

International

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Transport Workers' Journal

This issue:

Lebaud -
you see it,
you don't

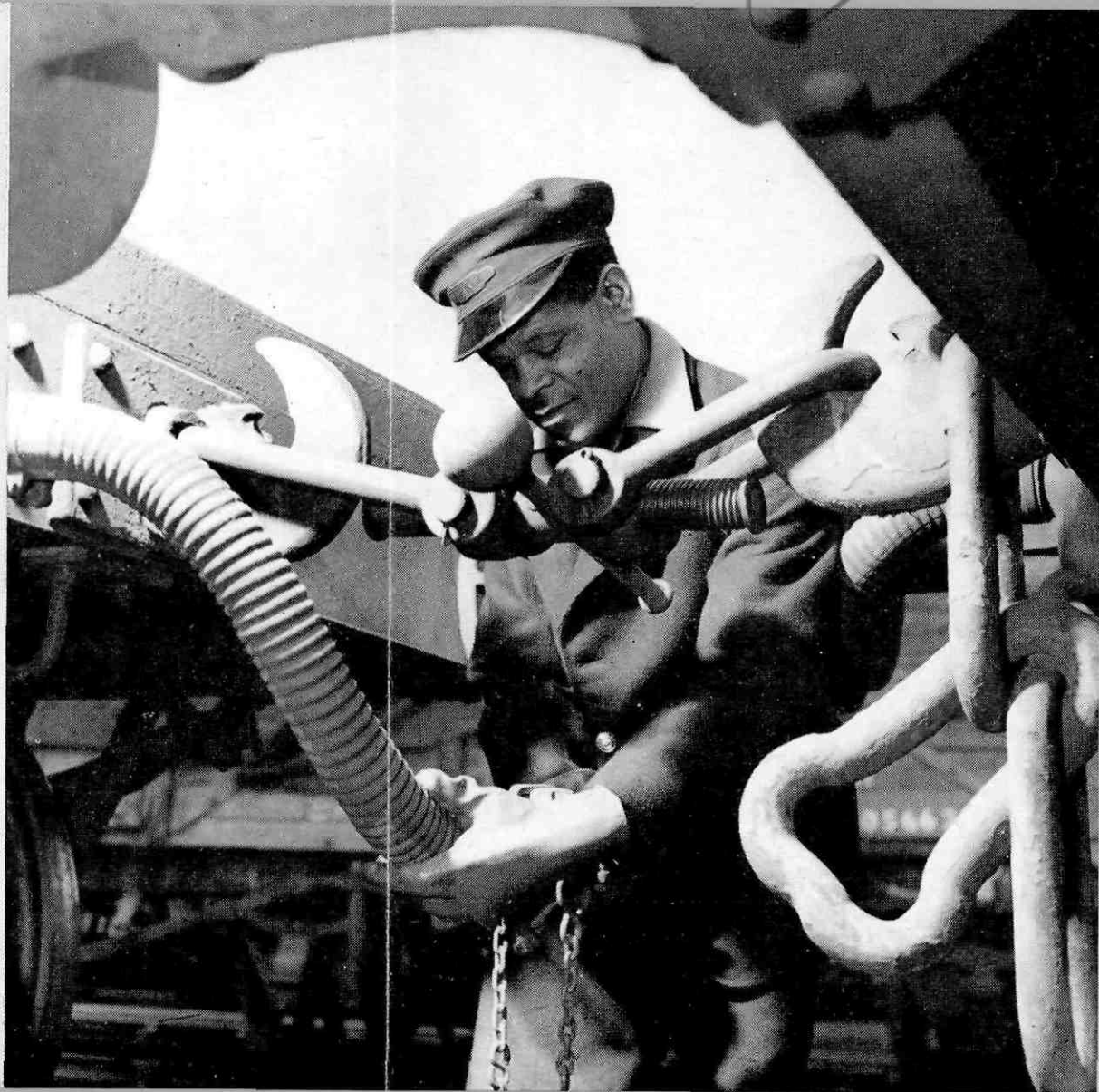
Second Law
Sea Conference

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Boating on US rivers
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Amsterdam Seamen's
Union reaches its century



Monthly Publication of the International Transport Workers' Federation

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Monthly Publication of the ITF

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London	30 May to 2 June Seafarers' Section Conference
Berne	18 and 19 July Executive Committee meeting
Berne	20-29 July 26th Biennial Congress

Comment

The wind of change and the trade unions

SINCE THE END OF THE WAR, the international movement has been giving ever growing attention to activities in the countries which are still in process of development. There is no longer any reason to explain why this should be, for trade unionists everywhere are agreed on the need to give maximum help to the emerging trade unions of Africa, Asia and Latin America.

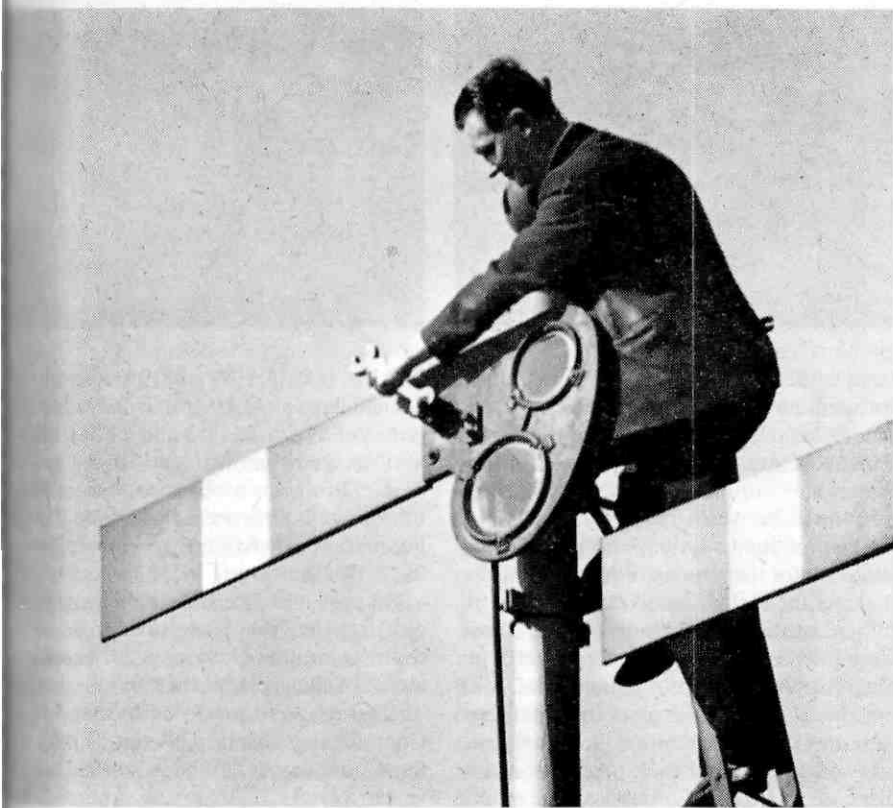
It is, however, still necessary to stress the very real urgency of the task. Events are now moving so rapidly that it is becoming increasingly difficult to keep pace with them. New States are springing up all over Africa, for instance, and with them new and independent trade unions which in the years to come will have an important voice in their countries' affairs both social, economic and political.

These new movements must be able to rely on the assistance of their more experienced brothers when it is needed. In the early stages of their existence they may sometimes require financial aid and support must be taken to ensure that they do not ask for it in vain. Even more important than money, however, will be their need for support and advice in overcoming their troubles in the field of organization and negotiation.

The task of the modern trade union official is a complex one and demands the acquisition of a huge fund of practical knowledge and experience. We in the old trade unions can help to shorten the process, but to do so effectively means that we must have available men capable of giving on-the-spot advice and assistance in the regions. The recruitment and training of such men is a matter of high priority for the international trade union movement and one on which it should concentrate its efforts in the immediate future. To delay at the present juncture could mean that we will be too late.

The wind of change is also blowing through the trade union movement. Let us make sure that we have it behind us.

Guillebaud - now you see it, now you don't



THE COMMITTEE set up at the end of 1958 to inquire into British railwaymen's pay and how it compared with pay for similar work done in other industries has now produced its findings. After making what appears to be a remarkably thorough comparison of railwaymen's wages and salaries and those paid for similar work in other industries, the committee's main conclusion was that railwaymen as a whole were about ten per cent worse off than other workers. The committee, however, also found that within the service some railwaymen are worse paid in relation to their responsibilities than others. For this reason they do not suggest a flat ten per cent increase all round but make two main distinctions, firstly between salaried staff and weekly rated manual workers (the so-called 'conciliation grades') and secondly between different categories within the two groups. The distinction between salaried staff and conciliation grades is based on a comparison of the special advantages and disadvantages associated with railway employment. This entailed a comparative survey of a whole range of subjects such as hours of duty, overtime and weekend work, holidays, sick leave, pension contributions and benefits, prospects and job security.

The committee decided that in the case of salaried staff the disadvantages just about cancelled out the advantages and there was therefore no reason for altering their original estimate that salaried staff would reasonably have to be given ten per cent more to bring their salaries into line with

those prevailing in outside industry. In the case of the manual workers, however, the committee found that a comparison of advantages and disadvantages left the railwaymen with a small net advantage. They therefore decided to modify their original view and decided that, with certain reserva-

On the face of it at least, the acceptance of the Guillebaud Report would seem to imply that the signal is now set at go for a long-needed increase in railwaymen's wages. The Conservative Government, however, is determined that if it pays up then it will have something for its 'generosity'

tions, eight per cent would be a just and reasonable increase for this group. As it happens, the reservations apply to not far short of half the total number of men employed in the so-called conciliation grades. The committee decided that certain categories - permanent way staff, signal and telecommunications staff (other than labourers), shunters and head shunters, signalmen, passenger and goods guards, drivers and motormen - ought to receive a differential increase of five per cent in addition to the basic increase of eight per cent. Another differential increase of ten per cent, recommended for certain higher categories, is of relatively minor significance beside that which gives an increase of thirteen per cent to almost half the workers, including drivers, guards and signalmen, leaving the other half, which includes porters and firemen, to content themselves with eight per cent.

Now it has long been realized that British railwaymen are badly underpaid. The only question up to now has been, how badly? The Guillebaud Committee was set up, it will be remembered, in the summer of 1958 after the Railway Staff National Tribunal had found that the basic rates of pay of railwaymen were low in comparison with those cited to the Tribunal as applying in other nationalized industries, public services and certain private undertakings, but that the British Transport Commission simply had not the money to pay for a wage increase. Since then, whenever railwaymen have brought up their grievances they have been told 'Wait for Guillebaud!' Now that Guillebaud is here there can be no reason for delaying any longer. Or at least one would have thought so.

Much as one welcomes them, it is clear that the recommendations of the Guillebaud Committee do not in themselves solve the essential problem - namely the shortage

The modernization of British Railways is proceeding rapidly, but its benefits may well be counteracted by the stated intention of the Government to 'reorganize' the British Transport Commission - the body created to achieve a rational coordination of the country's transport

The public will be expected to foot the bill in the shape of higher fares and a drastic reduction in services. Perhaps the Government is hoping that they will blame the railwaymen for this rather than a Government which has deliberately reversed the trend towards a planned transport system

of the wherewithal to put them into effect. The British Transport Commission is as hard up today as ever it was, which means that it is now up to the Government to honour this long-standing moral and financial debt to Britain's railwaymen. However, although the British Conservative Government has not been able to evade the recommendations of the Committee, there are alarming indications that they intend to use them in yet another onslaught on the already reeling and battered British Transport Commission. The price of Guillebaud, it seems, is to be further dismemberment. At least this was what seemed to emerge from the Prime Minister's statement in the House of Commons shortly after the publication of the report when, after going so far as to indicate that his government accepted 'the objectives underlying the report of the Guillebaud Committee - that fair and reasonable wages should be paid to those engaged in this industry', he went on to warn that 'others also must accept corresponding obligations'. Railwaymen, the Prime Minister pointed out, would have to accept that 'the industry must be of a size and pattern suited to modern conditions and prospects'. Just what sort of a size and pattern the Prime Minister had in mind came out in his warning to the public that they for their part would have to accept 'certain sacrifices of convenience, for example in the reduction of uneconomic services' as well as 'some increases in fares and charges'. It was then the turn of the British Transport Commission, who, it seems, will have to sell off some of their more profitable assets in order to pay back all the money they owe to 'the Treasury', a debt which Mr. Macmillan quite frankly described as 'heart-breaking'. Cheers from behind him at this point can



have left the Prime Minister in no doubt as to the popularity such a move would have among his own following. Some must have concluded that there would be rich pickings here, for it is quite on the cards that these assets will be worth much more in a few years' time than anything the Commission could get for them today. For all the others, nursing their traditional rage against all things wasteful and state-owned, those whose favourite sport it is to go out gunning for the nationalized industries, was not this as good as an assurance that they were not after all to lose their favourite lame duck? With all their profitable assets disposed of for a song, how can the affairs of the BTC help but go from bad to worse.

