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# International Transport Workers' Journal

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*Our cover picture this month, which is reproduced by kind permission of the British Transport Commission, shows the skipper of a British inland waterways craft enjoying a well-earned mug of tea in his cabin*



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**International  
Transport Workers'  
Journal**

*Monthly Publication of the ITF*

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*Forthcoming meetings:*

Gothenburg	22 and 23 April Special meeting for Radio Officers
Berne	18 and 19 July Executive Committee
Berne	20-29 July 26th Biennial Congress

**Comment**

'I DON'T KNOW how many we shot', he said. He was a South African police officer as he was speaking, not of rabbits or roe or wild duck, but of men, women and children who had been mown down by the sten guns, the sub-machine guns and the rifles of his khaki-clad subordinates. Two hundred men, women and children, more than sixty of whom died on the spot or later in overcrowded hospitals. Some were literally shot to pieces and their pitiful remains had to be collected together with shovels. The police officer went on: 'My car was struck by a stone. If they do these things, they must learn their lesson the hard way'.

The South African Premier added to the cold politician's comment: 'These disturbances are periodic phenomena. They can in no way be described as a reaction against the Government's apartheid policy'. The silent corpses of the Africans who had dared to protest against the racial laws of the country that had averted their eyes could no longer contradict him. They had 'learned their lesson the hard way'. The self-appointed defender of 'civilization' had demonstrated their superiority only too well by the means they know: the gun, the armour car and the military aircraft.

The massacre at Sharpeville was an isolated phenomenon; it was the logical outcome of the fear which haunts the rulers of the Union of South Africa - fear which has driven them on to destroy liberty, to reject humanity and abandon decency, to beat, ban, banish, proscribe and jail, and even to hound tiny children because of their colour. Their reaction to that fear has also done something else: it has earned them the contempt and loathing of the rest of mankind. In a land which could be happy and prosperous if they have created a lunatic society based on a lunatic theory, a society in which every day cruelty and humiliation is practised - coldly and implacably - as a way of life. For that they cannot be forgiven, not only pitied, for they carry their seeds of destruction within them. They too must learn their lesson the hard way.

# Railroad propaganda ignores the facts

by GEORGE E. LEIGHTY, Chairman, Railway Labor Executives' Association



**CHARGES OF 'FEATHERBEDDING'** which railroad management has been making about railroad labor are completely untrue. These false charges are doing untold harm to the railroad industry.

In all my years of railroading – and I started more than forty years ago – I have never seen as vicious, as misleading or as false a campaign against railroad workers as the one which the railroads of this country are now conducting. That campaign, masterminded by the high-priced advertising and public relations firms hired by the railroads, reflects the same Madison Avenue disregard of ethics which has brought television quiz shows to their present ill-repute and has prompted the Federal Trade Commission to launch its current campaign to stamp out false and misleading television advertisements.

Why did the railroad industry, which over the years has had a comparatively outstanding record of peaceful and harmonious labor relations, suddenly launch this irresponsible and demoralizing attack upon its employees?

The most obvious answer is that a three-year moratorium on changes in wages and working conditions on the railroads expired recently. When Daniel P. Loomis, president of the Association of American

Railroads, launched this campaign in February 1959 in a speech in St. Louis, he and the industry were starting to set the stage for the coming negotiations. In this connection the aim of the campaign is to try to create an atmosphere which would give the employers a psychological advantage in collective bargaining. However, the railroads also have other motives, less obvious, in undertaking this massive effort to brainwash the American people.

*In this article, Bro. George E. Leighty, Chairman of the ITF-affiliated Railway Labor Executives' Association, hits back against the vicious propaganda campaign which US railroad management has initiated against its employees and their unions (A Chase News photograph)*

Under the Railway Labor Act every major dispute that cannot be resolved between the workers and management eventually goes before a Presidential emergency board which issues a report on the facts and recommends what it regards as a fair settlement. A major purpose of the railroads in their current propaganda campaign is to brainwash all potential referees and arbitrators, as well as the general public, to such an extent that it will be impossible for railroad workers to secure a fair and equitable report and recommendations from such a board.

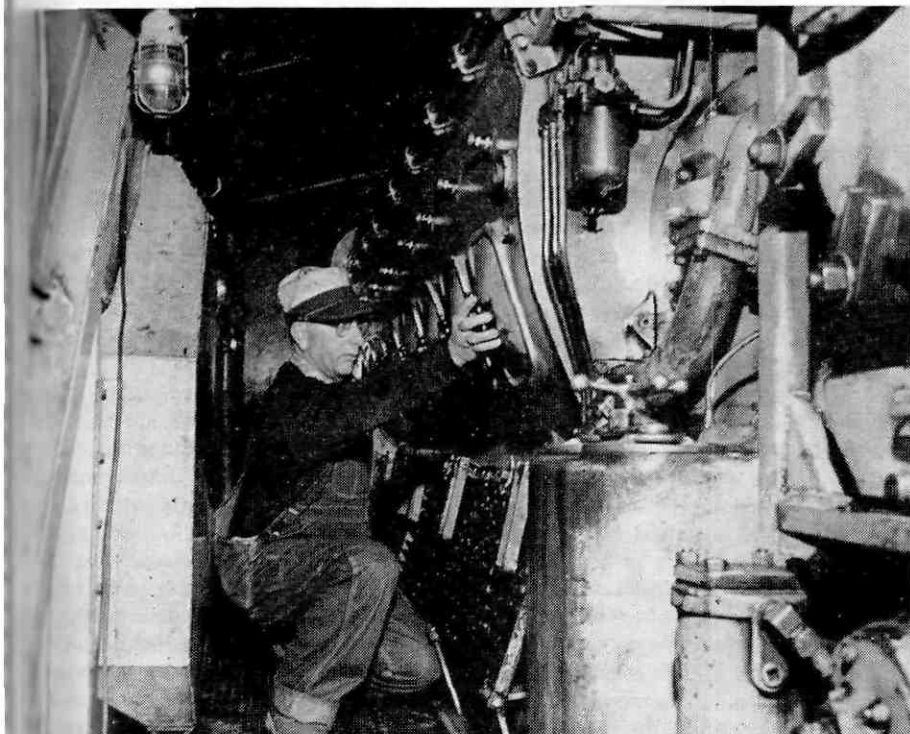
Coupled with the employers' charges of 'featherbedding' is the steady propaganda line that the railroads are in a bad state of economic health, that they are now unable to compete with other forms of transport and that they must have government help in order to survive.

The railroads have done a good job in creating in the public's mind the false notion that they are near bankruptcy. This is helpful to them in their bargaining position, but it is of even more value to the railroads in their lobbying and legislative efforts to win tax concessions, exemptions from regulatory measures and other special favors.

It has already paid off for them handsomely in the benefits they received from Congress in the Transportation Act of 1958, as well as in the special tax measures and other concessions they have received from state and local governments.

Although the railroads are crying 'wolf' and wearing a disguise of sheep's clothing of feigned poverty, the fact is that they are today in sounder financial shape than at any prior time in their history. In the last decade, railroad profits have gained record heights and unprecedented stability.

This has been reflected in a strong investor confidence in rail securities and a spectacular advance in the value of railroad stocks.



*On route check of the 1,500 horsepower motor on a Baltimore & Ohio diesel locomotive made by Fireman E. H. Young. There is no better safety device, maintains RLEA Chairman E. Leighty, than the locomotive engineer and his fireman working as a team (Nate Fine photo)*

The Dow-Jones average of railroad stocks is up more than 400 per cent over the average in 1939. In comparison, the Dow-Jones average of industrial stocks has increased about 350 per cent over 1939 and the utility average is up only about 270 per cent. Obviously, despite all the misrepresentation being circulated about the state of the railroad industry, investors like railroad securities and are bidding their prices up with enthusiasm.

The railroads are still the largest and most important carriers in the transportation field. They are still the most profitable of any form of transport. They realize a margin on gross revenues that is two to three times larger than the margins of the domestic air and truck lines, and the railroads' margin is also more favorable than that of inland waterway shipping.

Compare the railroads' present earnings with past profits. In the period from 1921, when the government relinquished its wartime control and operations, through 1958, the average annual net earnings of the railroads was \$499 million a year. Last year, which the railroads called 'a very bad year' and which was a recession year for all American industry, the railroads nevertheless reported a net income, after taxes and all expenses, of \$602 million. In addition, they took another \$600 million out of their operating revenues and placed it in their capital account for 'depreciation' which they are able to utilize in any way they see fit.

These are the official Interstate Commerce Commission statistics for the railroad industry as a whole. I defy anyone to show that they support in any way the employers' propaganda that they are going bankrupt. It is true that some few individual railroads located in the Eastern part of the United States are having financial difficulties, but these troubles are due to their outmoded capital structure and other factors confronting these carriers.

Oddly enough, as a general rule it is not the managements of the railroads in most financial difficulty which are pressing the industry's current 'featherbedding' charges.

The fact is that railroad managements

are divided over the wisdom of the propaganda campaign which the group presently controlling the thinking of the industry has launched against railroad workers. Several top leaders in the railroad industry have told us that they do not believe in or support the current 'featherbedding' charges.

The charge of 'featherbedding' is being made against railroad workers with the primary intent of taking away from the workers a major share of their present income. The railroads have set the amount involved at half a billion dollars a year, and while they say 'the public' is paying this cost, it is interesting to note that the railroads have indicated no intention of reducing their rates to the public by this amount if they succeed in cutting the pay of their workers.

Strangely enough, throughout their propaganda campaign, the railroads never have given the public a breakdown of how they arrived at their figure of \$500 million as the alleged cost of 'featherbedding'. Although this figure has no foundation in fact, newspaper writers and others have been repeating it without question until it has probably become the most widely disseminated of modern myths.

On November 1, 1959, the time arrived for the railroads to make public just what changes they had in mind in the present working rules which supposedly will eliminate this fantastic amount of alleged waste and at the same time, according to their propaganda, halt what they refer to as the needless destruction of jobs in the railroad industry. Now that they have served notices on their employees' unions, the cat is out of the bag, and we can determine the strange arithmetic by which the industry's propagandists have arrived at this fantastic figure. It represents one of the most unmathematical manipulations to be found anywhere in the realm of loaded statistics.

First, say the railroads, more than £200 million dollars of this total is made up of the wages now paid to firemen in the freight and yard service, whom the railroads want to eliminate. For the moment let us pass over the completely unrealistic and dangerous nature of this proposal. But how, we

ask, is the destruction of jobs in the railroad industry halted by a proposal to eliminate many thousands of jobs now in existence?

Next, the railroads say, they would save £150 million a year by revising the so-called dual basis of pay for train service employees. This is nothing but a proposal to cut the earnings of these employees. It is a pie cut proposal, pure and simple.

Another £100 million of the figure is attributed to the wages now paid to other workers who, the railroads say, fill 'useless crew positions on trains'. Presumably these are primarily brakemen, although the railroads have not spelled this out in any detail. Once again one must wonder how the needless destruction of jobs is stopped without further destroying them.

Finally, the railroads say that £50 million of their figure represents the money that railroads pay out because of 'full crew laws and other safety statutes in twenty-three states. Those laws were enacted because the people of those states, speaking through their elected representatives, determined that the railroads could not be relied upon without such legislation to take adequate safety precautions to protect the interests of the travelling public and railroad employees alike.

This breakdown of the railroads' phenomenal £500 million figure for the cost of alleged 'featherbedding' on its very face reveals just how tenuous and misleading the industry's propaganda claim has been. A practical railroad operating men vigorously oppose the proposed changes in the working rules which the companies have called for.

Of the present 800,000 workers in the railroad industry in the United States, only 200,000 workers are employed in so-called operating positions. Of that total approximately half are engaged in yard service and are paid on an hourly basis, so that the so-called dual basis of pay, which is the basis of the railroads' 'featherbedding' propaganda, applies only to about 100,000 train and engine service employees who are engaged in so-called road service and are required to work under conditions which are not present in any other industry.

The minimum train crew in road freight

dieselization has brought an end to the great and puffers which, although they created a lot of smoke and soot, had a special charm of their own which no one could deny (photograph reproduced by courtesy of Illinois Central Railroad)

Freight service is only five men – an engineer, a fireman, a conductor, and two brakemen. This has been the standard minimum crew for over forty years, and it hasn't increased despite the fact that today's trains are many times longer, heavier, faster and potentially more destructive than ever before.

