier, the union had concluded a similar agreement with the Harbour Board for dock workers. In this case, the salaries of lower-paid workers were increased by 15 per cent.

MEXICO

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Eastern Airlines ground staff call off strike action

Ground staff with Eastern Airlines in Mexico City, who are organized in the ITF-affiliated Mexican Union of Aviation and Allied Workers (SNTAS), called off an eight-week-old strike against the American carrier towards the end of November when they reached agreement on pay increases of 15 per cent, backdated to 1 October.

A similar 15 per cent settlement was also reached for the ground staff of Pan American, who had been staging strike action for one month in support of their demands.

For earlier details of the Eastern Airlines strike see ITF Newsletter No. 11, p. 113.

SWITZERLAND

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New agreement for Swissair ground staff

Last month, the civil aviation section of the ITF-affiliated Swiss Public Service Workers' Union (VPOD) negotiated a new collective contract for its ground staff members employed by Swissair. Under the agreement, which comes into effect from 1 January, the working week is reduced by one hour to 43 hours; an index adjustment of 1.6% is made for the period October 1976 to October 1977; hourly premiums for night and Sunday working are increased by 40 centimes to 3 frs and 3.60 frs respectively; employees over 60 years of age are entitled to 6 weeks' annual leave; and the stand-by allowance for duty-free days is increased by 5 frs to 30 frs per day.

Swissair has also agreed to make a special bonus payment for 1977 equivalent to 1/3 of one month's salary (with a minimum of 1,000 frs). This has disappointed the union, which had been hoping that Swissair's sound financial position would have enabled it to offer a salary increase.

UNITED STATES

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East and Gulf coast strike ends

After dockers in the six key Atlantic ports had approved a new three-year contract and with the first returns for the remaining Atlantic and the Gulf ports overwhelmingly in favour of acceptance, the ITF-affiliated International Longshoremen's Association called off its 60-day-old strike against automated cargoes on 29 November. The return to work had been delayed longer than anticipated because of the difficulties experienced in reaching local settlements for the other ports on the lines of the North Atlantic master contract.

Under the agreement, pay will rise by three annual increments from the present \$8 to \$10.40 per hour in the final year, with the first year increase of 80 cents per hour being backdated to 1 June 1977. The shipping operators have also agreed to make up any shortfalls or deficits that might occur in local port plans that provide for guaranteed annual income, pensions and welfare. The guaranteed-income funds in each port will now be jointly administered, a major goal of the union during the negotiations.

For earlier details of the strike see ITF Newsletter Nos. 9, page 88, 10 page 100 and 11, page 113.

NEWS IN BRIEF

The ITF wishes to congratulate two of its Danish affiliates on their recent anniversaries. The Radio Officers' Association marked 60 years and the Ships' Catering Personnel Association celebrated 70 years of existence, both in October.

Air France pilots came out on strike on 27/28 November in protest against the government pay freeze applied to salaries over 30,000 francs per month. The pilots are also complaining of being required to fly long hours due to staff shortages. Concorde pilots, who have a separate pay structure, took no part in the action.

Pilots, mechanics and navigators with the French private airline UTA went on strike from midnight on 29 November after negotiations on improvements to pay and leave broke down. All UTA flights to Africa were cancelled as a result of the stoppage, which was called off at midnight on 3 December.

A recent decision of the Employment Appeal Tribunal following a test case brought by the ITF-affiliated British Transport Salaried Staffs' Association has established the right of women employees of British Rail to the continuation of travel facilities for their husbands and dependant children after retirement. The tribunal held that the present distinction between the entitlement of female and comparable male employees to concessionary fares for family members constituted unlawful discrimination on grounds of sex. British Rail has been given leave to appeal.

Greek seamen's pensions will be increased by 7 per cent with effect from the beginning of 1978.

Japan Airlines flights out of Tokyo airport were disrupted by a 48-hour strike of cabin attendants, co-pilots and flight engineers on 21/22 November. The two unions involved in the action are pressing for higher end-of-year bonuses. A further 48-hr. walkout took place at the beginning of December in support of demands for better and safer working conditions.

Railwaymen in Tokyo and Osaka staged lightning strikes on 24 November and 4 December against Japanese government proposals to increase both medical insurance premiums and rail fares.

Spain's 11,000 civil aviation workers suspended a twenty-four hour strike scheduled for 25 November, primarily on safety grounds, after the government threatened that it would call in the military to keep flights operating. The unions are seeking minimum wage increases of between 28 and 35 per cent to counter the effects of inflation currently running at about 30 per cent. The civil aviation staff had already staged a 24-hour strike on the previous weekend as well as a three-day action starting on November 11 (see ITF Newsletter No. 11, page 115) in support of their demands.

PERSONALIA

ITF President Fritz Prechtl has been elected chairman of the Transport Committee of the Austrian parliament. Brother Prechtl is president of the Austrian Railwaymen's Union.