This, of course, would not be the first time that the Conservative Government has disposed of the profitable assets of the British Transport Commission. There is the classic and catastrophic example of 1953 when the Government casually brushed aside all the work the Commission had put into developing a sound co-ordination of road and rail transport and handed over a large part of its road haulage assets to private enterprise. Although the Commission frankly warned the Government at the time of the disastrous consequences this brutal reversal of policy would have for the future of the nation's transport system, the Conservatives persisted. The fruits of their policy are now to be seen in the accumulated deficit of £350 million which is supposed to be breaking Mr. Macmillan's heart. (At the end of 1953 the BTC balance sheet showed an accumulated deficit of £27.3 million. There were deficits of £4.7m., £20.8m. and

£14.1m. in 1948, 1949 and 1950 respectively a small surplus of £0.1m. in 1951, and pluses of £4.5m. in 1952 and £4.2m. in 1953 and a credit adjustment of £3.5m. 31.12.52 in respect of expenditure charged to revenue but recoverable in road haulage liquidation. There were, of course, deficits from 1954 onwards.)

On past evidence then railwaymen will well feel that they have little to hope from yet another Governmental 'reorganization' of the work of the Commission. 'the better use' it proposed to make of Commission's assets. This time, moreover, the Commission has been warned in advance against making any unfavourable comments. The government, it seems, knows best:

'And the Commission must accept that it will help us and all concerned in trying to solve this, not on theoretical or doctrinal lines, but in the way we think it can be the best for everyone concerned.' What alternative to 'theoretical or doctrinal lines' should be, Mr. Macmillan left rather vague. On the disposal of the profitable assets, however, he thought '... it is more than likely that the people to be employed to do this will be those who are the most expert in this field.' Since Mr. Macmillan seems to see this field as one that does not properly concern the British Transport Commission, it is not unreasonable to suppose that the experts he has in mind are in real estate and property development companies.

As for the 'reorganization' of what has been left, the only proposal the Government has so far come forward with has been

Notice to our readers

The next issue of the ITF Journal will be a special double issue covering the months June and July.

It will be devoted mainly to our 26th Biennial Congress which is being held in Berne.


centralization', a magic word in Conservative ears, but one which does not seem to have much bearing on the actual difficulties facing the railways. After all, the idea of regional accounting, under which each region is supposed to be as far as possible self-accounting and responsible for the conduct of its own affairs, is one that has been tried before without success. The introduction of this discredited system, of course, show in detail the extent to which certain regions are more profitable than others; but unless the idea is to act on this information - by reducing services drastically in the least profitable regions - it is difficult to see what exactly will have been achieved by the exercise. The question here, of course, is, can the Government possibly act on this information if it wants to? Profitability alone is no adequate measure of the efficiency of an undertaking which is run partly as a public service, and the implication of regional accounting, if the process were carried to its logical extreme, would be to concentrate reductions of unprofitable services in the regions where the losses sustained by them are greatest in proportion to the profits made by the better paying services. Such a policy would seem to make no provision for the

particular constitution of a region where, for all that it is as a whole rather less profitable than other regions the public service rendered is essential to the whole economy of the region and where, consequently, a wholesale abandonment of services would have a particularly disastrous effect. Granted that the railways are run partly as a public service and that more profitable services must subsidize the less profitable ones within a region, there is no good reason why one better placed region should not subsidize a less advantageously placed region. The logical result of strict watertight regional accounting would surely be that an unprofitable but badly needed service in one region might be closed down just because it happened to be in a region with a lot of similar services, whilst an even more unprofitable and perhaps less essential service could be kept going in a more advantageously placed region. Such questions can be shelved for the moment, for the Government has convinced itself that it is acting, that is is doing something. It has appointed a so-called 'special advisory group' to look into the matter. There will be time enough to face up to realities when the 'group' reports to the Government.

The situation, then, as far as the railway-

men are concerned, seems to be this. The Guillebaud Committee has recommended wage increases. They have laboriously amassed an impressive body of statistical information relating railwaymen's wages to the wages paid in other industries for comparable work. The conclusions confirm something that was known two years ago when the Railway Staff National Tribunal admitted that railwaymen were underpaid but that the British Transport Commission could not afford to pay for a wage increase. Now that the Government have the facts and figures there can be no more prevaricating on the justice of the railwaymen's claims. The Government, however, are determined that if they have to pay up, they will have something for their generosity. From their own statements it seems clear that they intend using the wage increases which they can no longer hold back to force on the public a drastic reduction of this essential public service. The perverse logic seems to be that the public will blame the railwaymen for the 'inconveniences' they have to suffer.

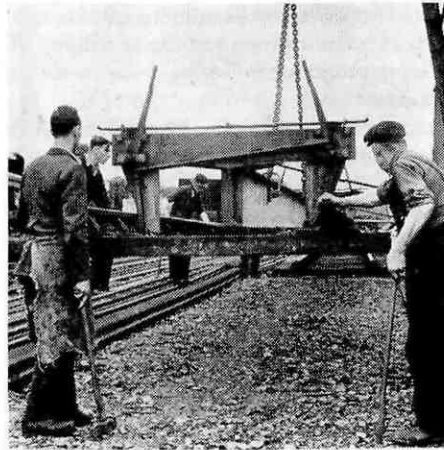
Electrification plan for Finnish railways

 FOLLOWING TWO AND A HALF YEARS of preparatory work, plans have now been drawn up for an extensive electrification of Finland's railway system. The Finnish rail network has a total route length of 5,200 kilometres and present plans are that approximately 900 km of this will be electrified. Much of this will involve double track, so that the total length of permanent way to be switched over to electric operation will be more in the region of 1,700 km.

If the plan is adopted it will involve an important change in Finnish rail policy. Up to now, this has been based on the replacement of steam by diesel traction. Under the new plan, which is expected to take some ten years to complete, diesel locomotives which become surplus will be transferred to the non-electrified section of the network.




An ominous warning of things to come, the British Prime Minister has stated that railwaymen would have to accept that 'the industry must be re-organized in a size and pattern suited to modern conditions and prospects' or to his idea of them



Permanent way staff were among the groups of railwaymen for whom the Guillebaud Report recommended a differential increase of five per cent as well as the basic wage rise of eight per cent which applies to those in the conciliation grades

The Second Law of the Sea Conference

A setback for the forces of reason

 THE FAILURE OF THE SECOND LAW OF THE SEA CONFERENCE to find a solution to the problem of the territorial seas and fishing zones is deeply disturbing. Any agreement would have been better than none. As observed in the joint statement circulated by the ICFTU and ITF to governments before the Conference, without an agreement we should be left with the worst of possible worlds. Unfortunately, that is precisely what seems to have happened.

Abortive conferences are nothing new in the history of the United Nations. But this failure is particularly disheartening. That political factors would play a part was only to be expected, but the Conference seemed set to tackle its task in economic terms, particularly the question of fishing zones. That in the end it failed can only mean that political factors did more than play a part and were allowed to decide the outcome. It thus not only disappointed the hopes of an international settlement of the fisheries problem; it dealt another hard blow at the United Nations idea of composing differences between nations by negotiation.

The disappointment is made keener by the fact that hopes of a positive result were, right up to the end, high. In fact the required two-thirds majority was only missed by the narrowest of margins. But the really disturbing fact is the failure of governments to agree on what surely is not an insoluble problem given a willingness to approach it in a spirit of realism and co-operation. It is the lack of that spirit even on an economic issue which is so alarming.

In Geneva the respective positions were made so clear, and the formula proposed in the final stages revealed such a thorough understanding and such an earnest desire to do justice to all concerned, that it seems incredible that the Conference ended in deadlock. The issue between Britain and Iceland is particularly illustrative. The objective observer could not but sympathize with the plight of a country like Iceland faced with the prospect of the decline of the industry on which its economy is mainly based. That it was, in human terms, entitled to the fullest consideration and preferential treatment as regards fishing resources off its coasts is undeniable. But the same undoubtedly applies to the British fishing industry which depends so largely upon the fish supplies in the same waters.

No advantage was therefore to be gained by a legalistic wrangle about economic necessity or historical rights. These are matters on which understanding is quickly reached once there is a will to do so. The problem was to find a solution which would give adequate satisfaction to either without inflicting undue injury on the other. Obviously it could only be done on a basis of give and take.

We must honestly say that the proposal, made jointly by the Canadian and United States representatives, for a six-mile coastal limit plus an adjacent six-mile fishing zone, with provision for a ten-year transition period during which countries with traditional rights could withdraw their fishing fleets, contained the elements of a reasonable compromise. For it meant that the claim of those who wanted a twelve-mile fishing limit would have been satisfied after a lapse of ten years, while those adversely affected would have had a breathing space for readjusting themselves to the new situation. Above all, it would have meant a striking demonstration of the possibility of solving economic difficulties by a reasoned approach.

But it was not to be. One cannot help wondering what those who rejected the solution expect to gain by the situation of unresolved tensions which now will continue to exist in the fishing industry. The countries which were willing to make a phased withdrawal from the disputed fishing grounds are now hardly likely to do so. The costs of this, to all parties concerned, will certainly be heavier, in more ways than can be foreseen at present, than the temporary mutual sacrifice which would have been entailed by the solution proposed in Geneva.


The analysis is so elementary that it seems futile to make it. It is difficult to escape the impression that the Conference

was doomed in advance because somewhere or other good faith was lacking; this was so the outlook would be black indeed. For if lack of good faith caused failure of the Second Law of the Sea Conference, the trouble lies much deeper; it would mean that there is no hope of settling any of the problems dividing nations.

Yet hope must not be abandoned. In the closing stages of the Conference in Geneva it was suggested that the problem should be referred to yet another conference. This hope may seem forlorn, but we must go on hoping that the countries will have been chastened by the dilemma again confronting them, and that at a Third Law of the Sea Conference wisdom would finally prevail.

There are now signs that the tension following the failure of the Second Law of the Sea Conference is less than was feared, thanks to the attitude taken up by the British and Icelandic Governments and to the fact that some governments have been having second thoughts which make it likely that a further conference might be more successful.

Belgian fishing industry in danger

 A SURVEY OF THE BELGIAN FISHING INDUSTRY, undertaken by the Department of Economic Studies and recently published, reveals a 'dangerous' state of one of the country's important industries. In the opinion of the authors of the report, fully supported by facts and figures, the decline in the industry is mainly attributable to a shortage of recruits. Encouragement is given in this connection, however, in the form of prizes and vouchers for the purchase of equipment to promote the candidates at the training schools.

Another danger emphasized by the authors is that of over-fishing. The survey (published in book form: *La Pêche Maritime Belge, Etude Economique*, Van Neste & Hovart - also in the Flemish language) emphasizes that stocks are declining in the Channel and North Sea and that there is little likelihood of their being replenished. Noting that the necessary measures to ensure replenishment have been discussed at many international conferences, the authors go on to remark that ratification and implementation of agreed measures are nevertheless fraught with great difficulties.

...ently-published study of the Belgian fishing industry which has been undertaken by the Department of Economic Studies points out that over-fishing and a shortage of recruits are producing a "dangerous state" in the industry



Describing the Belgian fishing industry, the book notes that it is mostly in the hands of owner-skipper. Thus, in 1957, only nine out of 396 shipowners had more than one vessel. Only sixteen shipowners were operating as limited liability companies. Payment of the crews is either on a purely piece basis or a fixed monthly wage plus a smaller share. As regards the catch itself, the peak year was 1947 with over 75,000 tons. In 1957 it was just under 50,000 tons, which was nevertheless well over the 1939 level of a little more than 39,000 tons. These figures, however, are far from reaching the country's potential consumption (unlike the Netherlands which exports in excess). The authors explain this by reference to the different fishing: the Netherlands having no deep-sea fishing, most of her catch being pelagic, with pelagic predominating.