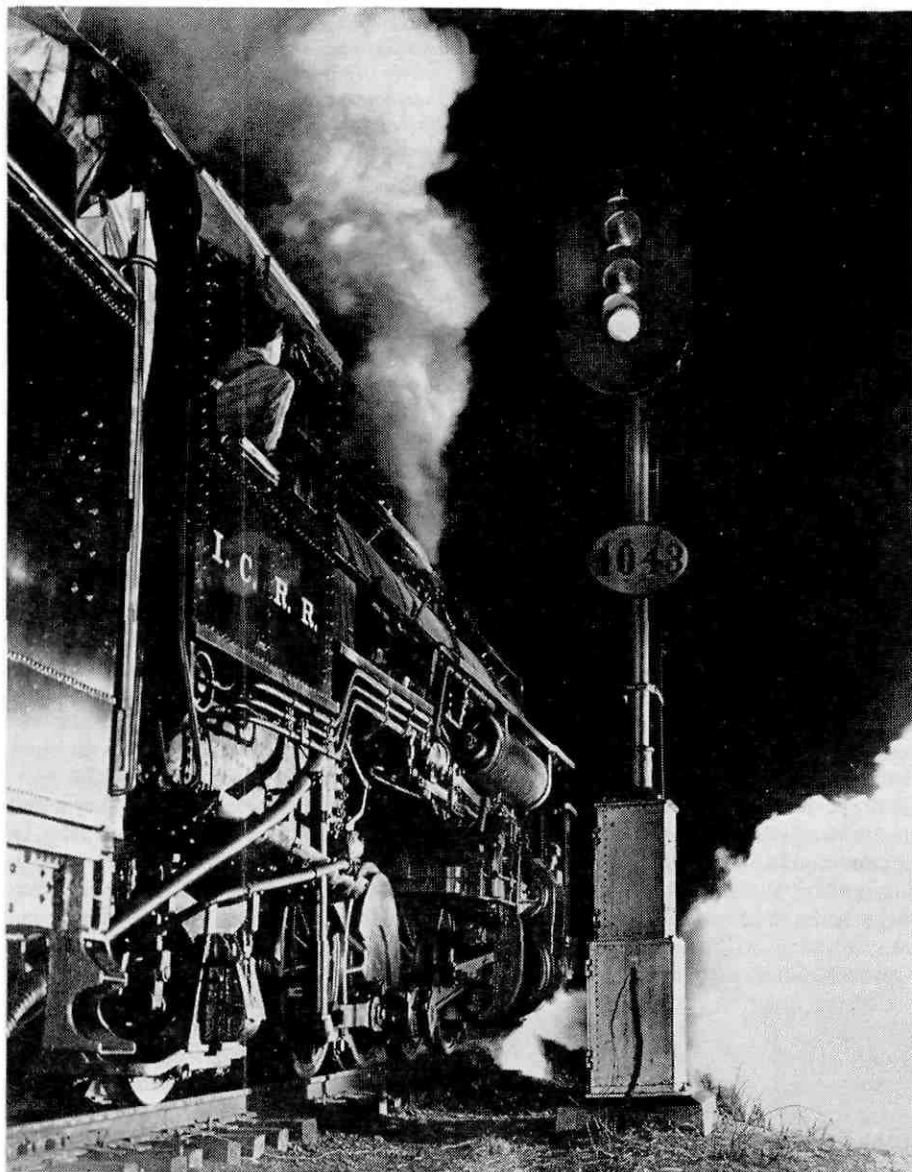
The pay system under which operating workers are compensated is a piece rate incentive system, where the unit of pay is the mile run. One hundred miles is merely a unit of work for which a unit of pay is received. Some railroaders inaccurately call the one hundred-mile unit of pay 'a basic day', and the railroads have twisted this term for all it is worth in their 'featherbedding' charges. What the term really means is that one hundred miles is a basic unit of compensation, and it never was intended to be and never has been comparable to the eight-hour day in outside industry and in the railroad non-operating crafts.

Let me illustrate just how unfair the railroad charges that their workers earn 'a day's pay' in only a few hours of work really are by contrasting the earnings of a Detroit bricklayer during an eight-hour day with what the railroads call 'a day's pay' in their propaganda. The bricklayer currently would earn about \$34 a day for his labor, while the so-called 'day's pay' of the average locomotive engineer – the highest paid of any of the operating railroad workers – is only \$22 a day.

Most of the operating workers earn considerably less – for example, only about \$18 a day' for locomotive firemen.

When one considers how much greater is the responsibility of these railroad men upon whom depends the safety of equipment and lading worth seven million dollars per average train plus the lives and security of many passengers, it is clear that the one-hundred-mile measure used to pay operating employees obviously is not intended to represent a day's work in the usual sense but rather is only a unit of work.

The railroads now propose to run their crews 160 miles for the same amount of money they now pay for one hundred miles. In other words, they are asking these em-



ployees to take a pay cut of some sixty per cent.

It is appropriate to point out that the railroads charge shippers and passengers on a basis of per mile carried. The dual basis of pay was put into effect at the insistence of railroad management because it relates wage costs directly to operating income. Despite all the propaganda of the companies now flooding the nation, there is no evidence that increased train speeds and other factors will ever mean any substantial reduction in freight rates or passenger fares. Since living costs generally are rising, it is more likely that both will be increased.

As a matter of fact, they would already have gone up more if the railroad companies in recent years had not been the beneficiaries of the greatest increase in employee

productivity of any industry. In the past decade the productivity of railroad labor has soared an amazing one hundred per cent and it has been rising in recent years at a steadily increasing rate, faster than in any manufacturing industry.

The railroads argue that higher train speeds, because of dieselization, make present-day scales archaic. But in 1946, before the railroads of the United States turned to diesel power in freight service, the average freight train speed was only two miles an hour less than the average freight train speed of 18.9 miles an hour in 1958. Steam engines could move just as fast as diesels, but it took more engines and more crew members, and that is where productivity tells the real story.

A one hundred-car freight train with two to four steam engines had two to four

*Brakeman on the rear of a freight train. Brakemen perform an important and dangerous function and the steady increase in their casualty rate shows that the need for an adequate number in the interests of safety is increasing – and not diminishing as employers contend (North. Pacific Railway)*



engine crews. Now one engineer and one fireman are responsible for any number of diesel units operating in multiple. They can and do run as high as five and six units hauling trains of 150 to 200 cars, and even more units are used where longer trains are involved.

In any piece-rate system, there are always some operations which pay comparatively high wages, and when the railroads in their propaganda cite runs where they claim one or two so-called 'days' pay' is being earned in a few hours, they are referring to these exceptionally 'red apple' runs.

Such runs are held by less than one per cent of all railroad employees, and they are held only by employees who have worked up the seniority ladder step by step by putting in twenty-five to thirty years of service at conditions and pay which are decidedly substandard in terms of modern industrial wage scales and working practices. For every example which the railroads cite as 'featherbedding', there are scores of instances at the other end of the pay structure where it is perfectly clear that the employees are grossly underpaid.

If the railroads were to go on a straight time basis similar to that in other industries, they would, on the basis of 1957 employment have to pay out some £647 million a year more to their employees than they actually did. That means that any fair and equitable adjustment of the dual basis of pay system to modern industrial standards would cost the railroads well over £100 million more than their alleged £500 million cost of 'featherbedding'.

In the first place, railroad operating employees in road service did not get the twenty per cent increase in basic pay that was granted to non-operating railroad workers when they were placed on a forty-hour week. To place these workers on the same basis, therefore, would require an immediate increase of that amount in their basic wage rates.

That, however, would be only the first increase in wage costs that would result from any modernization of the dual basis of pay system. Under their present pay system, most of the overtime worked by

railroad employees in road service is paid for at the straight time rate, and working days of as much as sixteen hours at the straight time rates are not at all uncommon. These employees get no night-shift differential and no premium pay for Sunday and holiday work. They do not get paid for the time they must spend away from home at the far terminal, and they receive no allowance for their 'away from home' expenses while they are waiting to make the homeward run. Under such conditions, it is clear that the compensation even in the higher-paid runs cited by the railroads quickly evaporates.

When the employers talk about 'modernizing' the working rules for the operating employees in road service, they aren't proposing adjustments of this kind. All that they really mean is that they want to preserve these conditions but make their employees perform sixty per cent more work for the same unit pay.

To offset this clearly unbearable loss in take-home pay, the railroads are also advancing another proposal involving the mileage ceilings of engine crews. At present the average crew operates 4,800 miles per month in passenger service and approximately 3,200 miles per month in freight service.

What would this proposed rules change really mean? It would place thousands of enginemen out of work. A few high seniority men would be allowed to make higher overall earnings, but at a great increase in their total working hours. Here a safety factor enters. Higher speed trains mean greater strain upon the enginemen and consequently greater fatigue. Instead of lengthening hours as train speeds rise, the requirements of safety demand that the total be steadily reduced.

A third rules change which has been asked by the railroads involves the location of terminal points. The railroads are asking for authority to establish and relocate existing terminal points at their own discretion. On the surface such a proposal may not seem too significant, but let us look at some of its implications.

What is involved is literally the creation

of ghost towns in many areas and the destruction of billions of dollars in proper values with no appreciable advantages to the railroads. Railroad communities – as there are many of them – depend almost solely upon the men and women who work and live there. If income among railroad workers drops or disappears, all of the business establishments in these communities suffer.

Whenever one of these terminal points is moved, a great economic and social upheaval occurs for the people involved. Engine and train crewmen, who have usually purchased homes in these communities, must move in order to preserve their jobs and their source of income. Dispatchers, yardmen, shopmen and clerks must follow. These railroad families, whose life savings have been invested in homes near the abolished terminal point, thus find much of their equity wiped out because they must try to dispose of them at a time when the market has completely vanished.

With the departure of these railroad families goes the reason many towns have for existing. Schools, recreational facilities, municipal buildings – all erected at considerable cost by the community – stand empty and unused, and these once prosperous communities plunge into decline. The economic loss is made all the more tragic by the uprooting of the lives of good citizens, whose roots and friendships are in the communities which the railroads want to abolish.

Also involved in this proposal is the seniority protection of the men who operate from one division point to another. The carriers seek to disrupt the seniority that years of faithful service have gained by those who have spent five, ten, twenty or even thirty and more years in the industry.

There is a human element in every

industry and business. Too often we mistake production, automation and technological progress as controlling factors in life rather than relate them to the overall concept of human values. People have human needs, human desires and human rights. Machines should not supersede those things, nor should they control our outlook on life. Machines should work for humanity.

A certain amount of specialization exists in the railroad industry. The shopmen know their jobs well, as do switchmen, brakemen, conductors, firemen and engineers. Another type of specialization is found in the difference between yard and road assignments among engine and train crews. It is one thing for an engineer and a fireman to know the intricate switching assignments of a huge yard and another to know the roadbed, track curvature and grade and other requirements of a road assignment. The same is applicable to train men and yard switchmen. Their jobs demand distinct knowledge and skill which provide for safe and efficient operation.

A yard crew cannot be expected to take a long freight train over tracks foreign to them. Nor can a road crew coming off a run be expected to perform yard switching in dangerously unfamiliar surroundings and conditions. It's something like asking a railroad vice-president of personnel to spend the last two hours of his day as superintendent of the electrical shop. He would be a hazard.

The coming of diesels brought an end to an era that most railroaders recall with nostalgia. The puffing steam engines created a lot of smoke and soot, but they had a special charm no one could deny. Aboard these engines the locomotive firemen fed the 'iron hogs' for nearly a century. First they used wood, then came coal and later there were the automatic stokers that eliminated most of the coal shovelling, even though coal was still used as fuel.

Dieselization brought an end to the great old puffers, and their stimulating whistle became a thing of the past. The fireman, however, did not fade into history. Instead, he exchanged his coal shovel and knowledge of automatic stokers for a new set of

work tools. These tools were diesel engine trouble-shooting books, a working knowledge of the great new power that uses oil to generate electricity.

His name didn't change – probably because of his proud tradition – but his duties in many respects became more complicated and certainly more important. The fireman retained his regular work as safety lookout on the left side of the locomotive cab and his duties in assisting the engineer and training to be an engineer himself one day. To those he added the responsibility of supervising the power-producing units of any number of diesel units operating in multiple as one locomotive.

When a train is in operation, engine malfunctions cause warning signals to light up in the locomotive cab. It is the fireman who has the responsibility and the skill to investigate these trouble calls, locate the disorder and, if possible, restore the unit to operating conditions without interfering with the continuous operation of the train.

The fireman is readily available when and if an engineer becomes incapacitated, and no matter what grandiose claims are made about the 'dead man's control', there is no better safety device than the engineer and his fireman working as a team. Those are the sentiments of many top railroad officials and of railroad operating workers without exception.

None of the automatic devices introduced in railroading makes the fireman obsolete. He is the employee responsible for checking and supervising the power production of the technological device involved, the diesel engine. The locomotive fireman is indispensable to railroad safety and the proper and efficient operation of trains. He is needed to provide the supply of new workers undergoing training to become locomotive engineers.

Just as railroad management is ignoring the demands of safety in its reckless proposal to remove firemen from freight and yard service operations, it is similarly irresponsible in its effort to eliminate what Daniel Loomis has referred to as 'the brakeman who handles no brakes on power-brake-equipped freight trains'.

It just happens that the Interstate Commerce Commission regularly reports casualties to employees in many sub-classifications, and among them is one involving the accidents sustained in the 'operation of hand brakes'. If brakemen are handling no brakes, as Mr. Loomis alleges, how then did it happen that in 1954 there were three train service men killed and 688 injured in the operation of hand brakes? In 1955 six were killed and 793 injured in the operation of hand brakes. In 1956 there were five killed and 863 injured in the operation of hand brakes. More than twelve per cent of all casualties to brakemen in those three years occurred in the operation of those handbrakes that have supposedly vanished.

Brakemen are performing an important and dangerous function, and the steady increase in their casualty rate shows that the need for an adequate number in the interests of safety is increasing – and not diminishing as the employers contend.

Similar to the railroad management's



Constant and careful signal inspection contributes towards the safety of rail travel. US railroad labor organizations have fought for and helped to bring about every safety regulation and device now taken for granted, including the signal system now in use (Seaboard Air Line Railroad Co)

proposal to eliminate firemen is its demand that it have the sole right to determine the use of conductors, brakemen and engineers.