G.J.H. Alink, chairman of the Dutch Transport Workers' Union from 1961 until his retirement in 1973, died on 29 November, aged 67. Brother Alink served on the ITF Executive Board for 11 years.

Knud Ellegaard, vice-president of the Danish Transport and General Workers' Union (SID), celebrates his 60th birthday on 28 December 1977. Bro. Ellegaard has been active in the Danish union movement for over 30 years.

FORTHCOMING MEETINGS

Executive Board - London, 13-14 March 1978
Fair Practices Committee - London, 15-16 March 1978

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

CONCLUSIONS ADOPTED BY THE EAST, CENTRAL AND SOUTHERN AFRICAN
TRANSPORT WORKERS' SEMINAR, NAIROBI, 28 November - 2 December 1977

1. Industrial relations in East, Central and Southern Africa

The seminar felt that effective use of the industrial relations systems existing in the various countries represented, could be made by unions only from positions of organizational strength and independence, and through proper understanding and utilization of that machinery. It was considered that more systematic education by the unions of their members could make a vital contribution towards the achievement of this aim. The importance of establishing union research departments for the purpose of preparing claims was also stressed, as was also the useful rôle which could be played by an increased exchange of information on industrial relations systems and problems in the various countries.

The seminar recognised that in certain countries, such as Zimbabwe and South Africa, political independence and human rights were essential pre-conditions of real progress in the industrial relations sphere. It was, however, stressed that some limited advances were possible through the African unions continuing to make full use of the opportunities available to them to press for improvements in their conditions.

2. Industrial Safety and Health

On this, the seminar felt that there was a great lack of information available to unions in some countries on health and safety matters and that it was often difficult to secure the application of existing legislation. The need for the participation and consultation of unions in framing industrial safety and health legislation was strongly stressed, as was also the need to establish safety committees, at both national and local shop level, with full participation of the workers as of right. On this issue, too, it was felt that it would be extremely valuable to have a greater exchange of information on health and safety problems and their solution between African unions. A wider discussion of such problems among union memberships and/or the establishment of training schemes was also recommended.

It was also considered that a further ITF seminar devoted exclusively to industrial safety and health would be very valuable, particularly if it could have the benefit of advice from union experts in the field.

3. Wages and incomes policy

In a wide-ranging discussion on this issue there was scepticism expressed as to whether effective national wages and incomes policies could be achieved in the absence of strong trade unions. It was also felt that more needed to be done in reducing the gap between high and low wage earners and in raising living standards

generally. The consensus of opinion among participants was that the wages structure in many African countries was still too much influenced by the inheritance from their colonial past.

4. Multinational Corporations

The seminar participants expressed the view that the operations of multinational corporations in African countries without genuine control over those operations by African Governments could in the long term be harmful both to national economies, to the conditions and trade union rights of workers, and to the economic and political independence of African States. Unions should therefore press for the introduction of new legislation or the effective implementation of existing legislative controls in order to set proper standards for the activities of MNCs; to ensure that they pay their fair share of taxes; and do not exploit the developing countries or their workers. There was also a clear need for disclosure of information to both governments and trade unions on the financial aspects and implications of multinational operations.

In general, it was felt that the main rôle of multinational activity in Africa should be that of assisting in the implementation of national development programmes.

The part which the international exchange of information between unions could play was also strongly emphasized as was also the need for the adoption of international codes of practice governing multinational activities. In general, there was a need for increased solidarity and the strengthening of unions, both in the field of bargaining and political influence.

The possibility of the ITF organizing a separate conference of African airline workers to consider one particular type of multinational activity in Africa was also raised.

5. Collective bargaining in African countries

This subject provoked very intensive discussion among participants. Some of the conclusions reached indicated the need for better preparation of bargaining claims by the unions and a greater degree of membership consultation before and during negotiations. At the same time, it was emphasised that the problems of illiteracy and the present lack of interest in trade unions, as well as of understanding of their rôle in society, on the part of many workers, created great difficulties. Proper information and education of the workers on labour matters was an essential task for the trade union movement. The proliferation of many small unions in the same field was also often a factor in trade union weakness in the area of collective bargaining.

In addition, the philosophy in some countries that unions should only bargain on limited issues, within the framework of wage guidelines, acted as a deterrent to successful trade union negotiating activity.

The participants also expressed the view that the theory that wage increases were primarily or mainly responsible for inflation was an erroneous one; on the contrary the basic causes of world-wide inflation were to be largely traced back to huge oil price increases and the jump in food commodity prices, the latter being an almost accidental cause.

Participants also felt that it was often overlooked that African trade unions had played an equal part with political parties in the independence movements. Now that independence had been achieved throughout the greater part of Africa, the unions and political parties should work just as closely together in ensuring the rapid development of the African economies and in fulfilling the aspirations of the African peoples.

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