Correction

We would like to apologize to readers of our April issue for a number of typographical errors which occurred in the article 'Railroad propaganda ignores the facts' by Brother George Leighty. The sums mentioned in the article should have been quoted in dollars throughout; in some cases, however, the pound sterling sign was substituted in error. We sincerely regret any confusion which was caused by this.

Philipp Seibert
President, German Railwaymen's Union



Profile of the month

STRONG-FEATURED, BROAD-SHOULDERED PHILIPP SEIBERT, the energetic head of the 450,000-member German Railwaymen's Union (GdED), must certainly be one of the youngest labour leaders in the world. Only just turned forty-six, his career in one of Germany's most powerful and influential trade unions has given a new look to that very much overworked word 'meteoric', for he achieved the highest office in his organization only twelve years after his first union appointment - that of Youth Secretary for the Mainz District. And for three of those twelve years he had already served as deputy to our old friend Hans Jahn - now enjoying a well-earned retirement.

Seibert had, however, seen quite a lot of life - and death too - before he began to play an active role in the post-war trade union and Social Democratic movements. Born in the Rheinland in March 1915, he had only a brief period of civil employment before the Army stepped in when he was just twenty, took him off for the next decade and introduced him to war service on fronts all over Europe.

One still sees reminders of that enforced period of Army life in his erect bearing, precision of speech and neatness of dress.

However, although a former sergeant-major, there is certainly nothing of the military martinet about Philipp Seibert. It is true that he is used to speaking his mind, but he does so with tact and forethought. His powerful and staccato voice will often drop into softness, while his firmness of manner is tempered with genuine good humour. Good humour is in fact one of the dominant features of his whole personality. He looks out at the world through keen eyes which often have a twinkle in them and he laughs often, obviously taking pleasure in it. Among his circle of acquaintance he has a well-deserved reputation as a raconteur with a huge fund of stories to draw upon.

Philipp Seibert has three main interests in life: his work as a railwaymen's leader, his family (wife Liselotte and his 16-year-old son), and his tropical fish. Aquaria are his spare-time passion and he even has one standing in his office. The peaceful life of the aquarium stands in strong contrast to the world of controversy, conferences and hard

negotiation in which the trade union leader has to spend so much of his time and it is easy to understand the fascination which Seibert finds in it.

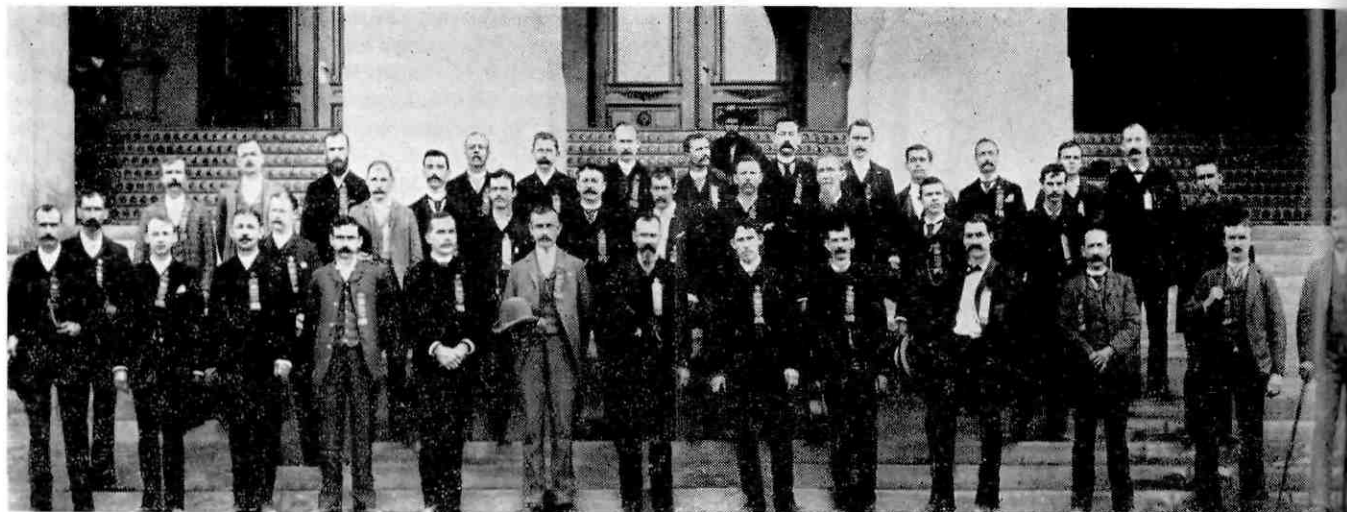
Opposite the GdED's fine new building is the headquarters of the Board of Management of the Federal Railways. Like his predecessor, Seibert is Vice-President of the Board, for the railwaymen have a say in the running of the railways under the co-determination laws which the German trade unions fought for and won. As a member of the Board, Seibert not only looks after the interests of his membership but also has an opportunity of indulging another of his interests - transport policy. He has made it clear that he believes the present financial situation of the railways to be due to faulty transport policies which should be changed.


He has been equally blunt in stating that the members of his union will not accept that social progress should stop short at the railways. That is why the GdED is pressing vigorously for improvements in the financial situation of all its members - manual and white-collar workers alike - for a further reduction in working hours from the present forty-five to forty per week, and for far-reaching changes in the regulations covering annual leave and working time.

Under Philipp Seibert's leadership - the leadership of a young man with young ideas - the railwaymen of Western Germany can confidently look forward to advancing still further along the road of social progress in the years to come.

The International Association of Machinists

by J. WILLIAM O'CONNELL, Executive Assistant to the International President (IAM)



 TOM TALBOT, RAILROAD MACHINIST, was a journeyman, and proud of it. As a craftsman, and as a husband and father, he had ambitions. Not any great ambitions, but ambitions for the basic rights and economic rewards to which he was entitled as a free man and a journeyman machinist.

Thus, when Tom Talbot called together eighteen of his fellow workers to meet beneath the friendly shadows of an engine in a pit in Atlanta, Georgia, on 5 May 1888, he had certain objectives clearly in mind.

Basically, because he was convinced that only through organization could the railroad machinists achieve social and economic justice, he wanted to form a union. He wanted to use that union to achieve a few clear-cut goals. First he wanted increased wages for himself and his fellow machinists. In the quarter century since he had entered on his apprenticeship, Tom Talbot had seen wages slip from \$3.50-\$4.00 a day to \$1.80-\$2.50 a day. Talbot thought that was unjust. Furthermore, the present wage rate was too low to permit him to let his son continue his education beyond the eighth grade, and he knew that a sound education was the one sure road to opportunity and advancement.

Second, he wanted to use the union to protect the quality of his craft against the steady intrusion of incompetent mechanics whose lack of skill undermined standards of craftsmanship and wages.

And third, he wanted to obtain these ends without recourse to what he called 'the old and unsuccessful plan of strikes'.

Under Talbot's leadership, the union continued its open denunciation of the strike weapon for the first two years of its existence. And when the constitution was amended at the 1890 convention to set up strike machinery, every precaution was made to safeguard against hasty and ill-considered strike action. The strike proposition had to have the secret ballot support of three-quarters of the affected members present and voting at a meeting called for the purpose. If the membership approved, the matter had to be referred to the union's top executive body for a final attempt at settlement, and, if that failed, approval of strike action. The same fundamentals continue to govern the strike procedures of the International Association of Machinists today.

Incidentally, one of the first serious strikes under the new procedure was called in protest against the action of a foreman in a Richmond, Virginia, railroad shop in placing a labourer on machinists' work. Firm action was taken by the union to

The IAM holds its first Convention in Atlanta from 6 to 10 May 1889, exactly one year after its foundation. Thirty-four delegates attended Convention representing 1,500 organized machinists. Today, membership of the IAM is around the million mark. The Association has over 2,000 lodges in both the United States and Canada.

protect the standards and quality of the machinists' craft.

The 1890 constitution also established basic principles for the trial of members charged with violating the laws, rules and principles of the union, with full regard for their individual rights, including the right to trial by their peers in accordance with established principles of Anglo-Saxon justice. They still govern the trial and appeals procedures of the IAM seventy years later.

The founders of the IAM built wisely as well. And their program of action, including increased wages, increased leisure time, apprenticeship training and political education and action, is as modern as today's American labor movement.

The new union grew rapidly. At the 1889 convention delegates from thirty-four local lodges represented 1,500 members. And geographically the union had expanded from the city limits of Atlanta, Georgia, east to Norfolk, Virginia, west to Pueblo, Colorado, in the Rocky Mountains, south

Galveston, Texas, and north to Harrisburg, Pennsylvania.

At the second convention in 1890, the union counted 4,000 members in 104 lodges in twenty-seven states and one Canadian province. Its southern boundary had moved to Laredo, Texas, on the Rio Grande; its northern limit to Stratford, Ontario, Canada; and it had pushed westward to the Pacific with local lodges in San Francisco, California, and Seattle, Washington. There can be little doubt that the organization of the union by a group of railroad machinists was a key factor in producing the rapid growth in membership and the expansion of geographical boundaries.

The eastern part of the United States was already highly industrialized; the West was well on its way; and the mountains and canyons of the Rockies were pouring forth treasures in gold, silver and copper. But the westward spread of industrial empire was still being blazed by the railroads, and the railroad shops still offered the first employment to machinists

The United States International Association of Machinists, formed over seventy years ago, is one of America's largest unions with a membership around the million mark, distributed over the railroad, aircraft and air transport industries as well as in a number of other industries calling for the skill of the machinist. Long associated with the ITF through its membership of the US Railway Labor Executives' Association, the IAM affiliated directly with the ITF in December 1950 in respect of its civil aviation members. In 1957, when the IAM held its first Air Transport Conference, the union had some 40,000 members on the ground staffs of forty-one airlines. The IAM has over 2,000 local lodges in over 160 districts in both the United States and Canada. It is a leading member of the AFL-CIO, having first joined the AFL in 1895, while its International President since 1949, Albert J. Hayes, has been a Vice-President of that body and Chairman of its Ethical Practices Committee since 1955.

and other shop trades in new towns and cities. Not only that, but the restlessness of the 'booming' machinists carried them westward with the progress of the rails, and they took with them the tidings and the missionary zeal of the new Machinists' Union.

The importance of the railroad machinists in building the new union is evidenced by the fact that 'Old 88' - Local Lodge 88 of the IAM in the mining town of Butte, Montana, was actually organized in February, 1888, nearly three months before Tom Talbot and his fellow craftsmen met in the engine pit in Atlanta. Yet so isolated were the Butte machinists from the mainstream of their trade that they did not apply for a charter until the spring of 1890. Affiliation with the Machinists' Union not only gave them increased strength, but also provided them, through annual conventions and the columns of the *Machinists' Monthly Journal*, with a chance to 'swap news' and plans for progress with other organized machinists throughout the country.

For the first three decades of its existence, the IAM expanded steadily, despite occasional financial panics and business setbacks with their inevitable adverse effects on employment, and in the face of opposition by one of the most ruthless anti-union organizations of employers in the history of American labor-management relations, the National Metal Trades Association. At one point in the years preceding World War I, the Association boasted an army of 'certified strikebreakers', whose numbers were double the membership of the IAM. Yet the Machinists' Union continued to grow, and by 1919 the union hit a peak membership of 330,000, accounting for one-eighth of the membership of the entire American labor movement.

Yet, it was not in membership alone that the Machinists' Union grew, but also in prestige and leadership within the American Federation of Labor. In 1898, three years after affiliation with the AFL, the Machinists were selected by that organization to lead the campaign for a 9-hour day in the metal industries. The IAM also led the move for the establishment of trade departments in



Founded on principles of absolute democracy, the IAM has opened its doors to all workers in the craft irrespective of race or colour. It however bars from office any member advocating totalitarian philosophies. Communists were banned from IAM membership in the mid-20s.

the AFL as a means of encouraging coordinated programs of action. When the Metal Trades Department was established in 1908, IAM President James O'Connell became its President. And five years later, in 1913, Machinist A. O. Wharton became president of the new Railway Employees' Department. Wharton retained that post, serving with distinction during the historic railroad shop-craft strike of 1922, until he was named president of the IAM in 1926.