There is a popular notion circulating in employer circles that the managers of an industry must have the exclusive right to decide when and where employees will be used. This greater flexibility, they say, will enable the industry to receive full benefit of automated techniques.

Look at that proposition in the case of the railroad industry. The employers want to decide when and where they can use employees. The workers have their rights too. They have the right to protect themselves against unwise management encroachment.

The American railroad industry has demonstrated over the years an inability to provide safe, efficient operation without the guidance of government agencies and the checkrein influence of the labor organizations. Insurance companies still classify railroad operating work as hazardous and charge considerably higher rates on these job classifications.

It was the railroad labor organizations that fought for and helped bring about every safety regulation and device now taken for granted on the railroads. These include even such basic requirements as electric headlights, automatic car couplers, locomotive inspection and even the entire signal system in use in this country. Labor's efforts to improve railroad safety have always been bitterly opposed by railroad management.

That opposition exists today. Over two years ago we asked the railroads to work with us in setting up a joint labor-management safety committee to try to halt the steady rise in railroad accidents. We could not secure the railroads' co-operation. The railway labor organizations then set up a safety committee of their own.

Safety legislation invariably gets the tag of 'make work' legislation or 'legalized featherbedding' pinned on it by railroad management. Kenneth Tuggle, chairman of the ICC, regards such legislation as necessary to the safety of the employees and the public. Safety legislation does not in any

manner have the purpose of creating jobs, Mr. Tuggle says.

Historically, the financial interests that control the nation's railroads have always placed profit above safety, and that is what they are doing now in their 'featherbedding' campaign. Given the prerogative to assign crews at their own discretion, the railroad management most assuredly would follow its past attempts to milk as much work from the least number of employees possible without regard to safe operation and efficient service to shippers and the travelling public.

Railroad labor, with the public's interest just as much in mind as its own natural interest in self-protection against the hazards of railroad employment, will use all of its resources to prevent changes in the working rules which would threaten safe and efficient railroad operations.

Instead of attacking their employees with false charges, the railroads would better serve their own interests and those of the nation if they would abandon their present defeatist attitude concerning the future of the railroads. If management would only devote the energy it now is wasting in attacking non-existent 'featherbedding' to its primary function of actively competing for the amount of business it could get by providing better service, most of the railroads' problems would quickly vanish.

Instead of responding to competition by seeking to meet it through better selling and more adequate service, the railroads appear to have thrown in the sponge. They are running fewer passenger trains. Diners have been dropped on many long runs. Many stations have no red cap service. Lack of cleanliness and sanitation of some trains has reached the point of becoming a threat to public health.

Should one wonder that the airlines and buses are getting a steadily higher share of passenger service under such circumstances? The wonder really is that railroad service has held up so well.

Despite all that railroad management has been doing deliberately to discourage passenger train operations, more passengers are using the railroads today than ever

before - when the available service is taken into consideration. This becomes clear when it is remembered that from 1929 to 1957 the railroads took off so many trains that there was a drop of fifty per cent in the total passenger train miles run by the railroads.

In spite of the tremendous cutback in available railroad service and in spite of the tremendous increase in competing passenger service facilities in the form of buses, airlines and greater use of private passenger cars for interurban travel, the railroad decrease in revenue passenger miles over the same period was only ten per cent.

These figures prove conclusively that the railroads could be carrying a considerable greater portion of passenger business - and at a profit - if they would only make the effort.

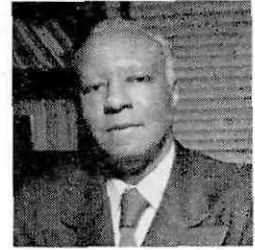
We have all seen the railroads' advertisements featherbedding, but how many of us can recall the last time advertisements to promote railroad travel approached even ten per cent of the advertising space the airlines use to promote their business?

Railroad mismanagement is by no means confined to the sphere of passenger service. Some railroads have gone out of their way to discourage less-than-carload freight. Other want to drop the income they receive from hauling mail and still others have cut back on the services they perform for shippers. The present state of maintenance of the freight car fleet and of track and roadbed has reached such a deplorable state that it is now the subject of investigation by Congress.

The railroads have only one thing to sell - service. Yet the philosophy that has been followed by railroad management in too many instances is to cut down on service in the expectation that more money will be made as services are eliminated. Such an approach to railroading just won't work. Moreover, it cannot long be tolerated because it is contrary to the national interest. Those of us who work in the railroad industry have unlimited faith in its future. We know how far more efficient a form of transportation the railroads could be if they were only properly used. We would



A. Philip Randolph,  
International President of the US Brotherhood  
of Sleeping Car Porters



### Profile of the month

AT THE BEGINNING OF THIS YEAR, political leaders of both major parties and trade union officials joined with 3,000 people (another 3,000 were turned away) who crowded into New York's Carnegie Hall to pay tribute to a man who has devoted all his active life to the cause of labour in general and railway sleeping-car porters in particular, and who has at the same time waged a ceaseless battle for the advancement of the Negro people in America. The occasion was the 70th birthday of Asa Philip Randolph, International President of the Brotherhood of Sleeping Car Porters and a Vice-President of the American Federation of Labour-Congress of Industrial Organizations.

Randolph had become interested in trade unions as an instrument of socialism following on his studies of labour economics at the College of the City of New York. He had lectured at the Rand School of Social Science in New York and then worked at a variety of jobs in that city and in his native state of Florida, attempting to organize workers and gaining first-hand experience of the methods used by employers to prevent their employees organizing to protect their interests. It was not until 1925, however, that his efforts to form a lasting organization were successful with the founding of the Brotherhood of Sleeping Car Porters, employees of the Pullman Company. He became the general organizer of the union and made use of a journal of which he was co-editor, the *Messenger Magazine*, to publicize the union's case.

The Brotherhood went through difficult times, struggling to organize the porters in the face of fierce opposition from the Pullman Company, which used a variety of methods, from the sacking of union leaders to the setting up of a 'company union', to try to break the spirit of its employees. Randolph was himself subjected to violent personal attacks during this period from a number of anti-union organizations, who saw in his determined fight a threat to their own security and who sought to break his organization by discrediting its leader. Finally, however, in 1935, ten years after the union's foundation, when the 'company union' had been defeated by the Brotherhood in a representation election by a majority of six to one, the

Pullman Company was forced to recognize the union and negotiate an agreement with its representatives.

Under Randolph's leadership the sleeping-car porters have steadily improved their working conditions and wages, and there is no doubt that the Brotherhood will continue to be among the most progressive of American labour organizations in its approach to the problems facing its members as a result of technical advances in industry. In addition, Randolph has realized that the Communists are keen to use Negro workers' organizations and has consistently, and with undoubted success, fought against Communist infiltration of his union.

Concurrently with his work in the labour field, Randolph has been engaged in fighting a battle on behalf of Negro workers throughout the United States. He has become renowned for his championing of the Negro cause, his first notable success being in 1941 with the celebrated March on Washington movement, when Randolph threatened to lead a march of 50,000 Negroes to Washington unless an Executive Order was issued banning job discrimination in government employment. Roosevelt resisted at first but when he saw that Randolph was in earnest he had no choice but to comply and the Fair Employment Practices Committee was accordingly set up, which lasted throughout the war years. Again in 1948 he persuaded President Truman to set up the Committee on Equality of Treatment and Opportunity in the Armed Forces. Since that time Randolph has

(Continued on the next page)

like to work with management toward that end, because we believe that jobs in the industry can best be preserved, not by seeking to destroy safety standards but by doing constantly better the transportation job which only the railroads are equipped to do.

Railroad labor in this country has never fought the introduction of labor-saving devices when they have contributed to more efficient - and safe - railroading. The unmatched productivity increase among workers in the railroad industry is ample testimony to this fact.

Railroad management should settle disagreements with its workers in the traditional way - at the bargaining table and not in propaganda campaigns in the public press.

We hope such an era of labor-management co-operation on the railroads will arrive soon.

### Fisheries co-operation between Norway and Britain mooted

**STRONG SUPPORT** for the idea of British-Norwegian fisheries co-operation has been given in an editorial in the Oslo newspaper *Arbeiderbladet*, principle organ of the country's Labour Government.

Northern Norway, where the fish can be landed, processed in freezing plants and distributed, could become the centre of Europe's fish processing industry, said the article. Why, it asked, should British trawlers make the long return voyage home when British-Norwegian co-operation within the Free Trade Association could give the British better and equally cheap fish, processed in Norway? Commented *Arbeiderbladet*, the Norwegian plants have great unused capacity and it should be in the interests of Norwegian fishermen to develop this industry further because no country can thrive unless it invests in the future. The landing of British trawlers in northern Norway need not necessarily prejudice the earning position of the local fishermen since the development of new markets abroad would vitalize the entire industry and hasten the general economic development of the area.

# Only Eurocontrol can solve air safety problems

by ROGER LAPEYRE, Secretary-General of the Transport and Public Service Workers' Federation (F.O.)



**I**T IS OBVIOUS that progress requires that many industries make serious efforts of re-adaptation, but it is equally true that few of them have to make such a great effort in this direction as is necessary for the air transport industry, for the latter is undergoing an absolute revolution in this domain.

How was the situation at the end of 1959? Aircraft are flying ever higher. Whereas formerly they flew at an altitude of 15 to 20,000 feet, they have now climbed to altitudes of 28 to 40,000 feet, heights which have up till now been exclusively reserved to military jet aircraft.

But aircraft are also flying at ever greater speeds. This average speed, which was formerly 300 m.p.h., is now nearly 600, whilst of course, the average tonnage, which was previously sixty, has now become 140.

Twice as high,  
Twice as fast,  
Twice as heavy,

These factors inevitably involve adaptation of methods.

And, in addition to technical progress, which in itself necessitates institutions and systems, there are the political problems raised by the existence of the Common Market.

All this means that we must not be astonished to see new names of organizations appearing. They go under the names of Air-Union, Community Agency and Eurocontrol.

The two first of these are too dependent

on political factors for it to be possible to obtain useful information on them at present, or even to assess accurately the position of the trade unions towards them.

So far, however, as Eurocontrol is concerned, an initial analysis can be undertaken. Here too, political problems are involved, but it does not appear that they will raise serious obstacles against the technical considerations which render Eurocontrol an imperious necessity.

The Transport and Public Service Workers' Federation (Force Ouvrière) and its Civil Aviation Section are following the talks, designed to result in the establishment and entry into force of this organization, with considerable interest.

The result was that, at the Civil Aviation Conference which our union organized at Royaumont, M. Bretonnière, Administrator of the French Civil Aviation, made a statement on this problem.

## Why Eurocontrol?

Although air space below an altitude of 20,000 feet is strictly controlled aircraft flying above this altitude can only depend on assistance and information provided by

In the accompanying article, Bro. Lapeyre, of the ITF-affiliated French Transport & Public Service Workers' Federation points to the urgent need for control of upper air space on an international basis.

the ground services, it being the entire responsibility of the pilot to avoid collision in flight.

But jet aircraft do, in fact, fly at altitudes of 30 to 40,000 feet. Some system of control is now essential. Two aircraft flying towards one another, at a speed of 600 m.p.h. each need one minute to perform the operation necessary if a collision is to be avoided. But one minute corresponds to a distance of about fifteen to twenty miles, which distance the aircraft are not inter-visible.

Let us look at a Caravelle flight on the Paris-Düsseldorf line.

Forty-five minutes' flight, of which eighteen take place in the upper air space with only nine minutes at cruising altitude.

Now during, this short time the aircraft depends:

- On Paris for the lower air space,
- On Paris for the upper air space,
- On Brussels for the upper air space,
- On Düsseldorf for the lower air space.

Control operations involve:

- an average of six telephone calls from centre to centre;
- a minimum of four radio-telephone calls from air to ground with the control aircraft entry and departure from the control area;
- the necessary air to ground liaison to enable control's instructions to be executed.

An example like this shows how difficult it is for the controller responsible for the regulation of traffic to take effective economic action (for the fuel consumption of jet aircraft is so high that they must remain at cruising speed for the longest period possible).

Although the necessity for internationalizing the confined air space of the various States is obvious, it becomes even more urgent if we consider that upper air space is essentially the province of operational military aircraft which formerly were the only ones who used it. Co-ordination of operational radar bases which ensure

(Continued from page 83)

worked ceaselessly for the abolition of all forms of discrimination on grounds of race, colour or creed. He has urged the establishment of a permanent Fair Employment Practices Code and the complete desegregation of the Armed Forces. He is currently putting his weight behind the movement for an effective Civil Rights bill.

Asa Philip Randolph's work along these two fronts — labour and racial discrimination — has won him the respect of liberal opinion throughout the United States. He has pursued his aims with tireless energy, and the power of his oratory, which in the early days

of his union career was often strongly Biblical in flavour, a result no doubt of his upbringing as the son of a minister in the African Methodist Episcopal Church, never fails to rouse his supporters. He has always opposed the theory of gradualism, and his success with the March on Washington seems to have proved that directness and inflexibility of purpose can be a practical strategy. In 1955 he was elected a Vice-President of the AFL-CIO, and we may be sure that in the future he will continue his fight for his members in the Brotherhood of Sleeping Car Porters and for the civil rights of American Negroes as energetically as he has done in the past.