The same degree of progressiveness can be noted in the internal affairs of the Machinists' Union. Specialists were



The sixth President of the IAM, the late Harvey W. Brown, admiring the recently dedicated statue of the IAM's founder, Thomas W. Talbot, in Atlanta Park, Georgia. With him are the grandson and the great grandson of the man who, with a handful of friends, met on 5 May 1888 to found one of America's biggest unions

The badge of office passes on. Albert J. Hayes takes the oath of office as Swedish-born IAM General Secretary Treasurer Eric Petersen and General Vice-President Elmer Walker look on. Al Hayes has been President of the Machinists since 1949, and Chairman of the AFL-CIO Ethical Practices Committee since 1955



admitted to membership in 1903, apprentices in 1905 and women in 1911.

Undoubtedly these early evidences of leadership and progressiveness helped lay the foundation for the IAM's position in the modern American labor movement and for the favorable reputation it enjoys in labor-management circles.

Perhaps President Hayes of the IAM put his finger on the quality which underlies these marks of progress and leadership in some remarks he made before a graduating class of the Harvard Trade Union Project in December, 1953. (The Project, by the way, was developed by the late Summer Schlichter of Harvard University for the

purpose of making available to trade union leaders in capsule form the kind of training available to students and leaders of business in the Graduate School of Business Administration).

After noting that the history of Harvard extended back to the days of early colonial America, IAM President Hayes commented:

'Without the willingness, the ability and the courage to change, without the capabilities of meeting new challenges, this great institution of Harvard University would not be here today. It has met its obligations successfully and thus has contributed in great measure to the progress of our great country.

'This is the real test of any institution in a free, democratic society. If it can meet the new obligations and responsibilities of an advancing country it will endure. If it cannot, or does not for any reason, it will not endure. This is as true of the institution of organized labor as it is of any other institution in our society. We too must change to keep pace with a changing country and to effectively meet new obligations and responsibilities which are thrust upon us by progress . . .'

Throughout its history the IAM has shown ability to adapt itself to the requirements of a rapidly developing industrial system and a dynamic social structure.

But, it is important to note, the IAM has remained responsive to the changing demands of industry and society without ever abandoning the basic democratic principles which motivated its founders. And this fact helps explain why, in a period when labor in America has been subject to investigation, smear and attack, the IAM, when it is mentioned, is mentioned as an

example of clean, democratic unionism.

The International insists upon filling responsibilities and exercising the authorities delegated to it by the membership, the union's laws and constitution. On the other hand, the members, through more than 2,000 local lodges, insist upon protecting their rights and maintaining their autonomy where there has been delegation of authority. The result is a practical and well practised system of checks and balances, which has kept the International leadership closely aware of the desires of the membership, and the latter constantly alert to and interested in the policies and problems of the International. It is the preservation of the founders' spirit which has kept the International responsible to its obligations and responsive to the needs and wishes of its membership in spite of the difficulties of maintaining direct personal contact and practising democracy in a large and far-flung organization.

From a handful of railroad machinists in May 1888, the IAM has developed into one of the largest and most diversified labor unions on the North American continent. Its members work in almost every conceivable phase of American industry and commerce, from the automotive repairman at the corner garage, to the employee of a mighty aircraft company. And in the latter type of plant, where the IAM has been organizing industrially since the mid-1930s, the membership comes from everyone from the sweeper in the assembly plant to the tool and die maker in the research and development department.

There are IAM local lodges in more than 1,000 towns and cities in the United States.



IAM members cargo handling on a Swissair De-6A. Long associated with the ITF through its membership of the ITF-affiliated US Railway Labor Executives' Association, the IAM affiliated direct with the ITF in respect of its civil aviation members in December 1950. In 1957 the IAM held its first Air Transport Conference

From an old print. A pictorial record of the first IAM shop in the manufacture and servicing of aircraft. This picture, taken in 1911, shows IAM members employed by the Aerial Navigation Company of Girard, Kansas. The IAM signed its first agreement with the railroads with the Santa Fe in 1892. First airline agreement was signed by IAM with Eastern Lines in 1939



Canada. They vary in size from 25 to 100 members. Some of them are organized on a craft basis, others on an industrial basis. The type of local lodge is tailored to meet the needs of the members to be served, another evidence of the adaptability of the union. In a large metropolitan industrial center, where lodges are organized on a district basis, the objectives and activities of various lodges are co-ordinated through district lodge. District lodges also exist in the transportation field, to permit unified action by local lodges dealing with the same employer at far-flung points across the nation. District lodges are also utilized in the aircraft industry, to permit heavy concentrations of membership to be broken down into small units for the purpose of

giving the members a more direct voice in the processes of collective bargaining and the administration of collective bargaining agreements.

In spite of the diversification of IAM membership and its heavy concentration in the manufacturing industries, the Machinists are still very active in the field of transportation. Today, as in its earlier years, the IAM is one of the major non-operating unions in railroading, as it is in ship repair. It is the major union in both airline and motor transport maintenance and repair. And it is the major union in the related field of aircraft manufacture, although this category of work is classified as manufacturing rather than transportation. The heavy concentration of IAM membership in



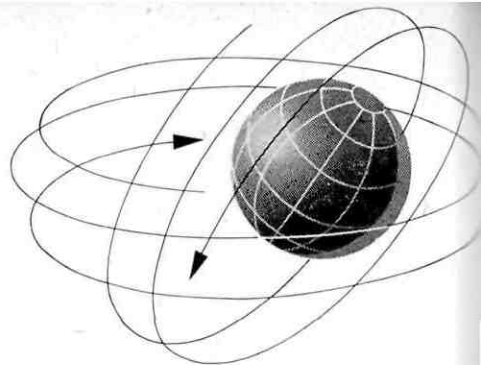
In the 30s labour and management in the USA came into open conflict with management using strong arm methods to keep labour 'in line'. This scene of violence, showing armed strike breakers breaking up peaceful picket lines occurred during the Mohawk Valley strike of 1936. The US Congress outlawed violence and strike-breakers as a result of the reports of the La Follette Civil Liberties Committee




IAM membership is distributed over the railroad, aircraft and air transport industries and is also to be found in a wide range of other industries calling for the skill of the machinist. Here we see IAM mechanics carrying out a check of a Swissair transport plane before it leaves for Zurich.

non-transport fields would probably be no surprise to Tom Talbot and his fellow founders. They were railroad machinists, to be sure. They founded their union in a railroad shop, and most of the early local lodges were in railroad shops. But the 104 local lodges which were chartered during the two years of Tom Talbot's official leadership also included lodges outside the roads. We have already mentioned 'Old 88' in Butte, Montana. And even before that formerly independent union affiliated, the Machinists Union had chartered similar groups of machinists in San Francisco and Seattle. Like 'Old 88', these West Coast local lodges are still integral and active segments of the IAM.


Tom Talbot and his fellow craftsmen in the Atlanta shop had very few fixed ideas. They believed in democracy as a fundamental tool of trade unionism. They felt a sense of obligation to the public. They held that agreement, not industrial strife, was the end of effective unionism. The organization which they created has adhered faithfully to these basic concepts. And on the foundation of adherence, the IAM has become one of the largest and most respected unions in North America.



Seventy-five years of service


 THE ITF-AFFILIATED SAILORS' UNION OF THE PACIFIC, founded on 6 March 1885, can now look back on over seventy-five years of service. From the very start, the union was fortunate in finding the strong leadership the times demanded in the person of Andrew Furuseth. For nearly fifty years Furuseth held the position of secretary. Realizing that bad customs and laws had to be changed before seamen could win the position rightly theirs, he soon began a campaign of lobbying in Washington for better legislation. Before he had finished his work, he could point to the Maguire Act of 1895, the White Act of 1898, the Seamen's Act of 1915 and the Jones Act of 1920 as his solid accomplishments. He was succeeded in office by another fighter – Harry Lundeberg. During Lundeberg's twenty-one years as Secretary the Sailors' Union successfully withstood attacks from every quarter – from ship-owners, politicians, Communists and rival unions. It grew steadily in power and today can point to a record of achievement on behalf of its members of which any union could be proud. The working conditions and social security enjoyed by SUP members today are a testimony to the fighting spirit of these two great leaders.

Newfoundland loggers' dispute before ILO

 THE INTERNATIONAL LABOUR ORGANISATION'S COMMITTEE ON Freedom of Association has advised the ILO governing body to request the Canadian government to look into the dispute between the Newfoundland loggers in the *International Woodworkers of America* and the Premier of Newfoundland. The union states that as a consequence of a strike for better wages and for a reduction of the working week from sixty hours, Premier Smallwood launched a campaign to ban the union from Newfoundland. He introduced legislation to de-certify the union and to give the government the power to dissolve certain unions and confiscate


their funds where 'it appears' that certain circumstances obtain. This action, the union states, is in direct violation of the freedom of association.

Drivers to retire at sixty?

 TRANSPORT DRIVERS IN LUXEMBOURG are still awaiting legislation introducing compulsory retirement – accompanied by pension compensation – at the age of sixty. A legislative enactment to this effect, i.e. lowering of the retiring age to sixty in the case of road transport drivers and the establishment of a special pension fund in compensation, has been 'on the table' since October 1958. Since that time, a new government has taken office – but still nothing has been done to promote this important piece of legislation covering a branch of the country's industry which, in the words of the ITF-affiliated Luxembourg Railway and Transport Workers' Union, is by way of being the Cinderella of the nation's industries.

Commenting on the government's dilatoriness in handling this subject, our affiliate stresses that, under modern road transport conditions, nobody can seriously contend that a driver of advanced years cannot constitute a possible danger. Reports have been studied, the Union continues, talks at high level have taken place, and promises have been given. The Union would now – at long last – like to see some action.

Pleasure boats under flags of convenience

 A NEW CASE OF HORRORS under flags of convenience is reported from Denmark. We are glad to say, however, that the flags this time are not those of Panama, Liberia or Honduras. In fact so far as is known there is nothing disreputable about the flags themselves. Only about the use that is made of them. Another new feature of the case is that this time it is not in the first place the seafarers themselves who are likely to suffer from the use of flags which in the circumstances must

be considered as more or less exotic, to the travelling public – if the term 'travelling public' can properly be applied to the multitudes who, according to our source (Danish Marine Catering Workers' Union) are daily disgorged on the quayside from fleets of taxis and fight their way up gangways on to the swarming decks of so-called pleasure boats that ply between Denmark and Sweden.

Sometimes known as 'show boats' 'fancy restaurants' the main attraction of these vessels offer their clientele seems to be an ad lib. consumption of tax-free alcohol and the novel experience of getting drunk at sea. That they are also exposed to the equally novel experience of drowning is a risk that people in such a condition hardly likely to appreciate. If there were a collision – and this is not such a remote possibility in the heavily trafficked waters between Denmark and Sweden – one shudders to think of the chaos and pandemonium there would be with over a thousand human beings crowded on the decks of quite small ships with a crew of only a dozen so to get them out of it.

There are, however, more immediate hazards which deserve to be brought to the attention of the authorities. Food poisoning may not be so dramatic as shipwreck but it can be fatal and all civilized countries have laws and regulations to prevent outbreaks of epidemics. Naturally, in countries under whose flags the floating 'fancy restaurants' sail have their standards on the hygienic handling and preparation of food destined for human consumption. The only trouble is that the relevant authorities are too remote to enforce standards on board these particular ships. There is thus nothing to prevent the meals on board vessels from being prepared by cooks suffering from tuberculosis, or from venereal or skin diseases. Washing facilities and the general standards of cleanliness in these kitchens may not be up to standard. Nobody knows but it is only reasonable to suppose that the absence of any effective control of the standards have lapsed.

In the end then the case has, on a

...all the essential features of the world-wide operation of ships under flags of convenience. The lives of human beings are being hazarded for the sake of the steady profit to be gained by evading the rigorous restrictions of national legislation. In this case it is the general public and not the workers in the industry who would be the first to suffer from this unmediated contracting-out of a social obligation, will not of course deter those workers from voicing their conscience on the matter, and from showing that they at least feel responsible for the health and safety of their fellow men.

A new political party in Canada?

A NEW POLITICAL PARTY, more sympathetic towards and representative of labour's interests, is in the offing in Canada. Commenting on this development, our affiliate, the Canadian Brotherhood of Railway, Transport and General Workers, points out that at its last national convention the Brotherhood went on record as supporting the new party which is to be formed by organized labour, the Co-operative Commonwealth Federation, farmers and other interested parties.

The new party is expected to come into being at a joint founding convention in 1960 called by the Co-operative Commonwealth Federation (CCF) and the Canadian Labour Congress (CLC). Both of these bodies are expected to discuss and decide on the creation of the new political party at their forthcoming conventions. Meanwhile, a joint CCF-CLC committee has been preparing the ground for the coming convention.

The idea of a political party in Canada to represent the people dates back many years, states our affiliate. If the CCF joins with labour and similar social groups in a new party (it continues) it will only be carrying out the original intentions of the organizations to link together labour, farmers' organizations and liberal-minded people in a party 'dedicated to the task of democratically rebuilding our society so that co-operation will replace greed, con-

structive development will replace exploitation of man by man, and unity of farmer and worker - east and west - French-speaking and English-speaking will replace disunity and deliberately contrived conflict'.

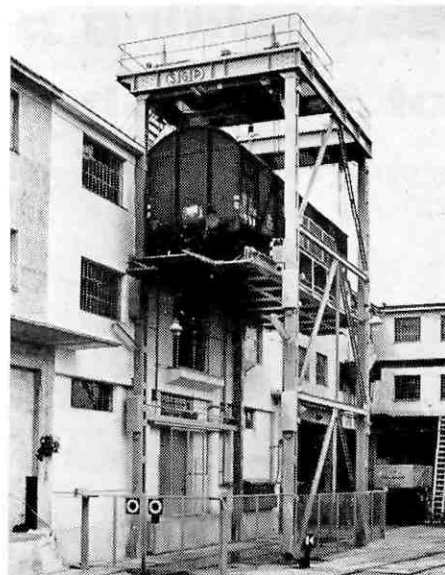
Among the objectives of the new party to be discussed at the forthcoming CLC and CCF conventions and at the proposed joint constituent convention are:

- 1) to unite all progressive people and organizations in Canada into Federal and Provincial Parties financed and democratically controlled by individual and affiliated members;
- 2) to plan the use of Canada's human and material resources to achieve an ever-expanding economy dedicated to the service of human needs above private profit;
- 3) to broaden economic and social as well as political democracy by expanding the role of co-operative and public ownership wherever desirable in the interests of the people;
- 4) to co-operate with people and movements everywhere whose aim is to abolish poverty and exploitation, to extend freedom, to establish the equality of all peoples and races and to build a lasting and just peace.

Going up?

ONE WAY OF DELIVERING GOODS TO THE WAREHOUSE, saving a lot of heaving and straining, has been discovered by a well-known Austrian goods transport concern. It conveys an entire railway goods wagon - with contents - up to the second floor of its warehouse in Vienna by means of a special lift designed for the purpose. That is a 'lift' of some forty tons, and is claimed to be something new in the way of bulk goods handling. The advantage, of course, is that railway trucks with contents can now be as readily and conveniently dealt with on the second floor of the warehouse as on the ground floor where track run-in and handling of the goods present no particular problems.

This development is, of course, in line with the ever-increasing mechanization



Something new in the way of moving heavy loads for further mechanical handling. A railway truck weighing, with contents, some forty tons is conveyed by outside lift to the second floor of a Vienna warehouse. A press of the button and up she goes! (Photo of the Deutsche Bundesbahn)


noticeable in the field of goods handling. Today, the fork-lift truck, moving band, and a number of other appliances, are a common sight wherever large-scale handling of bulk goods is a primary concern. For the most part, however, this kind of work has been confined to ground level. This movement into a 'second dimension', as it were, is by way of being an innovation. It does mean of course that fewer and fewer men are being required to handle more and more goods. Providing the social gain resulting from increased mechanization is equitably spread among all those affected, in the form of higher wages and shorter hours throughout trade and industry, such changes may be welcomed by those engaged in the industry. The proviso, however, is a very big one, and road transport workers and, in particular, dockers are vitally concerned with the problem of increased mechanization in the handling of cargoes and goods.

When one man, by pressing a button at ground level, can move a railway truck weighing, with contents, some forty tons up to the second floor of a warehouse in a matter of a couple of seconds, there to be further handled by other mechanical appliances, we have clearly come a long way - in terms of labour saving - from the days of the wheelbarrow. Unfortunately, this mechanical progress has not been matched by an equitable distribution of the social gains resulting therefrom. The dog is still taking his master for a walk.

Bargaining problems of Swedish Railwaymen

by GUSTAV KOLARE, *Swedish Railwaymen's Union*



 AS MEMBERS OF THE STAFF of a state-run enterprise – the Swedish State Railways – Swedish railwaymen have a number of problems in connection with their service conditions comparable with those of other state employees. The present article discusses these with particular reference to the difficulties associated with collective bargaining rights.

As is the case with other members of the Swedish Federation of Labour (LO), the Railwaymen's Union meets with a number of special problems in the exercise of its activities. This is perhaps inevitable seeing that so much of the work performed by its members is by way of providing services. These to a large extent must be maintained on Sundays and public holidays. A certain amount of irregularity in work schedules with time off taken at irregular times – frequently away from home – means that the union has quite a number of problems on its hands. The fact that many of its members perform their functions in remote districts many miles from the nearest habitation also comes into the picture in that it creates an 'isolation problem'. The outstanding changes in the transport field, in part deriving from and in part leading to

the construction of railways, are also a significant factor in the overall picture. Without going into these particular problems in too great detail, it is perhaps worth our while to give closer consideration to the specific problem represented by the negotiating machinery as it affects the railwaymen's Union – and for that matter the entire association of government employees affiliated with the Swedish Federation of Labour.

In Sweden, the State is by far the largest employer of labour. There are at present something like 370,000 persons employed in State-owned or subsidized enterprises. Of these, some 290,000 are civil servants whilst 80,000 are employed on terms and conditions laid down in collective agreements. The latter are placed on a par with wage-earners in private industry under the

Steering made easy. In labour-management relations, however, things can too easily go the rails. This railway worker looks as if he knows where he is going. In the matter of bargaining the Swedish Association of State Employees hopes that the government is on track and also going in the same direction.

1936 Act governing industrial associations and negotiations. Civil servants are excluded from the Act. Their negotiating machinery is laid down in an edict dated 1937.

The separation, however, is not just in terms of time. Under the 1936 Act, employers and employees are equal partners in the labour market, the employee thus having an actual say in the fixing of wages and conditions of employment. This case is different with the government employee, however. The 1937 Act gives the employee the right to make known his views and demands; but it is the employer alone who lays down wages and conditions of service. The government employee merely has the right to petition. So much the edict is laid down formally.

In practice, however, other conditions obtain. In the post-war years, and in particular since the creation of the 'Civil Department'¹⁾ in 1950, the tendency has been for wages, pensions, and other conditions of employment increasingly to become subject of formal negotiations between the State as employer and the four organizations representing employees – the State Employees' Association (Statstjänstarettell), the TCO, SACO and SR. During this period very few questions in this field were settled without previous reference to the bodies.

Earlier, contact had been maintained by means of procedures in Parliament, but late the parties have gone over to an increasing use of direct negotiations. It might be expected, there are a number of reasons for this change. The growing power of the unions concerned has greatly contributed to bringing about collective

¹⁾ The Civil Department was the government department dealing with civil administration affairs from 1840. In 1950, it was reconstituted as a government department handling all matters having reference to the salary, pure, general service conditions, pensions and negotiating procedures of State employees.

bargaining methods comparable with those observed in the private sector. It is also clear that the government attaches considerable importance to the need for harmony between the authorities and the staff representative bodies in all matters affecting wages and service conditions.

Although it may be said that negotiations in this field proceed very much on the same lines as in the private sector, there is in one respect one very big difference: as regards government employees, neither side can resort to force to its arguments by means of a strike or lockout as can be done in the private sector.

The industrial action which the 1937 edict on negotiation machinery may be regarded as allowing is a boycott of new recruitment and 'en bloc' handing in of notice to leave by non-established staff. Although this method can be effective in the case of certain national bodies catering for government employees, it is of little or no value as a means of exerting pressure when contemplated by others. When it has been used, the employing authority has replied

with counter-measures. These have usually consisted in withholding from the body concerned wage increases which would have gone to the members of this body as a result of agreements concluded with the other representative associations. In point of fact, however, industrial action has been comparatively rare in this sector. This is primarily due to the fact that both the Civil Department and the organizations concerned have made every endeavour to reach agreement on every occasion when negotiations have occurred.

Seeing that the 1937 edict was regarded as out of date and largely rendered obsolete by developments which had occurred in the post-war period, both the state authorities and the trade union organizations considered it a matter of some urgency to ensure that collective bargaining legislation should be brought into closer agreement with existing conditions and practices. In this connection, having regard to the conditions obtaining in industry generally, it was only natural that the unions should aim at unrestricted bargaining rights. The question of amending the 1937 edict has thus come up a number of times. More recently, the question was studied in 1948 by the committee on negotiating rights which presented its findings on 31 December 1951.

The committee's recommendations, covering both State and local government employees, may be regarded as aiming at securing the same negotiating rights for these employees as were enjoyed by those in industry generally. Having regard to the peculiar character of government and local government service, however, and bearing existing relevant legislation in mind, the recommendations envisaged a number of restrictions compared with what was laid down for industry in general. These concerned *inter alia* the manner of engagement, the recruitment and dismissal of staff, and general conditions for the maintenance of services. The recommendations also envisaged different rules as regards dispute procedure. The right to strike as generally understood was not conceded to those engaged in state and local govern-

ment service. On the other hand, provision was made for staff to relinquish their post, after giving due notice, in pursuance of grievances.

These recommendations, which were by way of a compromise between the legal principles laid down in the public and private field, came in for considerable criticism, in parliamentary debates on this subject. It was further made evident that these recommendations could not serve as a basis for the amendment of legislation covering dispute and negotiating procedures. The committee's recommendations, and the further recommendations arising from parliamentary debate, were subsequently submitted for systematic review to an expert in this field, viz. Olle Ekblom, a former mediating officer and provincial lord lieutenant. He was subsequently called upon to make a further investigation (in 1956) assisted by legal experts and (since 1958) by representatives of the employing authorities and the four trade union bodies catering for state employees.

It needs no emphasizing that the body of state employees is awaiting the results of this study with considerable interest. Local government employees are also keenly interested, although under the terms of its reference, the study group must confine its findings to state employees proper. It may be assumed, however, that any resultant legislation covering state employees will set the pattern for the local government service.

Clearly it would serve no useful purpose while the enquiry is still on to comment at any length on all the various proposals that have been made up to now. I propose instead to set out briefly the views and suggestions put forward by the State Employees' Association during the course of this investigation.

The Association is striving to win full bargaining rights for State employees without these leading to any inroads into their established rights or deterioration in their service conditions. It is the Association's view that their members' rights to associate and bargain collectively could be laid down in the form of legislation for which the 1936 legislation could serve as a model. The right



*As a member of the staff of the State-run Swedish railways this railway official enjoys a number of advantages not always found in out-
side industry. Nevertheless, the Swedish Association of State Employees is seeking greater
improvement of his conditions by the establishment
of improved negotiating rights and machinery*



'Let me stand on my feet!' says the notice on the parcel being handled by this Swedish railwayman. Swedish railwaymen too want to be 'put on their feet' in the way of full rights to associate and bargain collectively as employees of the State

to bargain should devolve on the existing national representative organizations and their subordinate bodies. Other bodies should be denied representation rights as bargaining organs. By these means, it is contended, some sort of order would be introduced into the present organizational jungle which has long characterized labour relations in the state sector.

The dispute procedures – including strike and lockout – practised in the private sector should also be made available to state employees. In principle, all state employees should enjoy the right to make use of these weapons, although it is clear from the start that, given the nature of public service, certain groups can never exercise these rights. The maturity and sense of responsibility which the trade union movement in this country has acquired over the years minimize any risk of a dispute threatening the national economy. Furthermore, as the highest legislative authority, the state can always remove this threat to the community and the national economy by means of appropriate legislation. This method of solving the problem would be preferable to discriminatory treatment of certain groups by their being excluded from relevant legislation and the right to bargain collectively. No such exceptions have been made in the general industrial labour field, and no such exceptions should be made in the case of state employees.