*Under present conditions it is ever more difficult for the controller responsible for the regulation of traffic to take effective and economic action in the case of jet aircraft now coming into service*



guiding of military jet aircraft is therefore indispensable.

But it has become clear that it is not a workable proposition to transpose the system of airways into upper space, for the increase in the number of jet transport aircraft together with the increase of operational aircraft would rapidly lead to a saturation of air space.

Now that military and civilian traffic is at the same altitude, the idea of giving each of them different altitudes must be replaced by a system of predetermined routes.

The difficulties have been brought out in a spectacular way in the so-called 'infernal' quadrilateral - Paris, Amsterdam, Hamburg, Munich.

In theory, two solutions were possible:

1. The setting up of a single joint civilian and military organization responsible for all traffic;

2. The establishment of international centres responsible for regulating air traffic in general and for co-ordination with operational traffic which would remain the responsibility of the military radar bases.

The second solution was the one decided upon.



*With the more general utilization of turbo-jets on the world's air routes, close collaboration between those who fly the aircraft and the personnel in the air safety services on the ground will become increasingly vital (Photo: The Aeroplane)*

Two bases have been proposed - one to cover France, the Federal Republic of Germany and Benelux and the other to cover Italy.

Each of these bases will be run in conjunction with a military liaison mission, for the purpose of making known what amount of space needs to be reserved for operational purposes.

On the other hand, controllers from the international flying fields will be attached to the military bases; they will be responsible for identifying civil aircraft and warning the military controllers accordingly.

Civil controllers attached to military radar bases will be in liaison with area controls.

In short, traffic control will be carried out by international control centres responsible for the safe movement of transport aircraft, whilst the armed forces will go on ensuring the control of their own aircraft.

How can such international centres be established?

It would have been possible, either to confide the overall control of the upper space of several countries to one of them, or to set up a joint organization for ensuring the safety of all.

The first solution was not admissible on political grounds. Obviously, the idea of an Agency, whose task would be the responsibility for air traffic in upper space, was the one decided upon.

This Agency, which is now known under the name of Eurocontrol, is likely to be of

interest to France, the Federal Republic of Germany, Belgium and Italy.

The idea was accepted in principle on 29th May 1959, at a meeting in Paris of the Ministers of Transport responsible for Civil Aviation.

The technical and financial reports in this connection are to be submitted to the competent Ministers at the end of November. Should they adopt them, the matter will be considered at diplomatic level, after which a considerable delay will be involved before the necessary preparation can take place which must precede an official decision. Is it too much to hope that, by the spring, the control of upper air space will have been effected on an international basis? There are reasonable grounds for believing that something is about to be achieved in this direction.


As I have said, certain politicians, who foster hopes of retaining a selfish form of sovereignty, find it difficult to agree to such a European organization, but here too science and the necessities of modern economy make a solution necessary, for in the realm of air transport and the safety measures connected with it, the frontiers which the jet aircraft, being capable of spanning them in a few minutes, ignores appear quite ridiculous.

Does this mean that important problems will not arise for the staff? The latter know only too well that they will.

They will have to make a supreme effort in order to adapt themselves to the new

*(Continued on the next page)*

# It's people that count

 THIS IS THE TITLE AND MESSAGE OF A FILM produced last year by one of Canada's largest unions and the ITF's oldest affiliate in North America, the Canadian Brotherhood of Railway, Transport and General Workers. The film, which commemorates the Brotherhood's half-century, gives a vivid, direct account of the union's history and achievement in a form calculated to make an immediate impact on the viewer. As Bert Hepworth, the director of the Brotherhood's Education Department, points out in commenting on the decision to make the film - 'There is a great need to tell 'them' about 'us'. Who do we mean by 'them'? Well, first of all, the membership. In our union - any union - there never are enough members who really know the score about their organization. In earlier days, when members could be numbered in the hundreds rather than thousands, each individual knew more about our aims and how we try to attain them. But organizations, like their members, grow older. As they do, the initial impetus and surge, the enthusiasm of being part of something new, tapers off, just as the drive and exuberance of youth diminish. The first-hand experience of the founders and pioneers becomes second-hand in the telling, and loses much of its ability to inspire and activate. We need constantly to renew the experiences of the past and relate them to the present. A film can do this, making an impression on eyes, ears and emotions'.

One of a union's most important tasks is, in truth, to know itself and to let others know about itself. This makes ultimately not only for greater success at the bargaining table, but also helps to develop legislative strength to ensure the continuing existence and growth of trade unions in the face of the forces of reaction. At the present moment it is of crucial importance for American and Canadian trade unions to present the public with the truth about themselves. This is the only answer to the irresponsible slander campaign which during the past year has been directed against them at great expense from certain influential quarters. The Brotherhood hopes then that this film will not only bring the truth home to its own membership, but that it will appeal to members of other trade union groups who will no doubt see some of their own story in it, and that it will make an impact on farmers' groups co-operatives and voluntary organizations of all kinds throughout the community.

## Five questions - many answers

'It's people that count' is a black and white movie, about twenty-nine minutes long, English and French, the latter version bearing the title 'Avant tout, les gens!' Television use is probable, partly because, although based on one union, the film tries to interpret basic Labour aims. Another factor is that the film tries to portray certain developments of the modern age, such as the impact of automation, which directly affect all workers everywhere.

The production consists of an introductory section identifying the nature and importance of the union and the kinds of jobs done by members. The concluding section emphasizes the stake each member has in his union, and some of the larger concerns that face the Labour movement today. In between, five story sequences try to answer these questions: 'What is the Brotherhood for?' 'How did the Brotherhood start?', 'What has the Brotherhood

*Brother Bert Hepworth, Director of Education of the ITF-affiliated Canadian Brotherhood of Railway Transport and General Workers, is the author of this article describing how the Brotherhood has gone into the film-making business.*



done for us?', 'How does the Brotherhood work?' and 'What is the Brotherhood going to do in the future?'.

The first sequence to be shot on location takes place on an East Coast ferry (an ice breaker) ploughing its way through the winter ice. It deals with a specific grievance brought up by one of the crew members in the course of his daily work, and follows it up as the union steps in and handles the case through all its stages. The vibration of the ship and the sound of the ice being crunched as a channel was broken pose special problems for camera, lighting and sound men. However, with the co-operation of the captain, officers and crew, the difficulties were overcome, and the sequence is one of the most colourful in the movie.

## Montreal's Urban Transit System

The sequence involving Montreal's urban transit system deals with the question 'What's the Brotherhood for?' This sequence illustrates how a union protects workers during a period of change; in this case, the replacement of tram cars by buses. Another fundamental activity, negotiations, is illustrated through a meeting of the officers of the Montreal Transportation Commission and the General Adjustment Committee.

*(Continued from page 85)*

techniques, and the selection of staff involved may well bring about changes of job, which are always wearisome.

If Eurocontrol is set up, it ought to start off well. But if it is to do so, once all political and administrative difficulties have been overcome, the various national administra-

tions will have to take care that they have secured the trusting co-operation of their staffs.

Our organization, with the modest means at its disposal, intends to work towards the accomplishment of a joint organization which will be an additional guarantee of international co-operation and security.

Melville, Saskatchewan, was chosen as a suitable location for the 'looking backward' sequence. Here, where some of the last remaining examples of steam locomotives are still in action, members reminisced for the camera against a background of newsreel and other historical footage, and the engines themselves.

The answer to the question 'What has the Brotherhood done for us?' is provided in a sequence taken in the kitchens of the Vancouver Hotel, which is jointly run by the State-owned Canadian National Railways and the privately-owned Canadian Pacific Railways. This section, like all the others, while taken at a particular location, illustrates points which are general throughout the union; in this instance, principal gains, such as the shorter working week, job-security and vacations with pay. The final sequence, which was filmed mainly in Toronto, is intended to give an idea of the challenge of technological change and automation and of the economic problems which are more and more preoccupying transport workers' unions in Canada just as in other parts of the world.

The Canadian Brotherhood of Railway, Transport and General Workers are to be congratulated on such an ambitious project. It deserves every success and we have no doubt that this film will not only be a source of information and inspiration to members, but that it will also provide the public at large with a much-needed insight into the real functions and manner of operation of the trade union movement.

*Like most modern films, that made by the Canadian Brotherhood is complete with musical background. Here, rehearsals for the sound track are in progress, the musical score being provided by the William Mc Cauley Choir with orchestral backing (Photo: Bill Lingard - Photo Features)*



The crews of the rescue vessels and aircraft never fail to reply promptly to the appeals of the CIRM and the warmest praise is due to them for the skilful manner in which they perform their task with complete disregard of danger.

It has been made possible for the Centre to develop its international network of radio-telecommunications through the disinterested support of the US Coast Guard, RCA Philippines, Press Wireless and Italcable. Recently, the International Transport Workers' Federation (ITF), being well aware of the usefulness of these assistance services at sea, sent the CIRM a contribution by way of recognition of the efficacy of the services carried out by the Organization for crews of all nationalities.

With the object of extending and unifying its radio-medical services on an international scale, the CIRM has published an extract

in English of its code book for the transmission and reception of medical messages in code. Complimentary copies of this extract have been sent to ships in all parts of the world.

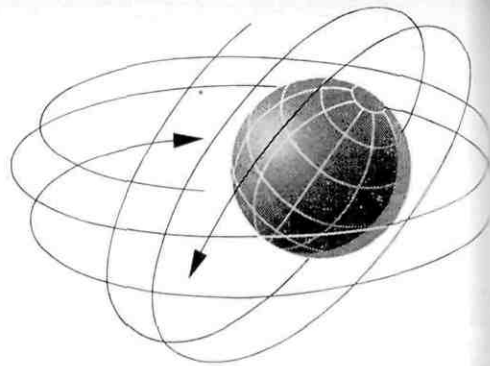
The CIRM Studies Section has attained considerable importance. During the year 1959 interesting work was carried out on cardio-circulatory disorders among seamen when passing from temperate to tropical zones. Other work has been done on nutrition, the labyrinth of the ear, social diseases among seamen, and the contamination and purifying of drinking water on board ship.

Concluding his report, Prof. Guida stresses the humanitarian aspect of the work carried out by the CIRM, which is now a highly efficient organization that has succeeded in promoting greater safety and assistance for human lives at sea.

#### **Professor Guida, Director of the CIRM, reports**

**REPORTING ON THE ACTIVITIES OF** the International Radio Medical Centre (CIRM) for the year 1959, Professor Guida, its director, writes as follows:

During the year 1959 the CIRM received and transmitted 7055 medical messages and treated 898 sick or injured seamen. In collaboration with the Navy, the Air Force and Coast Guard it carried out 27 assistance missions by air and by sea.



## New rules for US Airlines

**✚** AS THE RESULT OF A RECENT RULING by the Federal Aviation Agency designed to improve airline safety, all turbine-powered aircraft now in service with United States companies must be equipped with all-weather radar by 1 July next. In addition, by 1 January 1961, all DC-7, DC-6 and Lockheed 1049 and 1649 series piston engine aircraft must also have weather radar, whilst all other types in service for regular passenger carrying, except the DC-3, C-46 and Lockheed 18, must be so equipped by 1 January of the following year.

Another new Federal Aviation Agency rule forbids passengers on US airlines to drink intoxicating liquor other than that served on board the aircraft and gives airlines the right to refuse to serve alcoholic drinks to passengers who appear to be intoxicated. On this, it will be recalled that last year, the ITF-affiliated Air Line Stewards' and Stewardesses' Association (ALSSA) called upon Congress to curb the sale or consumption of alcoholic drinks on domestic flights so that cabin staff should be spared from 'playing nursemaid to inebriated passengers'.

## A Rose by any other name

**🌐** THE COMMUNIST-DOMINATED UNION GENERAL DE TRABAJADORES (UGT) has just decided to go into liquidation - unfortunately, however, not for good. It will immediately reappear in the guise of the Central Unión de Trabajadores de Uruguay (CUTU), with nothing changed but its name.

Using the slogan of trade union unity, the CUTU will play its part in the campaign to consolidate all Communist trade unions on the continent into a Latin American Confederation of Labour, whose affiliates will pay lip-service to legitimate trade unionism whilst acting as the industrial arm of the Communist Party in those countries where the party is either outlawed or restricted. A further objective of the Uruguayan organization will be to attract non-

Communist unions, such as the socialist and anarchist groupings, who have always kept out of the old UGT because of its close links with both the Uruguayan Communist Party and the WFTU.

This latest move should be seen against the background of failure by Lombardo Toledano's CTAL to win any substantial support among the workers of Latin America. The new Communist line is to scrap the CTAL and to replace it by an organization based on unions which are ostensibly 'independent' or 'neutral'.

## NMU pension plan on improved basis

**⚓** IN ORDER TO ENSURE THE CONTINUING SOUNDNESS of the Pension Plan operated jointly by owners and the ITF-affiliated National Maritime Union of America, the trustees recently voted an increase in employer contributions from fifty-five cents per crew member to ninety-six cents per day. The increase was recommended as a result of the 1958 rise in monthly pension benefits from \$65 to \$100.

The NMU pension reserves, which assure payment of life-time benefits to today's pensioners and to the increasing number who will retire in the future, aggregated over \$21 million at the end of 1958.