Under the present Law, no state employee held to exercise a position of responsibility may absent himself from his work without permission or good reason without laying himself open to a charge of dereliction of duty. Before such an employee could make use of the strike weapon without running the risk of penalties, the law would have to be amended. In this connection it is gratifying

to note that experts in the field of labour legislation appear to be in fairly general agreement that this concept of official responsibility should not prove a bar to the regulation of service conditions by collective bargaining processes or the exercise of accepted forms of industrial action including the strike or the lockout. It is contended that the operation of the 'official responsibility' clause should be suspended during a legitimate industrial conflict.

One of the thorniest problems in connection with the introduction of full collective bargaining rights for state employees is the fact that large numbers of state employees cannot be arbitrarily dismissed or transferred. They thus enjoy job security and are guaranteed a certain salary in given circumstances. Guaranteed tenure of office is primarily based on administrative convenience in the conduct of the nation's affairs. This does not of course mean that it is not of great importance to the individual em-

ployee. It also inevitably follows that, in present form and content, guaranteed tenure of office constitutes a bar to the state as employer operating a lockout against any of its employees enjoying the guarantee. However, it has also been suggested that the operation of this guarantee should similarly be suspended during the course of a legitimate labour conflict. At such time, it is contended, the employee enjoying this right should be placed on a par with other state employees not so favoured. He should forego the right to a guaranteed continuation of salary associated with security of tenure of office. In contrast to other employees, he would still be guaranteed reinstatement rights as soon as settlement of the conflict had been reached.

The State Employees' Association is of the opinion that the Civil Department should be a party in the state negotiating and collective agreement machinery. It may justifiably be asserted that this depart-



The state, as an employer of labour, is always a bit of a hard nut to crack and getting the negotiating machinery to function without too many sparks flying is not so easy as pressing a lever. Not that this signalman's job is a sinecure! (All photos by courtesy of Fackföreningsrörelsen)

...ready exercises these functions 'de facto'.
...point of fact, in the case of the agree-
...ents concluded between the Department
...the employees' main representative
...ies, Parliament has refrained from in-
...ducing any alterations on the grounds
...it had before it a negotiated agreement
...which could not be altered without grave
...sequences. In recent years, therefore,
...the Swedish Parliament has exercised its
...powers in this field in a manner more for-
...mal than real. In the circumstances, there-
...fore, Parliament should leave it to the
...real hand to approve (or reject) such in-
...struments. In this way, too, the serious
...delays which occur before implementation
...as a result of parliamentary procedure
...could be avoided.

...in the event of state employees being
...granted full bargaining rights, the Associa-
...tion will not wish to oppose the introduc-
...tion of legislation on the subject of service
...conduct and duties rules. It would not,
...however, lend its support to any emergency
...measures, but instead recommends that
...legislation be enacted only if and when the
...need for legislation on service conduct and
...duties rules should arise in any sector.

...Regulations on the interpretation and
...application of these rules should be made
...by the Civil Department following consul-
...tation with the employees' organizations
...on the agreements regulating service con-
...ditions are drawn up. Points in dispute
...could be referred to the Labour Court for
...investigation. When dealing with such mat-
...ters, the Court's assessors could well be
...represented by representatives of the
...trade union bodies representing state
...employees.


...It is not pretended that the proposals
...made by the Association by way of offering
...a solution to the problem of full bargaining
...rights for state employees are in any way
...exhaustive or final. Naturally, the Associa-
...tion is prepared to discuss other solutions.
...A number of basic questions, however,
...the Association has given it to be under-
...stood that it has very definite views. Among
...these may be mentioned the retention of
...the principle of security of tenure with the
...guaranteed salary, and the question as to

who shall be the state's negotiating body.
As regards the first, it may safely be said
that no state employee within the Associa-
tion is prepared to buy full bargaining
rights at the cost of job security and the
guaranteed salary.

As to who shall negotiate and sign agree-
ments on behalf of the state, there are a
number of views. The Association has al-
ready made its view clear. Others are of the
opinion that both Parliament and the Cab-
inet should stay aloof from direct inter-
ference in matters affecting the wages and
service conditions of state employees.
Authority to negotiate and approve, both
'de facto' and 'de jure', it is contended,
should fall within the province of some new
department. For a number of reasons, the
Association cannot agree with this proposal.
The state employees' wages bill constitutes
such a large part of the country's budget
that it can hardly be regarded as feasible to
release the government from direct respon-
sibility for the outlay. The wages bill for
established staff alone in the year 1958
came to some three milliards of kronor.

There is no real need to create a new de-
partment to handle matters affecting the
wages and service conditions of state em-
ployees. The establishment of the Civil
Department in the year 1950 created the
requisite body for centralizing and putting
into effect the negotiating and investigating
machinery that had long been sought. The
fact that in the ten years of its existence the
Civil Department has performed its func-
tions correctly may perhaps be gauged
from the fact that every agreement negoti-
ated has given rise to marked feelings of dis-
satisfaction - on both sides of the bargain-
ing table.

'Enemy agents' at work

 FOUR RAILWAY WORKERS IN DRESDEN
(in the Eastern German sector of the
Soviet 'Workers' Paradise') have recently
been sentenced to two and a half years
imprisonment. They received this sentence
for misrouting some railway goods trucks
at the Dresden shunting yards where they
were working. Presumably this savage


sentence was imposed with the object of
discouraging others from mistakes of a
similar nature.

The charge was 'misrouting trucks and
thus endangering the economic plan
through lack of labour discipline and
deliberate failure to detect mistakes'.


We do not know how the court satisfied
itself about the 'deliberate failure'; pre-
sumably under communist law any mistake
is deliberate which leads to inconvenient
results. In any case, justice having nothing
to do with the matter, the sentence was
duly imposed on the grounds that, although
the men could not be proved to have been
in the pay of enemy agents, they had
acted as if they were.

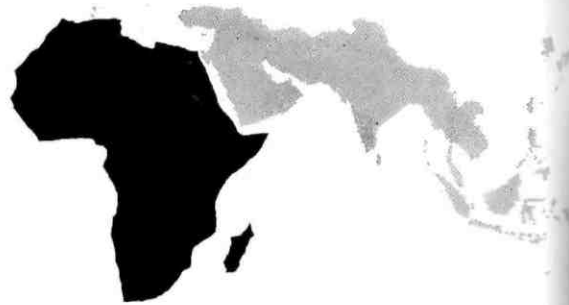
At this point the case for humanity - and
sanity - rests.

San Francisco has the best drivers

 WE DON'T KNOW HOW WELL THEY
DRIVE, but it looks as if, socially
speaking, San Francisco can lay a good
claim to having the 'best' taxi-drivers. Ac-
cording to statistics published by an Amer-
ican source, among the town's cabmen
there are: fourteen Russian princes, seven
members of the old German aristocracy,
three former directors of large European
banks, a number of doctors and engineers,
and a French pianist. A local publisher has
stated that he is thinking of bringing out a
companion volume to 'Who's Who' en-
titled 'Who is Driving Whom'.

New Norwegian act concerning occupational injuries insurance

 ON JANUARY 1ST LAST A NEW ACT
concerning occupational injuries in-
surance came into force in Norway. The
present three accident insurance acts, for
industrial workers, seamen and fishermen,
have been integrated into one scheme
which will cover all Norwegian wage-
and salary earners, a total of 1.4 million per-
sons. The coverage also includes school-
children and students during the time of in-
struction. The benefits of the scheme have
also been considerably improved.



Jet pay of Japanese airline pilots

+ AT LEAST FOUR JET PLANES OF THE DC-8 TYPE are shortly to be put into service by the Japan Air Lines (JAL). The first delivery is expected about July this year. With the expectation that, within a year or two, all Japanese commercial flying will be done with jets, it is safe to say that the impact of the jet age will soon be felt by all Japanese civil aviation personnel.

In anticipation of the changeover, the JAL Flight Officers' Union decided to prepare a programme of demands at its October 1959 meeting in consonance with present-day trends and in particular has made concrete proposals for improvements in present negotiations with the operators.

One of these is for the introduction of a so-called competency allowance at the rate of ¥ 180,000 a month in the case of the captain of a jet plane. (With the yen quoted at 1,010 to £1, this is about £180 or US 468). The union is also claiming an increase in the flying allowance, bringing the hourly rate in the case of a captain piloting a jet to ¥ 2,000. At present the monthly salaries of Japanese pilots range from ¥ 70,000 to ¥ 140,000.

Australo-Asian railwaymen's conference?

+ THE NEW SOUTH WALES BRANCH OF THE AUSTRALIAN RAILWAYS' UNION is considering the holding of a special conference of railwaymen's unions covering Australia, India and South East Asia. Such a meeting would be held under the auspices of the ICFTU and the Australian CTU.

The combined conference is envisaged as part of a plan of closer co-operation between railwaymen in Australia, India and South East Asia. At its recent (February) State Council meeting, the NSW branch of the ARU discussed at length the growing importance of industrial and social developments in South East Asia and India and placed on record its responsibility to study, understand and assist in the development of a free and powerful trade union movement in those regions.

The desire for closer ties with railway-

men's unions in other countries in that part of the world has induced the Australian union to write to the ITF advising it of the steps it proposes taking to establish contacts in pursuance of its plans. In particular, the union has asked ITF advice about inviting delegates to its next State Conference to be held at the end of June 1960. Countries tentatively mentioned as possibly interested in accepting invitations to this conference include India, Pakistan, the Philippines and Japan as well as Malaya and Singapore.

Experts will survey Indonesian aviation

+ TWO AVIATION CONSULTANTS of the US International Co-operation Administration (ICA) have arrived in the Indonesian capital Djakarta to conduct a survey, in co-operation with the Government, of the civil aviation programme supported by the ICA as it relates to Garuda Indonesian Airways and to Indonesia's civil aviation organization. The ICA will be financing the survey, which is expected to take the two experts some six weeks.

Nigerian TUC will resist Communist infiltration

+ THE WORKING COMMITTEE OF THE TRADES UNION CONGRESS OF NIGERIA has stated that it intends to resist any attempt among any of its 110 affiliated unions to introduce Communism into the country's labour movement. Earlier, the TUC's General Secretary, Bro. L. L. Borha, speaking at a press conference, had said that any move to propagate Communism in the trade unions would be contrary to the interests of the Nigerian workers.

Strikes longer and more frequent in Ceylon

+ ACCORDING TO AN INVESTIGATION carried out by the Ceylonese Labour Department, the number of strikes and their duration have considerably increased in Ceylon in recent years. The number of strikes reported increased from 53 in 1943 to 203 in 1958 (exclusive of port strikes during the latter year). During the same

period the duration of strikes increased from an average of 1.4 days to 9.9 days per stoppage.

The duration of strikes has, in fact, increased steadily on the increase throughout the period. In 1943, for instance, the number of man-days lost owing to strikes was 9,593. By 1958 the figure had risen to 725,401 man-days.

The Labour Department also found that there had been an appreciable reduction in the number of strikes due to dismissals and loss of employment, whilst in the case of disputes concerning working conditions and the enforcement of discipline there has been an increase.

Reconstruction in Korea

+ THE WORK OF RECONSTRUCTION IN KOREA following the ravages caused by the communist invasion of the country has gone on apace. The entire population has contributed towards this work of rebuilding from the ruins left by the war. Amongst the new buildings which now stand as a monument to the industry and sense of common purpose among the people



The Korean national reconstruction plan, which all Korean workers have contributed to, has also been responsible for the enlarging of the Transport Hospital, run by the railway management for the benefit of railway staff and their families. It has the most up-to-date equipment and facilities and its medical staff are amongst the country's foremost practitioners.



rely reconstructed after the devastation following the communist invasion, the Korean Railwaymen's House stands as a fitting memorial to the spirit of common purpose uniting the Korean workers in their efforts to repair all ravages of war. This two-storey building houses the offices of the ITF-affiliated All-Asian Federation of Railway Workers' Unions

with Korea is *Railwaymen's House* – the headquarters of the ITF-affiliated All-Asian Federation of Railroad Workers' Unions in Seoul, the country's capital. The building, the pride of the Korean Railwaymen, was completely destroyed by many bombs during the communist invasion. Now, through the joint efforts of the nation's workers to which the Korean Railwaymen have made a memorable contribution, an entirely new building stands where only short time ago was desolation and ruins.

Railwaymen's House is a two-storey building, the upper storey housing the union offices and also a cinema with the latest equipment and a seating capacity of 100. The office accommodation, rated the best union premises in the country, consists of the President's office, the Vice-President's office and the office of the General Secretary, together with four other rooms: the auditors' committee room, the editorial office, the meeting hall and the general office. The ground floor houses a mess-hall, barber's shop, lodging room and a beauty parour where services and goods are provided at reduced prices.

Under the national reconstruction plan, the building known as *Transport Hospital* is also enlarged. The hospital, which serves transport workers, is operated by the railways management on behalf of railway staff and their families. One of the best hospitals in the country, its facilities include a resident medical officer, a surgery, dental department, a maternity ward and X-ray department.

Jurists find illegal methods were used in Kerala



FOLLOWING A DETAILED INQUIRY, a three-man committee appointed by the Indian Commission of Jurists has found that during the Communist regime in the Indian State of Kerala there was 'a gross and systematic violation of the rule of law'. Communist rule, the committee states, was primarily for the benefit of the Party members with the main objective of 'securing Communist hegemony over the whole of Kerala'.

Non-Communist citizens, the report adds, were denied fundamental rights to form associations or unions, to hold property and to carry on trade or business. Moreover, the Communist cell courts subjected the citizens to the jurisdiction of extra-judicial courts which did not have the sanction of any law in force. These cell courts enforced their decisions by illegal methods.

The Indian Commission of Jurists is a non-political organization of leading lawyers 'whose main concern is the upholding and strengthening of the rule of law'.

Asia needs more foreign capital, urges ECAFE



THE UNITED NATIONS ECONOMIC FOR ASIA AND THE FAR EAST (ECAFE) has urged greater foreign capital investment for the development of industries in the region. It expresses concern at 'the current Asian trade crisis and the difficulties arising from the constant fluctuation in the cost of primary products, particularly as it concerns the non-industrial countries'.

ECAFE feels that international action – as through the General Agreement on Trade and Tariffs (GATT) – is needed to stabilize world commodity prices. It envisages a conference of Asian economic planners for 1961 to promote regional economic development and considers that the inter-regional trade talks which are being sponsored should be continued on an experimental basis. ECAFE also stresses the need for outside assistance to train technical personnel in the region.

Ceylonization in the port of Colombo



STEPS ARE BEING TAKEN TO SPEED UP THE CEYLONIZATION of all technical posts in the port of Colombo. Specialized sections in the port, like the Pilot Station and the Docking and Shipping Master's Department, are now manned almost entirely by non-Ceylonese staff.

The Times of Ceylon reports that the Minister of Nationalized Services and Shipping has accepted proposals made by the Port Commissioner on the need for speeding up Ceylonization in the port. The Port Commissioner is reported to have told *The Times of Ceylon* that as a first step he hoped to train more Ceylonese boys in docking and shipping work and in the piloting of ships.

Shorter working hours in Japan?




REPRESENTATIVES OF THE JAPANESE TUC (Zenro-Kaigi) met spokesmen of the Employers' Federation at the end of February to discuss matters of common interest including the reduction of working hours, increased productivity and the granting of two weekly holidays. Although talks were inconclusive, the parties agreed to continue study of these problems and meet again later in conference if necessary. The Japanese TUC began a campaign for the reduced working week in 1956. It envisaged a reduction of one hour in the working week. Although it met with the reply that such a step would be premature and unrealistic, the JTUC has not changed its policy.

It points out the introduction of a weekly holiday, once regarded as highly unlikely, has nevertheless been effected in certain commercial sectors.

At its ninth session at the beginning of February, the standing executive committee of the Japanese Trade Union Council consequently decided to press its efforts towards the realization of a reduced five-day working week and the introduction of two weeks holidays. The meeting with the employers' federation arose out of this decision.


ICFTU aid to Agadir victims

 The ICFTU has made an emergency contribution of \$5,000 to aid the victims of the Agadir earthquake disaster and their families. A cheque for this amount was handed to Mahjoub ben Seddik, General Secretary of the Moroccan Federation of Labour (UMT) by J. H. Oldenbroek, General Secretary of the ICFTU, in Brussels recently. The money comes from the multi-purpose international solidarity fund set up by the ICFTU to give expression to fraternal solidarity amongst the free workers of the world.

Expressing his thanks for this generous gesture, the UMT General Secretary appealed to all free trade union organizations to give what further help they could to the renaissance of Agadir, especially to the rebuilding of new trade union premises and new houses for the workers.

Several trade union federations and other bodies closely linked with them have already made sizeable contributions directly to the UMT for this purpose.


Homes for civil aviation workers

 AN IMPRESSIVE NEW SOCIAL ENTERPRISE is reported from the Philippines where the Transport and General Workers' Organization has taken on the job of building up an entire little community where workers will not just be housed but will be provided with an environment allowing them to enjoy a full, varied communal life. Known as 'Aviation Homes' the project is intended primarily for aviation workers, but the Aviation Workers' Housing Association which is managing the scheme has enlarged the scope of the project to include other members of the Transport and General Workers' Organization.

The housing lots on the site, which is within easy reach of Manila International Airport, are available at about half the price of other comparable lots in the area. Construction of the houses has already begun. Both the house and one half of the cost of the lot are payable with a loan


obtainable through the social security system with the assistance of the Aviation Workers' Housing Association. The Association will provide its own transport services, playgrounds and parks and sites for schools and churches. Residents of the new township may, if they wish, become stockholders in the commercial establishments that will be opened to serve the community. A portion of the profits from these commercial enterprises will be used to maintain and repair roads, parks and playgrounds and for the maintenance of other essential services.

ILO Pan-African conference in December

 AT A FOUR-DAY MEETING of the ILO governing body early in March, it was decided to hold a Pan-African ILO regional conference in Africa during the month of December. This will be the first ILO regional conference for Africa and the site has yet to be fixed. There was some discussion as to whether the conference should be open to all African countries or to only those south of the Sahara. It was decided to invite representatives from all African countries.


Main items on the conference agenda will be vocational and technical training and problems concerning worker-management relations such as freedom of association, joint consultation and collective bargaining.

Keeping police out of labour disputes


 THE SINGAPORE MINISTER FOR HOME AFFAIRS, Mr. Ong Pan Boon, announced recently that the police had been instructed not to interfere in labour disputes without the presence of an official from the Labour Department. In a statement he said: 'Some unscrupulous employers are trying to get the police involved in disputes with a view to creating ill-will between workers and the police'. He went on to cite a case in which an employer had invited a union official to discussion at his office and then 'surreptitiously rang up the police', alleging intimidation by the union official.

The Minister went on to point out that the police still had the authority to take 'precautionary measures' if there was a threat of physical violence. 'The government', he added, 'are prepared to deal sternly with employers who through malice and mischief seek to run the workers against the police'.

Women porters on Indian railways

 A CENSUS TAKEN RECENTLY BY INDIAN RAILWAYS revealed that there were as many as 500 women employed as porters on three of the eight zones of railways, the Western, South Eastern and Northern Railways. The largest number (340) were employed on the Western Railway, the South Eastern coming next with 150. The Northern Railway had only 10. Bhavangar was the station with the largest number of women porters, with 45.

Dakar dockers want a joint committee

 A CALL FOR A JOINT COMMITTEE regulating labour and labour conditions in the port of Dakar has been made by Amadou M'Baye, General Secretary of the Senegal Transport Workers' Union (Senegal Federation of Labour). Writing in *L'Unité Africaine*, he points out that although under a Statute of 1947 joint committees were set up in French ports in ports in French overseas 'departements' (with an envisaged extension to ports in overseas territories), nothing has been done in the case of the port of Dakar in view of its economic importance. The only port operating at Dakar, he points out, is the employer organization which does not speak for the dockers by way of social security. Welcoming government proposals to create the port a self-governing institution comparable with such major French ports as Le Havre, Bordeaux, etc., the writer stresses that such a step would bring great advantages to those employed in the port unless at the same time a joint committee were set up representative of both employers and employees and empowered to discuss and regulate conditions in the port under the overall authority of the State.

Towboating on US rivers

ROBERT REED

TOWBOATING ON THE WESTERN RIVERS of the United States is helping to change the face of America. And the NMU is playing a key role in this great industrial revolution which promises to enrich the entire country.

Crew members of a Mississippi towboat may not have everything in common with open-sea sailors (they have problems, special skills and dangers all their own) but as was the case with the seamen, it has taken union organization to help river people play a full part in one of the most dramatic and least known stories of this country today.

Since World War II towboating has been moving ahead to one of the fastest growing industries in the world. Newer, bigger and more powerful towboats are being launched nearly every day. By providing the swiftest water transportation on earth they have helped create an industrial revolution that has spotted new factories along the entire length of the Ohio River especially, and throughout the length and breadth of several thousand miles of other waterways as well.

Cities from Houston and Brownsville, Texas, to Nashville, Tennessee, St. Paul, Minnesota and Kansas City, Missouri, are along with scores of others felt the impact of cheap water transportation on a scale hitherto unknown.

What has caused this great expansion? Some towboat operators will give all the credit to new and better towboats pushing

bigger and bigger tows, and this is indeed part of the story. But the human element has been important too, and here is where the NMU has played a vital and irreplaceable part.

Until a few years ago, towboats were crewed mostly by a bunch of 'stumblebums'. Many a proud and respected river veteran today will admit that a few years ago he was ashamed to admit he worked on the river. Nice girls didn't want to be seen with him. His pay was low, his quarters dirty and uncomfortable and the food led to jokes about 'liver steakers'. If he had any time ashore, it was probably because he had quit or was fired.

Under these circumstances, shipowners could expect only the dregs of the labor market, with the exception of the few who clung to towboating because it was their life. Then came the Union and cries of

In the following article, taken from The NMU Pilot, the official organ of the ITF-affiliated National Maritime Union of America, the author points out that towboating is still a tough and dangerous job for rivermen. Formerly a newspaper man in Canada, he is now working on the rivers. He has sailed both union and non-union boats. Late last year the NMU concluded a three-year contract with three of the four major companies operating barge traffic on the Mississippi and its tributaries. In addition to staged wage increases, the contract included improvements in the joint pension and welfare plan. Other ITF affiliates interested in the wages and social conditions of US rivermen are the Organization of Masters, Mates and Pilots and the National Marine Engineers' Beneficial Association.

anguish from many an owner. Wages went up. Quarters were cleaned up with better ventilation, comfortable bed springs and clean linen. Food improved and, as important as anything else, time off increased from virtually nothing to the point where most union crews now get 'day for day'. Towboating was becoming a job which could attract and hold stable, responsible, skilled craftsmen.

To hear the screams of the operators one would expect that those carrying Union crews would soon be bankrupt, and that the low-paying non-union boats would take over all the work. But this is not what happened. Today the biggest and most successful and most profitable operators are nearly all union, and gradually the smaller outfits are starting to see the light. Union crew members are now mostly married with homes and families, cars and payments and all the other signs of the solid citizen who takes his work seriously.

Why is this important to the success of a towboating operation? It is important because a medium-sized tow may carry as much cargo as a dozen freight trains, a cargo worth millions. Quite aside from the cost of insurance alone, while that cargo is in transit, there is the cost of operating



With its stainless steel hull and built-in air-conditioning unit, this vessel represents just about the latest development in river craft. Vessels of this type are now appearing in increasing numbers

What a lovely splash! Sideways launching of the 200-ft. towboat Valley Voyager into the Ohio river at Pittsburgh. This vessel is one of the most powerful towboats on the US waterways. The NMU has contracts safeguarding crews' wages and conditions with almost all major companies operating river craft.





ing a meal under way. Modern US towboats have crews numbering around a dozen to men and the standard of 'creature comforts' on these vessels is very high - including a television set! Meanwhile the boats are getting larger and bigger and pushing more and more

tow, as much or more than \$1 a minute, twenty-four hours a day.