In addition to their contributions to the Pension Plan, deep-sea operators pay forty-five cents per man per day into the NMU Welfare Plan and another twenty-five cents to the Employment Security Plan. No deductions are made from seamen's pay for any of the NMU security plans.

## European Air Union delayed

**✚** DIFFICULTIES are being experienced in the plans to operate the European Common Market countries' air consortium. Due to start on 1 April, the Air Union inauguration date has been deferred to 1 November. It is understood that the difficulties are of an economic nature, these being more difficult than had originally been envisaged. The airline companies concerned in the consortium are the national lines of Italy, Germany, France and Belgium (Al-

italia, Lufthansa, Air France and Sabena). The Dutch Royal Airlines (KLM) had earlier withdrawn from Air Union.

## Is two hundred the limit?

**✚** WITH EVERYTHING GETTING BIGGER AND FASTER IN THE AIR THESE DAYS it comes as a slight shock to learn that talk has already started on a 'ceiling' for the number of passengers airliners are likely to be carrying in the future. According to three engineers in a paper read before the Institute of Civil Engineers in London recently, this limit will probably be two hundred, irrespective of the speed of aircraft travel.

According to these experts, aircraft of the future will fall into one of four main categories: long-haul supersonic aircraft seating up to 200 passengers; medium-haul aircraft flying at speeds up to 600 mph and type including the 'next generation' jet machines with a seating capacity of 200; short-haul aircraft flying at 350-450 mph, also seating up to 200; and various special short-haul craft and helicopters.

## Messenger boy to Labour minister

**👤** THE FIRST TRADE UNIONIST to hold the office of premier of Quebec has recently been sworn in. He is Antonio Barrette, former Minister of Labour and member of the International Association of Machinists (ITF-affiliated). Premier Barrette left school at the age of fourteen and became a messenger boy on the railway. He joined the IAM on promotion to the railway shops. He is regarded as a friend of labour and was frequently at odds on labour matters with his late party-leader as provincial premier under whom he served for fifteen years.

## The minimum wage in Panama

**🌐** PANAMA'S MINIMUM WAGE ACT enacted during the Autumn of 1958 took effect at the beginning of the present year. It lays down a minimum wage of forty cents an hour in the cities of Panama and

Colon and a twenty-five-cent minimum for the interior. For some workers the gain is relatively considerable inasmuch as hourly wage rates of twenty to twenty-five cents had been common. (The new hourly minimum rate works out at just under 3sh.)

### Swedish seamen's library increases facilities

**L**AATEST FIGURES PUBLISHED on the activities of the Swedish Seamen's Library (covering the period July 1958 to June 1959) indicate the number of basic ship's libraries dispatched by the organization went up by about twenty-four per cent over the previous year. Actual figures were 1,160 libraries as compared with 1,736.

Headquarters of the Seamen's Library is in Gothenburg, but in addition it maintains eight exchange centres in Sweden and a further thirteen in foreign ports. The cost of maintaining the service during the period under review was 139,000 kr. (a little under £10,000), of which just under half represented the cost of buying books. Income more or less kept pace with expenditure, being made up of 70,000 kr. in State subsidies, 32,000 from local authorities, 21,000 from maritime organizations, and 15,200 kr. from individual shipping companies.



During the year 1959, an increasing number of Swedish seafarers were able to take advantage of the improved facilities which are now being offered by the Swedish Seamen's Library Service

In a number of cases, the Library has also received gifts of books and periodicals, whilst certain shipowners have also borne the cost of providing special libraries on board individual ships. In addition, the Merchant Navy Welfare Council has also asked the Seamen's Library to undertake the provision of libraries for seamen's hostels and reading rooms operated by it and has underwritten the cost.

### Look! No hands!

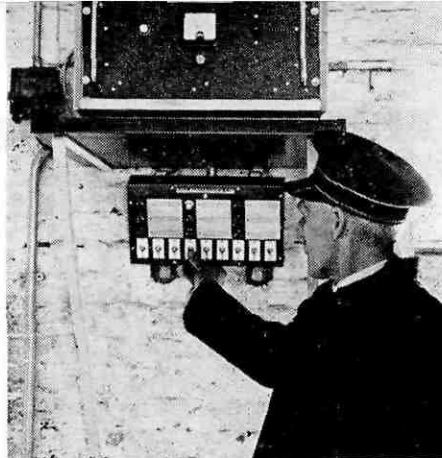
**M**ECHANIZATION moves apace on the railways of the world. From day to day with the aid of machines fewer and fewer men are doing more and more work. A good thing – if the resultant saving benefited the railway worker. But it does not work out that way and many railway workers in Great Britain, for example, have been known to leave the industry in search of better pay and conditions elsewhere. The following description of one of British Railways' latest experiments in mechanization – the driverless platform truck – is reproduced from *Transport Age* by permission of the British Transport Commission, the body responsible for the operation of the State-owned railways.

British Railways are constantly seeking means of improving efficiency and reducing cost in handling sundries traffic at freight terminals. While slat-conveyors have been successfully installed at a number of depots, their application is necessarily restricted to layouts where the loading and discharging points can be sited along a straight line.

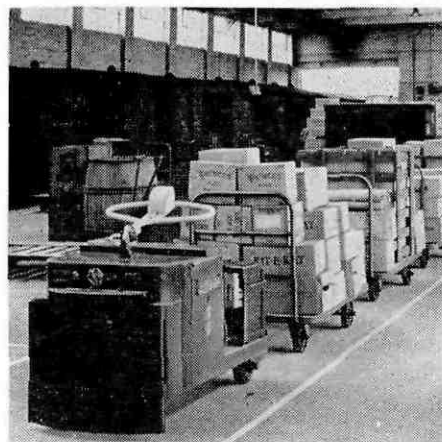
In several of the larger depots the powered platform truck has to be used although it involves – or has done until now – the expense of a driver.

When the EMI *Robotug* system was introduced in 1958, the Western Region saw in it the possibility of combining the labour-saving feature of the conveyor belt with the flexibility of the truck and trailer. They at once ordered a complete installation for trial at Newton Abbot depot and became one of the first industrial users to test it.

In the *Robotug* system, a suitably-equip-



Working the switch which controls the movement of the driverless truck. The robot tug is controlled by a master switch which selects one of a number of channels along which it can be guided



A touch of a switch and the driverless truck glides along its predetermined course. When the Robotug was introduced in 1958 it was seen that it combined valuable labour-saving features

ped truck follows the course of a wire embedded in the platform, with no driver at the controls. At Newton Abbot the mobile equipment is fitted to a standard Scott electric platform truck. Part of the modification consists of a bumper-operated micro-switch which instantly stops the truck if it meets an obstruction.

There is little other external alteration and the vehicle can be operated manually if required.

Nine control tracks have been laid half-an-inch below the platform surface, between four wagon-side positions and five motor-vehicle berths. Switch panels, one of which is shown in the upper photograph, have been installed at various points enabling alternative combinations of track sections to be energized. Nine tracks are probably more than would be needed in most depots; this number has been installed at Newton Abbot to test the system thoroughly.

# The flight engineers of Scandinavia

by OVE MEYER, President of the Scandinavian Association of Flight Engineers



AS THE SCANDINAVIAN AIRLINES SYSTEM is composed of airlines from the three Scandinavian countries, Denmark, Norway and Sweden, it was only natural to expect some difficulties with regard to a common flight engineer union during the first few years of operation. Therefore, due to national feelings, it took some time before all the flight engineers of Scandinavia became one solid union.

It is interesting to look back a few years to see how we came closer and closer to each other step by step, and finally realized the need for total unity with firm international ties.

The first years of SAS's operation were marked by a determination on the part of

the employees to provide the best service standards, and the 'union' played only a secondary role. We belonged, according to nationality or base, to the union which proved most practical or attractive and the flight engineers were organized together with other flight categories like this:

## In 1946

<i>Danish Union</i>	<i>Norwegian Union</i>	<i>Swedish Union</i>	<i>Swedish F/E</i>
Pilots	Pilots	Pilots	Organized in
Navigators	Navigators	Navigators	Swedish Ship's
Radio Oper.	Radio Oper.	Radio Oper.	Engineers' Union
Flight Eng.	Flight Eng.	Flight Eng.	

## In 1947

<i>Danish Union</i>	<i>Norwegian Union</i>	<i>Swedish Union</i>	<i>Swedish F/E</i>
Pilots	Pilots	Pilots	in Swedish
Navigators	Navigators	Navigators	Ship's Eng.
Radio Oper.	Radio Oper.	Radio Oper.	Union
Flight Eng.	Flight Eng.	Flight Eng.	

SFPF Pilots Navigators Radio Oper. F/E, all flying in SAS Overseas Division.

## In 1954

<i>Danish Union</i>	<i>Norwegian Union</i>	<i>SFPF</i>
Pilots	Pilots	Pilots, Navigators and Flight. Eng. from
Navigators	Navigators	all three countries flying in OSAS plus all
Flight Eng.	Flight Eng.	Swedish F/E, previously in Swedish Ship's
		Engineers' Union.

## In 1957

<i>SALPA</i>		<i>SFPF</i>
Pilots (Danish and Norwegian)		Pilots (Swedish)
		Navigators (the majority of Scand. Nav.)
		Flight Eng. all Scandinavian F/E

The last mentioned organizational picture lasted up to 1959.

During the negotiation between SAS and the crew unions in the beginning of 1959 it became evident that a little clique of IFALPA-minded pilots in SAS Operation and Flight Training divisions, plus a very few in

the Pilot's Union, had decided to liquidate the flight engineer category by shutting them out from jet operations in the future.

The main points in last year's negotiations were higher pilot wages, pilot seniority problems and working hours. The flight engineers demanded the retention of flight



Brother Ove Meyer is the President of the ITF affiliated Scandinavian Association of Flight Engineers. A former Danish marine engine officer born in 1919, he now serves with SAS as a flight engineer in addition to his union post.

engineers on jet aircraft, the same vacation as the rest of the aircrew, and the lowering of the present yearly total flying hours to 1,200 hours.

During a nearly one-month long conflict, bringing no solution to our main problem - crew complement - it became evident that we flight engineers needed strong national and international support in order to maintain our position in the future.

Soon after the conflict ended, the flight engineers broke away from the SFPF and formed our own union called the Scandinavian Association of Flight Engineers, SAS. We requested, and got, membership of the ITF. We had numerous meetings with the trade unions in Scandinavia and finally obtained permission to enrol all Scandinavian flight engineers in the Swedish Transport Workers' Union.

It was of vital importance for us flight engineers to be organized in *one* union affiliated to *one* national union for the sake of administration - even though we were three different nations - in case SAS should decide to provoke a further conflict this year.

The year 1959 taught us Scandinavians



*A flight engineer, here seen seated between the pilot and co-pilot, operates the throttles of an SAS aircraft. During last year's strike, the Scandinavian flight engineers realized their need for strong national and international support (Photograph by Tore M. Enwall Bildbyrå)*

flight engineers a lot. We have bitterly learned what damage a few pilots with a screwy mind can do. We have learned what strength a union of our own can give. We have already felt what strength lies behind the words of the leaders of the big national unions. We know from other conflicts what enormous strength the ITF possesses.

In this year's negotiations with SAS the flight engineers of SAFE have the following claims:

We want a flight engineer on board all aircraft requiring a crew of more than two pilots; regardless of the means of propulsion of the aircraft.

We want a wage increase sufficient to take care of the increase in the cost of living which has taken place during the last three years.

We are with perfect confidence that we start this year's negotiation, because we know we are making a justified claim when we demand retention of our own job instead of giving it up to a man who will never make flight engineering a career.

As mentioned before, last year taught us a great deal about international flight engineer affairs as well as local.

SAFE is also a member of the International Technical Institute, ITF and through this organization will help to work for better cockpit layout, better instrumentation for the flight engineer station and better and safer procedures, because there is a lot to be done here in order to make flying an ever safer means of transportation.

Even though we know we have the strength behind us to press our demands to a successful conclusion, by industrial action if required, we sincerely hope that the power in the hands of the few 'anti-minded' pilots will diminish and that men of good will will take their place. Because, after all, a peaceful settlement will most probably mean a better atmosphere in the cockpit, less friction and therefore safer flying.

We believe the chances of a peaceful settlement are very good, because the majority of SAS pilots want a well-qualified flight engineer on board all large size aircraft. This has been clearly pointed out by Captain Christie of SAS in his letter to the



*O. L. Richards of the Douglas Aircraft Corporation explains DC-8 procedures to Ebbe Ernstgaard, an SAS flight engineer. SAFE's policy is that a flight engineer should be on the flight deck of all aircraft, including the DC-8, which require a crew of more than two pilots*



*Bro. Tom Fidjeland (left), of SAS, chats with Polar explorer Sir Hubert Wilkins at Anchorage Airfield on the SAS Polar Route. Fidjeland, well-known in ITF civil aviation circles, has long been active in the flight engineer's cause, both in Scandinavia and internationally*


Scandinavian Civil Aviation Authorities, which was recently quoted in part in the ITF Press Report.

It is typical that statements like Christie's always come from pilots with more than average technical knowledge.

Captain Christie has for many years been a supervisory pilot in SAS, as well as being a private racing pilot and plane builder.

He wants a professional flight engineer, because he knows that there are many more complicated things behind the instrument panels than can be seen from its front.

## **ILO discusses women's problems**

 TWENTY-SEVEN EXPERTS – nine reflecting Government views and experience, nine employers' views and experience and nine workers' – drawn from all over the world, formed the ILO Panel of Consultants on the Problems of Women Workers, which has recently finished a week's meeting at the ILO headquarters in Geneva.

They had travelled from countries as far apart as Sweden, South Africa, Mexico, Madagascar and India. Among them were nine men. As one woman expert quickly reminded the meeting, the problems that women encounter at work are obviously as much a concern to men, in the relationships in today's working world, as they are to women.

Dr. Abbas Ammar, Assistant Director-General, welcomed the Panel on behalf of the Director-General, David A. Morse. He stressed that 'everywhere in the world, women constitute an increasingly important and integral part of the working population'.

Dr. Ammar added: 'We want your help in developing work programme proposals

Another reason why we flight engineers think that a peaceful settlement is easily possible is the fact that the Scandinavian CAA's have prescribed that a well-qualified, well-trained flight engineer shall be incorporated in the DC-8 crew. The duration of the total DC-8 training has been specified at about eleven weeks.

However, the CAA's have changed their former regulations, so that a pilot also can become a flight engineer, without having the previously required seven years of mechanical training.

This of course means a lowering of flight engineer standards, and we can consequently see no reason why we should not continue as flight engineers.

And the future flight engineer trainees *must* be chosen from the hangar-trained flight mechanics.

For this we will fight.

which will assist in responding effectively to women's needs and meeting their problems'.

By a unanimous vote, the experts elected as their chairman an American, Mrs. Alice K. Leopold, who is head of the Women's Bureau and Special Assistant to the Secretary of Labour in the Department of Labour of her own country.

### **Four main Questions**

The Panel discussed four main and broad questions: recent trends in women workers' opportunities and needs; conditions and problems of women working in agriculture; women's wages; and future ILO programmes as regards women workers. It set out its views in a report to the Governing Body of the ILO.

The report pointed to certain areas where the Panel thought that action was most urgent and that ILO work should be intensified. The Panel emphasized above all 'the crucial importance of the education and training of girls and women for work life and recommended that the ILO should make vigorous efforts to promote better vocational preparation for women and girls'.

It was suggested too that the ILO might draw, through its Field Office machinery, the attention of governments to the importance of obtaining technical assistance in this field.

### **Equal pay**

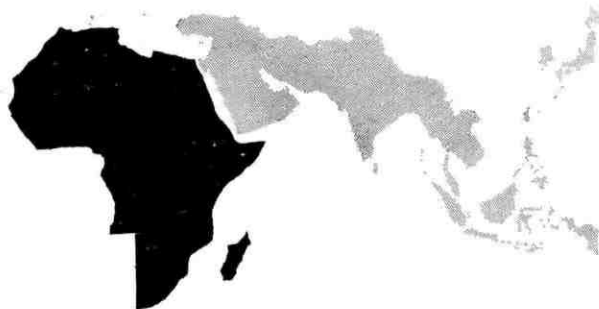
The Panel also urged that the problems of women working in agriculture, including safety and health problems, should be studied carefully and systematically within the framework of the ILO regular research and information programme and dealt with through the ILO's machinery for action in this field.

They noted that high priority would have to be given in its future work to the question of equal remuneration for work of equal value and particularly to the principle of equal pay set forth in the ILO Convention on this subject.

Particular attention was devoted to the problems of married women in employment, the Panel stressing the need to study the different problems in relation to the needs of different categories of married women (e.g. those without children, those with young children, those living alone, etc.) and urged the ILO to continue to collect and coordinate statistical data relating to the employment of the different categories of married women, in order to clarify and find solutions to the real problems of the day.

It also directed attention to the desirability of studying the extent to which the present arrangements for the part-time employment of married women who choose to work and the character of such arrangements.

The Panel emphasized the need to come to grips with the practical problems of women workers in their various regions. Special attention was drawn to the desirability of organizing, either under the Expanded Technical Assistance Programme or under the regular budget of the ILO, regional seminars to deal with problems of women's employment and conditions of work of special concern to women workers in the different regions.



### Aid to Jamaican fishermen

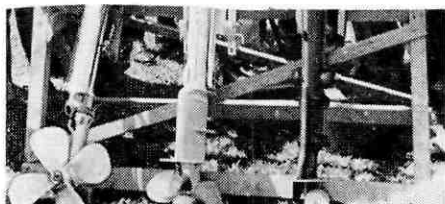
THE POWERING OF FISHING BOATS PROMOTED BY THE FISHERIES DEPARTMENT OF THE GOVERNMENT OF JAMAICA, under which upwards of 500 outboard engines have been installed in fishing canoes, is stressed in a report issued by the Food and Agriculture Organization of the United Nations (FAO), Rome. The report which has been prepared by Mr. Jan-Olaf Traung, chief of the Fishing Boat Section states that the step has been made possible by the Government Loan Scheme.

The Fisheries Department of the Jamaican Government has imported outboard engines and made them available to local fishermen on very easy terms, 'Mr. Traung said, after his return from the West Indies. 'The fisherman has only to make a first payment of ten per cent on the cost of the engine and then has eighteen months in which to pay the balance. Furthermore, he is able to buy ready-mixed gasoline free of duty but an extra 1s. per gallon is charged while he is paying for the engine.'

Mr. Traung has made a number of recommendations for the further development of fisheries in Jamaica, based on his



Fishing in the Carribbean - old style. Two Fishermen set out in a dug-out canoe from Port Antonio. The powering of fishing boats under the auspices of the Jamaican Fisheries Department is changing the picture (Photo: John Topham Ltd.)



Jamaican government officials demonstrate outboard motors and various other fishing accessories at a recent one day 'school' for fishermen at Port Antonio. These motors give speeds of up to 10 knots (Photo: John Topham Ltd.)

fishing methods before a suitable new type of fishing boat could reasonably be introduced,' he continued. 'We have, therefore, recommended that two 35-ft. prototype boats should be built to test new fishing methods and to determine whether they are of the right design from the point of view of operation, economy of running and so on. We have also proposed that these boats could be used, along with other craft, by a master fisherman/gear technologist to carry out experimental fishing. We are now designing the boats at the request of the Jamaican Government, and have suggested that they should be built in Jamaica, preferably with the advice and assistance of a naval architect from FAO.

'If the prototype boats turn out to be an economic proposition and point the way to bigger fish landings in Jamaica,' added Mr. Traung, 'then they may well provide an example which could be followed by the authorities in other islands in the Caribbean'.

Another proposal made by Mr. Traung in his report is that, with the introduction of larger craft and new fishing methods, a number of young intelligent fishermen should be trained to handle the boats and carry out fishing with new types of gear and equipment. The expert concerned with the training of such fishermen would, at a later date, organize training centres to spread knowledge and technological 'know-how'.

In the course of his report, Mr. Traung commented that the designs and shapes of the present popular fishing craft, such as the dug-out canoes, are extremely good. 'They have a sharp bow and flat run and a shape which conforms with modern ideas of hull design,' he pointed out. 'When they are equipped with outboard motors, a speed of ten knots is not uncommon. Such a speed is necessary because there is no ice-storage in the craft. Unfortunately such a speed is expensive on petrol. I have not said this in the report, but I hope that somebody will develop an outboard running on kerosene or diesel oil which would cut down running expenses.'

Apart from the introduction of new boats and new fishing gear, equipment and tech-

niques, Mr. Traung has suggested that an increased catch could be made by the use of more pots per fisherman. As he points out, power hauling of pots in deep water might increase the number of pots operated per man. There are also possibilities of extending the life of pots by using metal frames, nylon lines and plastic floats, if tests should prove this an economic proposition.

(with acknowledgments to *Fishing News* and *Lloyd's List*)

### Worker participation in management



WORKERS' PARTICIPATION IN MANAGEMENT FORMED THE SUBJECT of a seminar at the ICFTU Asian Trade Union College in Calcutta at the beginning of the year. The course was attended by twenty-four participants from Ceylon, Malaya, India, Indonesia and Singapore.

The main question before the seminar was to decide on what conditions should determine the selection of one of two approaches: direct participation in management or collective bargaining. The Seminar was almost unanimous in its view that, without a strong and democratic trade union movement, participation was hardly likely to be effective or fruitful.

The Seminar considered in detail workers' participation in management as practised in Germany and came to the conclusion that a prerequisite for the success of such an experiment was a strong trade union movement and a free and democratic political set-up. It further concluded that, if workers' participation in management was to have any meaning for the workers, it would have to be practised at all levels within the plant and industry. As regards the industries best suited to this system, the Seminar emphasized that publicly-owned industries should invariably have a proper scheme of worker participation. It did not, however, favour legislation establishing co-determination, being of the opinion that it was first necessary to create the right climate and then leave it to collective bargaining to settle details according to the needs and requirements of each industry or undertaking.

### A health insurance scheme for Malayan Dockers



A HEALTH INSURANCE SCHEME FOR MALAYAN DOCKERS has been inaugurated in the Sungei Nyor dockyard in Prai (Penang-Province Wellesley State). Under the scheme, some two hundred daily-rated workers contribute three-fifths per cent of their monthly wages to a fund whilst employers contribute a like sum. The fund, operated by a five-man commit-

tee, provides compensation and payme during ill-health, paying full wages for period of three months. Workers certified as suffering from an incurable disease paid a further two months' wages. Payments under the fund are additional to those provided under Workmen's Compensation

### Fair enough?



THE DEPARTMENT OF LABOUR THE FEDERATION OF MALAYA reports on a fishing company whose employees are engaged on a share-the-catch basis - with no additional daily wages.

The company concerned, based Pangkor, has a fleet of mechanized and non-mechanized craft. All crewmen are engaged on a share-the-proceeds basis, as are the owners of the boats and of the nets. The proceeds of the catch are divided into 49 parts (shares), the crewmen and others share as follows:

Owners of the boat . . . . .	6½ sh
Owners of net . . . . .	6 sh
Oarmen (2) . . . . .	3 sh
Fishermen (25) . . . . .	25 sh
Bosun . . . . .	2½ sh
Spotters (2) . . . . .	6 sh

### Merchant Navy training board starts work in India



SPEAKING AT THE INAUGURAL MEETING of the Merchant Navy Training Board in Bombay recently, Union Minister for Shipping, Mr. Bahadur, disclosed that a total of 25 million had so far been spent on training of merchant navy personnel and that since 1947 17,000 officers' ratings had been passed out by training ships and training establishments. In connection, it should be noted that besides the training ship 'Dufferin' based in Bombay (for navigators), there are nautical engineering colleges in Bombay and Calcutta respectively, as well as establishments for the training of ratings in Bombay, Vishakapatnam, Calcutta and Navalakhi.

The new Merchant Navy Training B

cludes representatives of Parliament, Government and of seafarers' and shipowners' organizations. Its functions are to consider all matters pertaining to training of the merchant fleet and to make recommendations on the best measures for building up a nucleus of efficient trained personnel.

Representing merchant officers on the board is Brother J. D. Randeri of the affiliated Maritime Union of India.

### programme for Africa

THE ILO AFRICAN ADVISORY COMMITTEE, which held its first meeting in Luanda, Angola, towards the end of last year, discussed a number of problems of vital importance to Africa's emerging labour movement. Of particular significance was a decision to recommend that the subject of relations between employers and workers (freedom of association, joint consultation and collective bargaining) should be discussed at the next ILO African Regional Conference in December.

The committee, the work of which was of a preparatory nature in view of the ILO's expressed intention to hold a 'full-scale' meeting in December, heard Assistant Director-General C. W. JENKS stress the



continent of Africa, says the ILO, cannot advance economically unless the problem of relations between its emergent trade union movement and the employers is effectively solved

need for striking the right balance between vision and a sense of practicalities.

'Africa', he said, 'cannot advance economically unless the human problems of labour-management relations are effectively solved; they cannot be solved by opposing claims of right, but only by the growing sense of common interest and common responsibility which recognized habits and processes of mutual consultation foster.'

Recalling the long-standing relations of the ILO with Africa, the Assistant Director-General noted how they were becoming more direct as the number of African countries which have become ILO members increased. Thus with the present committee no fewer than nine African countries were taking a full and equal part in an ILO meeting for the first time.

At the close of the meeting, Ernst Michanek, Chairman of the ILO Governing Body, remarked that the discussion on future ILO activities in Africa had revealed that 'the ILO is needed here, is welcome here and is likely to achieve early and lasting results from its work here.'

The Committee consisted of the representatives of the governments of Belgium, the State of the Cameroons, Central African Republic, Dahomey, Ethiopia, France, Ghana, Guinea, Liberia, the Malgazy Republic, the Federation of Nigeria, Portugal, the Federation of Rhodesia and Nyasaland, Senegal-Sudan, Sierra Leone, Somalia, the Republic of the Sudan, the Republic of Togoland, the United Kingdom and Upper Volta (which also represented the Ivory Coast).

There were also ten members representing employers' and ten representing workers' organizations.

### Ceylonese train guards want better deal

AT A RECENT SPECIAL GENERAL MEETING, train guards in Ceylon asked railway management to reserve certain appointments to higher posts for members of their grade. In a resolution, they stated that 'in the absence of sufficient promotional prospects in the guards' grade,

the Ceylon Railway Guards' Union resolves to request the management to reserve (a) fifty per cent of the posts of Travelling Ticket Inspectors for underguards with over eight years' service and (b) two posts of Junior Assistant Divisional Transportation Superintendents (operating) for members of the guards' grade.'

Commenting on the proposal, the General Secretary of the union said that it was a justified one in view of the fact that promotion prospects for guards were practically nil. 'Once we don the black coat', he said, 'there is very little chance of changing it for another uniform which would mean a rise.'

The union meeting also unanimously decided to support the proposed formation of a federation of guards, drivers and station-masters.

### Singapore transport workers federation is registered

ONE OF THE LATEST UNIONS to be registered in the State of Singapore is the newly-created Federation of Land Transport Workers' Unions. Affiliates of the Federation are: the Singapore Bus Workers' Union; the Traction Company Employees' Union; and the Taxi Drivers' Union. Together they have a membership of about 7,000, which is expected to increase to 12,000 with the forthcoming affiliation of two further unions, catering for lorry drivers and trishaw drivers respectively.

### Unity move by Malayan railwaymen

AT A CONFERENCE held in Kuala Lumpur on 14 February, representatives of six railway organizations agreed to merge in a single union to be known as the Railwaymen's Union of Malaya. Initial membership of the new body will be some 8,000 (at present the Malayan Railways labour force totals 15,000, of which just over one-half are so-called daily-rated workers). Among the unions which took part in the conference were: the Locomotive Enginemens' Union; the Junior

Officers' Union; the Signalmen's Union; the National Union of Railwaymen and the Malayan Railway Employees' Trade Union.

Also participating in the conference in an advisory capacity was Bro. Joe Soares, the ITF's Asian Representative. Together with Bro. P. P. Narayan, of the National Union of Plantation Workers, Soares was appointed as Advisor to the new union. One of the tasks which he will be undertaking will be that of drafting the organization's constitution with appropriate safeguards for sectional and group interests.

#### TUC proposes investments in Africa and Asia

THE PRESIDENT OF THE AUSTRIAN TRADE UNION FEDERATION, BRO. FRANZ OLAH, recently proposed that the Austrian Government should invest heavily in the economically under-developed countries, and particularly in African and Asian countries.



With the ending this year of reparations payments to the Soviet Union the Austrian TUC has proposed that the money thus freed should be used for large-scale investment in the underdeveloped countries of Asia and Africa

He pointed out that payments to the Soviet Union in accordance with the Austrian State Treaty of 1955 would end during this year. The Government, he contended, should use the money thus made available to invest in the newly-developing countries, raise living standards there and at the same time create markets for Austrian goods.

The Austrian trade unions have also decided to set up a special fund to assist the emergent areas and in particular the development of free trade unions in Africa and Asia. It will call upon all Austrian workers to make contributions to the fund.

#### Multi-purpose mothers-in-law

IN SEOUL (KOREA) THEY HAVE FOUND A NEW USE FOR MOTHERS-IN-LAW. It is to act as a kind of 'general utility man' on some of the city's ancient vehicles doing duty as taxis. Some of these taxis not all are pretty ramshackle affairs, frequently lacking such finer points as horns, door-handles, taximeters, windows that work and other luxuries usually associated with this form of transport. Quite a lot of them are the result of vehicular cannibalism. This says much for the ingenuity of the Korean mechanic but promises little in the way of passenger comfort. It can make life a little complicated for the drivers, too. They have consequently had to turn to carrying an assistant to perform the multifarious duties necessitated by their vehicles' inadequacies. This is where mother-in-law comes in handy, except that it does not have to be a relative.

The neighbour's little boy will do - and as often as not does.

Perched beside the driver, these helpers perform such multiple duties as assessing and collecting fares, pushing the taxi when it won't go, yelling at careless pedestrians or banging on the side to give audible warning of approach. They run to the nearest filling station if the taxi runs out of petrol whilst in full flight, and generally assist in giving aid and comfort to the passengers. Never a dull moment, one would think.

#### Japanese fishermen in bad way

THE 'DESPERATE PLIGHT' OF JAPANESE FISHERMEN due to a steady decline in Japan's home fisheries was described recently by Hajima Abe, of the Japan Fishermen's Council, at a conference of fishermen's organizations in Vancouver (British Columbia). He said that conservation had caused the decline in Japan's fisheries, and this was leading to intensified exploitation of the home fisheries and worsening of fishermen's economic conditions.

'There is no conservation in our home fisheries,' he said. 'Conservation would mean that fishermen would have to quit fishing because they could not live. The main purpose now is to take anything that can in order to exist.'

Restriction against Japanese fishing in Kamchatka and Korea had limited waters open to Japanese fishermen and increased the intensity of fishing within the limits. Fishermen were having a difficult time because of the fluctuation in market prices. 'There is no fixed price so we have to take anything offered to us.'

Earnings of Japanese fishermen range from twenty-five to thirty-eight dollars (about £8 to £12) a month.



Japanese fishermen are now in a desperate plight due to the steady decline in their country's home fisheries, reported Bro. Hajima Abe in a speech made at a recent conference of fishermen's organizations held in Vancouver

# Reducing the strain

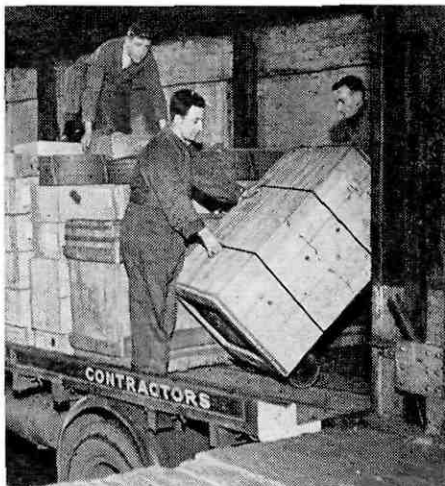
**I**N SPITE OF ALL THE MECHANICAL AIDS which have been introduced in recent years to do away with the element of brute force required in the manhandling of goods, it is clear that much yet remains to be done before conditions can be regarded as truly satisfactory. If it were merely a question of inventing more machines or of firms acquiring more of those already available, the problems involved in reducing physical strain to a minimum would be a great deal simpler than in fact they are. A thorough-going investigation into the question of physical strain was recently conducted by a Swedish organization interested in such matters as industrial physiology, and this showed that the obstacles to improvements in this sphere are, surprisingly enough, architectural and psychological rather than technical in the narrowest sense.

The group chosen for special physiological investigation were delivery drivers employed by breweries and manufacturers of soft drinks. General information was collected in interviews with workers and management, but material for a much closer analysis was obtained more directly, by measuring the pulse and temperature of a number of drivers during or immediately after the performance of jobs which occur regularly during their normal working day. By these means it was possible to acquire objective data on the relative physical strain involved in driving, carrying in goods from the vehicle at the place of delivery, bringing out the empties, etc. It was also possible to find out exactly how physical effort varied with the different circumstances encountered at different places, for example, when

drivers had to carry loads up and down stairs, or edge their way down narrow passages and round difficult corners whilst encumbered with bulky crates. It was the presence of structural obstacles such as these which often made it impossible to use the small portable trucks usually carried on the lorry and thus rendered these otherwise valuable working aids completely useless. Improvements here would then require structural alterations of a more or less radical character, and, whilst there is now little that can be done to improve buildings already in existence, it is clear that the provision of free clear ways without steps, sharp turns or other obstacles ought to be one of the factors taken into account in the design of new warehouses, store-rooms and all premises which accept regular deliveries of bulky goods.

On the other hand, it was found that certain drivers ultimately made things more difficult for themselves by not using the trucks provided because they considered it more trouble than it was worth to get the truck down and put it back on the van again. Sometimes the distances mount up, and, on an average, the delivery drivers covered by the examination were found to cover an average of one and a half miles on foot. The adverse effects of carrying heavy loads regularly over such long distances – nearly 400 miles in a year – are, moreover, exaggerated by the fact that men become accustomed to carrying loads in one particular way, a way which does not always allow for a proper distribution of stress on the back and arms. Faulty methods of carrying over long periods can, of course, ultimately result in injury and even disablement, and it would seem to be a

*Most lorries carry small portable trucks which can be used in unloading heavy bulk goods. However, the existence of structural obstacles at the point of unloading often makes it impossible to make proper use of such aids and the driver has to fall back on his own strength*



priority to instruct all men engaged in carrying heavy loads on the right way to carry them and to urge them to make use of mechanical aids whenever this is at all possible.

## A new airline pool

**T**HE BRITISH AIRLINE COMPANY, BOAC, the Australian airline Qantas, and Air India International, reached agreement during December last to pool their operations 'in an effort to expand their share of the world's international traffic in the jet age'. The agreement, following ratification by the boards of the airlines and the governments concerned, came into operation on 1 April. By joint planning of operations and co-ordination of reservation systems, the three parties to the agreement expect to offer improved services to the great travel centres of the world.

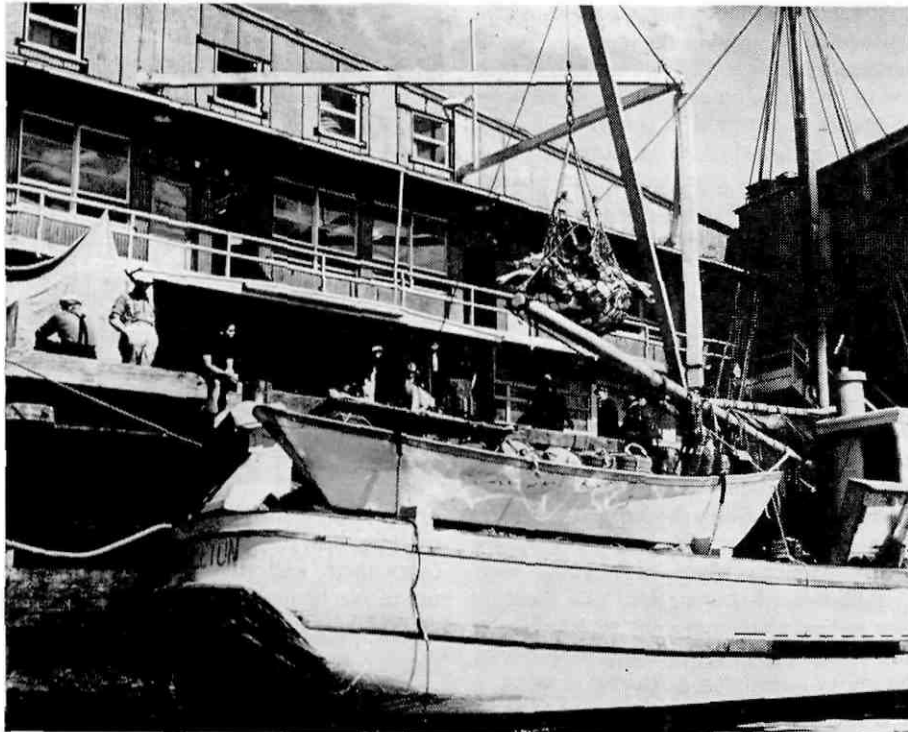
Each line will retain its own identity and individuality, however, and operate the aircraft it thinks most suited to its purposes. The pooling arrangement is believed in some quarters to be the prelude to the formation of an air union covering all the countries which are members of the British Commonwealth and a response to the recent decision of a number of European countries to form an air union in which they intend to pool their resources.




*As the accompanying article points out, despite the introduction of mechanical aids, there are many types of job carried out by road haulage workers which still call for the laborious physical manhandling of goods by sheer brute force*

# The Alaskan fisheries

By GEORGE JOHANSEN, Secretary-Treasurer of the Alaskan Fishermen's Union



 THE STATE OF ALASKA recently became the forty-ninth addition to the United States. As a territory, the fisheries had been administered and regulated by the Federal Government. On January 1, 1960, the State of Alaska took over those functions and faces the difficult task of trying to stop the downward trend which we have seen for some years in the salmon fisheries and which culminated in one of the worst seasons on record in 1959. The State will need to consider carefully the complex picture of management and regulation connected with these fisheries and not only take steps to ensure conservation in its own territorial waters but also work closely with the Federal Government to establish adequate safeguards so that the salmon resources will not be destroyed by over-fishing on the open ocean.

Commercial fishing for salmon began in Alaska some eighty years ago. During the years it has been in existence, it perhaps has been instrumental in contributing to the development of the territory more than any other industry, and also in furnishing the main source of revenue.

Alaska consists of 586,000 square miles and in addition has a coastline of many thousands of miles. This necessitates a division into various districts as far as fishing is concerned. Because of the distances involved, there are considerable variations as to the opening and closing dates of the fish-

ing seasons in the different locations. The main fishing districts are: Southeastern Alaska, Copper River and Prince William Sound, Cook Inlet, Chignik, Kodiak Island, Westward Alaska and Bristol Bay. Each of these districts is managed and regulated according to its own merits and needs.

While the State of Alaska possesses many valuable fishery resources salmon has been and continues to be one of the most important. Due to the decline which resulted partly from outside influences over which the State has no control, it will be

*The catching and processing of fish is the principal industry of Alaska, the forty-ninth addition to the United States. Here, at the pier of Ketchikan, a hoist loaded with halibut swung from a fishing boat to the dock. United States Information Service photograph.*

necessary to re-examine the Japanese high seas fisheries for the purpose of more adequately protecting North American stocks of salmon.

The North Pacific treaty dealing with this problem between the United States, Canada and Japan was signed at Tokyo in May 1952 and ratified by the United States in July of that year and by Canada and Japan in May and June, respectively, 1953. It entered into full force and effect on July 12, 1953. The treaty established a provisional line on 175°W. as the easternmost position on which the Japanese could fish salmon on the open ocean. The treaty further provided that each party shall conduct fishery research and if the present line does not adequately protect stocks of North American salmon, then it can be moved to a location where it would better serve the purpose intended by the protocol of the convention.

Unfortunately there would appear to



*A good catch, but this experience has not been a common one for Alaskan fishermen in recent years. This is particularly true of the salmon fishing industry which last year had one of the worst seasons on record (Photo: Neil P. Ortner).*





*A relatively new but increasingly important part of Alaska's fishing industry is the catching and processing of the giant king crab. These crabs, found in the waters off the Gulf of Alaska and Bering Sea, weigh up to 22 pounds and often reach a spread of five feet (USIS photograph)*

areas of intermingling between Asiatic and American stocks of salmon pointing to the need for a re-examination of the treaty provisions to ensure more adequate protection. Towards the end of last year representatives of the All-Japan Seamen's Union, the Seafarers' International Union, the International Association of Machinists and the Alaska Fishermen's Union met in Seattle to discuss problems concerning fishermen in the North Pacific. In a joint statement issued at the close of the meeting, the unions gave it as their aim and purpose to have further discussions to find a solution which will protect the legitimate interests of fishermen and allied workers connected with these fisheries and, above all, protect the interests of conservation and preservation of the resources.' - Ed.)


In my own opinion, inasmuch as there is an increasing demand for fishery products, it may well be that some system must be worked out on an international basis which will take into consideration that without conservation on the open seas, there may be a depletion of certain species of fish. The technological advances in processing and preserving fish, plus the up-to-date fishing vessels capable of taking any weather, do not tend to place any restrictions on a high seas fishery, and certainly there are questions which merit serious thinking and consideration in the future. With regard to organized labor in the fishing field, there are a number of unions operating in Alaska. The Alaska Fishermen's Union is the oldest, having been organized in 1902. Our jurisdiction includes about fishermen and personnel working aboard cannery tenders and vessels picking

up fish from the fishermen. In addition, we represent the culinary workers employed in the canneries and also shore workers such as beachmen, tallymen and others. The purse seine fleet is also organized and so are the cannery workers.

By and large, the fishermen on the Pacific Coast have been conscious of the need to support organized labor by belonging to one union or another. In our own union, we have managed to negotiate a Health & Welfare and Pension program which perhaps is one of the few, if not the only pension in existence for fishermen. Much remains to be done along these lines. Fishermen as a rule have not been blessed with the advantages which have accrued to other segments of organized labor, chiefly because of the seasonal nature of the work and also because of the fact that fishermen are a rather small element in comparison with other groups.

The recent discussion held at Geneva on fishermen's problems under the auspices of the International Labor Organization helped considerably towards making labor generally more aware of the fishing industry. It is our sincere hope that many other fishermen's problems can be discussed on an international level as that should lead to further improvements.

### **Labour organizations in Canada in 1959**

 RETURNS TO THE 1959 SURVEY OF LABOUR UNIONS IN CANADA indicated little change in the extent or pattern of union organization within the labour force from the previous year. Two central bodies - the Canadian Labour Congress, over a million strong since its formation in 1956, and the Canadian and Catholic Confederation of Labour - continued to represent between them some eighty-five per cent of organized labour, while most of the balance of union membership remained distributed among organizations active on a regional, national or international level, but independent of a central labour congress. At the beginning of 1959

the total membership of all reporting organizations was close to 1,459,000.

More than eighty per cent of the 6,763 union locals reported in 1959 were within the Canadian Labour Congress. At the beginning of the year, the total membership of the Congress stood at approximately 1,154,000, which represented an increase of close to 10,000 over the corresponding figure in the previous year. This gain was due in part to the addition of new affiliates, as well as the growth in membership reported by a number of unions. Among new CLC affiliates is the ITF-affiliated Airlines Flight Attendants' Association, which had formerly been an independent union.

As in previous years, more than two-thirds of the organized labour force in Canada belonged to unions that operate on the international level. As of January 1959, 90 of the 110 international unions active in Canada were affiliates of the Canadian Labour Congress, and eighty-four of these were within the American Federation of Labor and Congress of Industrial Organizations as well. Twelve of the remaining twenty international unions had no congress link in Canada, but were affiliated with the AFL-CIO.

National and regional unions in Canada at the beginning of the year totalled fifty-one, with the number of CLC affiliates remaining at twenty and those of the CCCL at thirteen.

Taken together, international, national and regional unions had membership of more than 1,381,000 distributed among 161 organizations. The Canadian Brotherhood of Railway, Transport and General Workers (ITF-affiliated) was the largest national union in Canada in 1958, but in 1959 was surpassed by the National Union of Public Employees, which reported an increase of over 7,500 members bringing its strength to nearly 43,000.

The grand total of 1,459,000 members reported by the labour organizations covered in the 1959 survey was equal to approximately thirty-three per cent of the estimated total number of non-agricultural paid workers in Canada.

## What they're saying



### Why indeed?

**I**F TODAY ANYONE WANTS TO EMPLOY A DOMESTIC SERVANT IN HIS HOUSEHOLD, he has to pay her properly, otherwise he just doesn't get her. Why shouldn't the same criterion be applied to public service? Why should employees in the public services work for lower pay than they would get in industry or anywhere else? No domestic servant adjusts her wages to her employer's income; either he pays – or she goes. Nor would any domestic servant expect to have to give up a part of her wages simply because her employer allegedly – or even in fact – doesn't have sufficient money. Why then should public service workers be worse off simply because they happen to work for a local authority or State (Land) whose receipts are lower than those in other parts of the country? Their living costs are just as high, and their claim to an existence free from financial worry is therefore no less great.

*Adolph Kummernuss, President,  
German Transport & Public Services Union*

### Business is shifty

**B**ECAUSE BIG BUSINESS is desperately attempting to shift the struggle for better wages, hours, benefits and working conditions away from the collective bargaining table to the legislative halls, every one of us must be sure that these halls are not empty of legislators who understand the problems of labor and who have the capacity to realize that America can march ahead no faster than its workers. If the battle is to be joined on the political level, we had better be there. If we are not, the hard-won gains of our contracts will be erased by legislative fiat.

In one bitter session – if the business of politics is left to our enemies – the progress of all labor can be set back for years to come. It's up to us – to you, to me, to the members of our families – to be as alert on the political scene as the record proves we have been at the collective bargaining table.

*from TWU Express*

### The right to organize

**A** SHORT TIME AGO Parliament dealt with a question concerning a local conflict in the bus industry. The discussion which arose out of this became one of principle relating to the freedom to organize, something, which a number of members considered to be in a rather unsatisfactory state.

Our General Secretary, Gunvald Hauge, reminded those taking part in the discussion that the reason why the question of the freedom to organize had been raised internationally at all was simply that in the beginning the employers just would not allow workers to organize in any shape or form. They opposed the workers' right to organize freely, they fought the trade unions which the workers created.

Even today, we still see similar tendencies, particularly in the under-developed countries.

The phoney 'right to organize freely' which is supported in some circles – here it means the right to walk out of a legal trade union organization and set up splinter groups – cannot be particularly attractive to the employers. We can hardly imagine that the Norwegian Employers' Association would be willing to grant better conditions to workers outside the Trade Union Federation than to those who are in it. That would lead to chaos in the industrial field, with implications impossible to foresee. In any organizational set-up there must be a measure of discipline and rules to ensure that the system functions properly.

And what about the employers' associations? Is the 'right to organize freely' practised there too?

Can one become a member of such an association if one wants to? There are in fact many young people who meet with great difficulties when they try to enter monopolistic organizations of this kind.

And can it really be said that there is freedom to organize in the retail trades, in export industries or other similar fields of activity?

Hauge, of course, didn't get a reply to any of these questions in the parliamentary debate. Which doesn't really surprise us because the whole object of the exercise was to attack the trade union movement which with its membership of 550,000, has become the country's largest association of interest – despite bitter resistance to it throughout its history.

*from Norsk Sjomannsforbund Medlemsblad  
published by the Norwegian Seamen's Union*

### Right and responsibility

**F**OR EACH 'RIGHT' WE ARE AUTOMATICALLY ENTITLED TO, there is compensating responsibility. Someone, at some time, had to suffer and fight before our rights were gained. Once this happened the suffering and fighting is over; but if we do not accept the responsibility and make the effort to hold our rights, they will again fade away.

Working people have learned that one worker, fighting alone, can demand his rights from a wealthy industrialist or corporation. But an organized group, providing a united front, is able to win and enjoy fair wages and conditions. These rights are enjoyed, and they should be, but they will not continue forever and ever without constant effort and watchfulness to prevent their being taken away.

This effort must come from the individual member; and all it requires is interest and participation in the affairs of his union. We in labor unions have the utmost opportunity to guide and control our destinies. We will feel responsible and assume our share in the activities.

Like politicians, union leaders must be sensitive to the will of the members. If they will respond quickly to ideas and guidance from within. Each member has the responsibility to be active enough to provide this help, then our rights and privileges will remain secure.

What is good for the member is good for the union, and what is good for the union is to have the members assume a big share in the control of their affairs.

*from Enginemen's Journal*

# International Transport Workers' Federation

President: FRANK COUSINS

General Secretary: O. BECU

**7** industrial sections catering for

RAILWAYMEN  
ROAD TRANSPORT WORKERS  
INLAND WATERWAY WORKERS  
PORT WORKERS  
SEAFARERS  
FISHERMEN  
CIVIL AVIATION STAFF

● Founded in London in 1896

● Reconstituted at Amsterdam in 1919

● Headquarters in London since the outbreak of the Second World War

● 210 affiliated organizations in 66 countries

● Total membership: 6,500,000

## The aims of the ITF are

● support national and international action in the struggle against economic exploitation and political oppression and to make international working class solidarity effective;

● cooperate in the establishment of a world order based on the association of peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;

● seek universal recognition and enforcement of the right of trade union organization;

● defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

● represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

● furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislative measures affecting them, the development and activities of their trade unions, and other kindred matters.

## Affiliated unions in

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

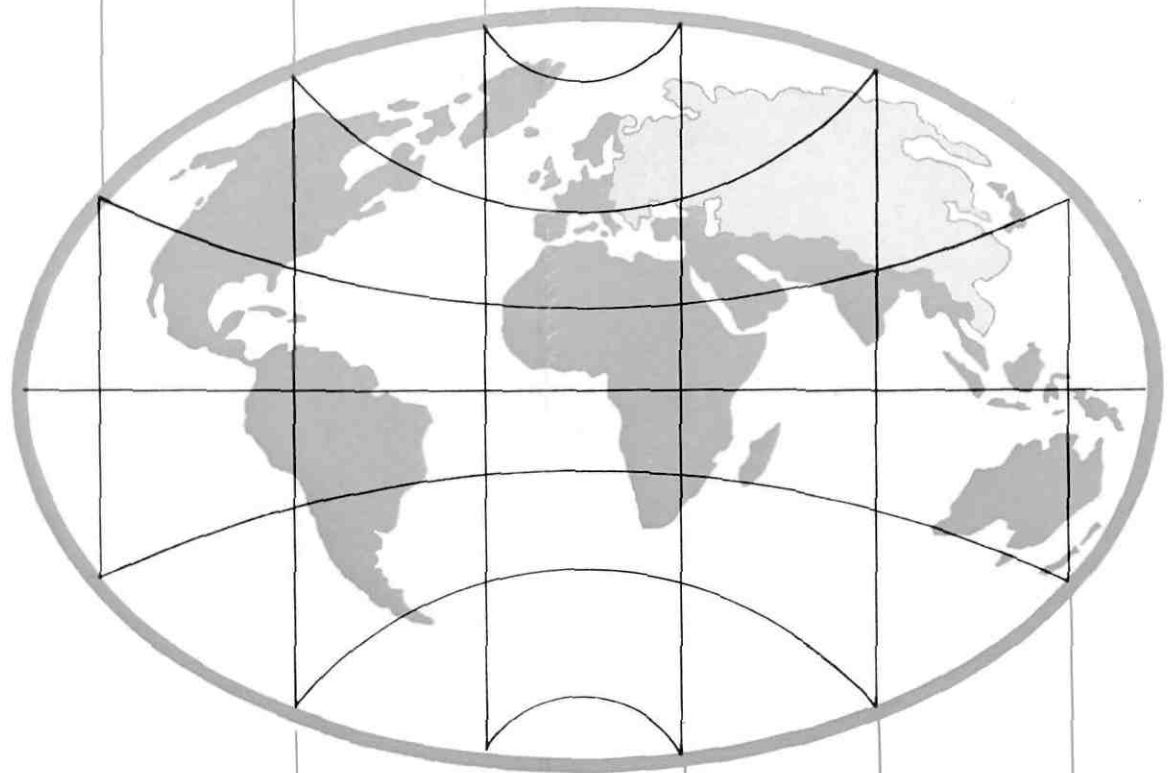
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## Editions of Journal



## Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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