In this kind of set-up a deckhand, oiler or mate can be a mighty important man. A careless deckhand who doesn't give a damn or doesn't know his job and uses a thin line can cause a tow to break up. Luck is good this may only mean a few hours' delay costing only a few hundred dollars, or it may mean sunken barges and needless additional expenses and headaches. A careless oiler can cause a breakdown in the engine room which would mean an expensive delay. Making up a tow in a moving, tricky river current can be a tedious job, and the well-rested, well-paid deckhands and mates who are so fast and sure with all their strength and skill to do the job quickly and without mishap can return the extra cost of decent wages and decent conditions many times

The offices of the National Maritime Union supply men to the NMU-contracted operators and the Union not only takes on its responsibilities to its members, but also its responsibilities to the companies. This kind of responsibility benefits all concerned. The high standards that the Union has gotten in its contracts for towboat crews work both ways. They also serve to assure companies high standard members. The men on the boats must know their job and do it conscientiously. Anyone who sloughs off on the job would be letting down his fellow members as well as his employer.

For all that the Union has won, make no mistake about it, towboating is still a tough and dangerous job. A towboat crewman is on watch for twelve hours each day, seven days a week, usually for a month before he is relieved. He snatches his sleep in two short off-watches and his meals the same way. He sleeps with the vibration and the hum of the diesels constantly in his ears.



A deckhand - one of a crew of thirteen who keep the towboat on a true course. Towboating, in spite of all modern comforts, is still a tough and dangerous job and crewmen are on watch twelve hours a day seven days a week for as long as a month before they are eventually relieved

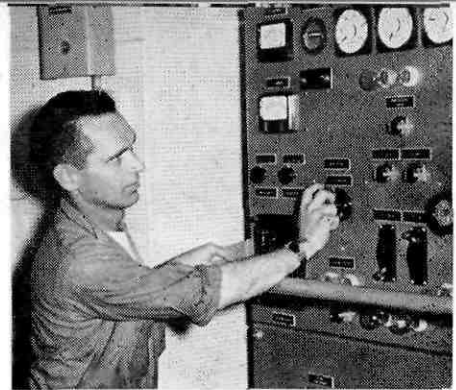
He has no movies to visit in time off, doesn't see his wife and family for weeks, putting in double time without recreation, an eighty-four-hour week.

Danger is always with him at work. The life preserver he wears is chiefly useful for finding his body if he happens to slip from the narrow deck on the outside of a barge and goes under, or gets drawn into the tremendous suction of the towboat's propellers. A fall between barges or between a barge and a lock wall is not a nice way to die; yet a few men - too many in relation to the numbers employed - lose their lives this way each year. A snapping steel cable can cut a man in two and even experienced deckhands have lost arms and legs in the twinkling of a fouled manila line. Union-company safety programs may have served to prevent some accidents but the toll is always high in this kind of work.

Yet it's a great life to the man who gets to love it, a very special breed of man who really has more in common with his deep-sea brother than you might think at first glance. There are lines to be spliced, decks to be mopped and scrubbed, and towboats to be kept painted. There are searchlight carbons to be changed in cold weather and hot, high atop a pilot house, where a sudden grounding can throw a man twenty or thirty feet to a steel deck. And there's the joy of going home for that oft-repeated honeymoon which only a married sailor or riverman can ever really understand.

Meanwhile, towboats are continually getting bigger and more powerful and more expensive and pushing bigger and bigger loads at less and less cost per ton: the cheap transportation which is the lifeblood of industry and thus the very form and substance of what brings greater wealth to all the people of America.

These bigger tows demand the best and most conscientious workers, the most careful and skilled men that money can



Towboating has become a job to attract and hold skilled craftsmen such as this engineer on a modern Mississippi boat. Such men are well aware of the value of union collective bargaining. Now the NMU has won better pay and conditions they have a lot more reason to stay in the industry

hire. Such men have a lot more reason to stay in this industry now that the NMU has blazed trails to better pay, decent conditions, reasonable time off and personal security programs covering both the crew member and his family.

There still are some companies operating without union contract, mostly the small backward outfits. Even on these boats, the Union has done a lot for the men because the companies must constantly give their crews part of the gains won by the Union in the organized companies. With this, plus a lot of intimidation, the company hopes it can keep itself non-union.

What about the crews on these unorganized boats? Most of them are well aware of what they are missing in protection, dignity and hard cash by not having a union contract. If they hesitate to do anything about it, it is usually because they are afraid of getting fired if they do. Or sometimes because of mistaken ideas they have gotten about how the union works, seniority, etc.

No employer can fire an employee for wanting a union or signing up with a union - that would be lawbreaking and employers know it. Where some of them have tried to get around this law, the NMU has thrown its full strength into protecting the individual involved. NMU contracts and the Union regulations are designed to give maximum protection to every individual's job rights. This is why it is so important for every Union man to talk 'Union' every time he runs into people from the unorganized boats. If every member made it a point to serve as a missionary that way, these unorganized people could learn what their rights are and get a correct picture of how the Union operates.

In time, the rivers will be as fully organized as deep-sea shipping has been. In their need for basic safeguards through a strong

(Continued on the next page)

Amsterdam seamen's hostel reaches its century



⚓ IT IS NOW OVER A HUNDRED YEARS since the Amsterdam Seamen's Hostel was opened. Although, owing to initial difficulties primarily concerned with financing, construction of such a hostel could not begin until 1 March 1856, the idea of a hostel had been mooted as early as 1852. The aim of the promoters of the scheme was 'to provide lodging for seamen in Amsterdam in order to break the link between them and the so-called "doss-house keepers" as far as possible'. In the circulars sent out by the management committee set up to get the scheme going financially, the need for a seamen's hostel was described in the following words:

'The seaman coming ashore from a long dangerous journey finds himself immediately exposed to temptation and greed. Who does not know how, having spent so much time amid manifold dangers and deprivations, the seaman is lain in wait for by people who, abusing the carefree and easy-going ways characteristic of his calling, lead him astray in a whirl of sensual pleasures in order to get hold of his hard-earned money?'

Pointing out that other countries, especially England, had realized the pressing need for providing some sort of home for

the seaman, and had consequently established a number of 'Sailors' Homes', the circular went on to stress the many advantages of such institutions as places where seamen could enjoy some of the comforts of a real home and the companionship and care for his welfare of which he stood in so much need.

(Continued from page 121)

union and a sound union contract the men who sail the rivers are no different than their brothers on the deep waters. And towboating will probably become an ever more powerful and versatile arm of American industry.

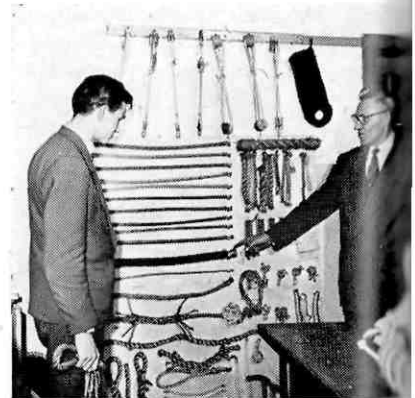
In spite of the goodness of the cause, however, money was slow in coming in, and the estimates for the construction of home constantly tended to be greater than

Founded in 1858, the Amsterdam Seamen's Hostel has done much good work for seamen over the over one hundred years of its existence. Originally founded 'to break the link between seamen and the doss-house-keeper', the hostel later took over the task of training for the

the funds available. Nevertheless, work finally commenced on the project in March 1856 and completed on 1 August 1857. The Home was formally opened on 6 April 1858. Staff were engaged – on the understanding that they remained single – and sobriety whilst one of the first rules laid down was that no gin should be sold on the premises.

Immediately it started up, the hostel was faced with the problem of deciding what it would stand security for the seamen signing on from the hostel. Although objections were expressed that this was a good way of losing money, it was nevertheless realized that this would be 'one in the eye' for the doss-house keepers who battled on the seamen at the time. It was finally decided that the hostel would stand security – and shipping companies were asked to engage their crews at the hostel as well as ensure that paying off could be arranged there. Results were good, and by May 1860 the manager could report that in spite of an occasional drunk and rowdy all rooms were fully booked.

This, however, did not adjust the ad-



Getting to know the ropes. The maritime training school was established in 1895 with the object of providing seamen staying at the hostel with instruction in the duties of a ship's

The dining room in the Amsterdam Seamen's Hostel provides excellent service to many seamen for whom this is 'home'. The Hostel has now recovered from the treatment it received as a result of the war and modernization and improvement plans are now going ahead



ance between income and expenses, and the committee running the hostel, after considering and rejecting a suggestion for levy on ships arriving at the port, finally decided on advertising a plan for membership of the hostel, at the rate of fl. 5 a year. This was brought to the notice of all crews and resulted in fl. 2,300 coming in annually by way of voluntary contributions.

In 1864, the hostel committee tried to bring about agreement to all hiring and letting off being done in the hostel by the credited hiring officer (Waterschout). In Amsterdam, thanks to agreement among shipowners themselves, the opposition of the ship's brokers and the 'signing-on men' had been overcome, but Amsterdam did not wait a long time before a satisfactory hiring system could be evolved. The house boss continued in his evil ways as a middleman between the hiring agent and the seaman.

Meanwhile finances continued to be a sore point. The hostel had to stop making any advances to seamen and in 1871 it had to float a loan – at 3% interest. Things took a slight turn for the better, however, and in 1878 the engineers' training institute decided to house some twenty (later thirty) engineer apprentices in the hostel. Usually, too, a number of shipowners were round to allowing crew hiring and letting off in the hostel – which helped not a little. Nevertheless, what with a decline in shipping, and in spite of a number of schemes to encourage visitors – including a dining system – things continued to be far from rosy. Nor was the financial situation of the hostel improved by the fact that in 1890 it 'lost' its engineer apprentices who went into a boarding school of their own. Finally, in 1905 it was decided to accept an offer made by the Amsterdam branch of the Seamen's Union to take over the running of the hostel. This arrangement continued until 1909 when it was discontinued.

Over the years, a number of improvements had been made in the facilities provided, and in 1914 a big renovation and expansion plan was started on both the hostel and the maritime training school

established there since 1859. This was followed, in 1921, by further extensions and improvements resulting in the entire site being built on as originally envisaged.

The maritime training school had been started up in 1859, i.e. only a couple of years or so after the foundation of the hostel. Its object was originally to provide seamen lodging at the hostel with some form of instruction on the duties of a ship's mate. The running of the courses was under the control of the management committee of the Seamen's Union. Fees were charged – fl. 16 for 'external' and fl. 8 for 'internal' students. The school started with some thirty pupils, and for the first few years instruction – and school equipment – was on a modest scale. The school continued to expand, however, and in 1871 the municipal authorities came forward with a subsidy – provided the school reduced its fees for non-resident pupils. This the school did but later found that it was running into financial difficulties. The authorities, however, would not agree to an increase in the subsidy. This, and the general depression in shipping about this time, reduced the school's activities. In 1879, for example, it had only six pupils. The management committee were seriously considering asking the Marine College (Kweekschool voor de Zeevaart) to take over the mate's training course.

In 1891, however, things took a turn for the better when the government approved a subsidy following a plan to extend the school's activities to include a two-year course for lads from fifteen to eighteen years of age who had not previously been to sea. The 1914-15 extension to the hostel and school meant an expansion and reorganization of the school's activities. In 1916, for example, the class for first and second mate certificates was split into two. In all the school was running seven classes at this time. Teachers' salaries however remained a sore point and the school applied for a government subsidy. In the event it was the shipping interests which here, as on previous occasions, came to the rescue. It was not until 1919, however, that the instructors' salaries were brought up to

the same level as that of teachers in secondary (grammar) schools.

The trade depression of the '30s hit both the hostel and the training school. With a heavy fall-off in the number of pupils attending the school, the Ministry of Education recommended a merger of the school with the Marine College. Certain classes and activities had to be terminated and staff dismissed. It looked like the end for the maritime training school. The Ministry threat was lifted, however, when plans were made for the school to transfer to premises in a neighbouring street and for the two-year course to be taken over by the Maritime College. This left the hostel school with only the class for third mate's ticket for those who had already been to sea, with continuation courses for mates and instruction classes in radio-telegraphy.

The latter subject had originally been laid down only for ship's mates. Training for ship's radio officers, as such, began in 1936. Courses were also given for radio officers in the civil aviation service from 1938 to 1948 – with an interruption during the war years.

Shortly after the war, the Ministry of Education again pressed for a merger of the school with the Marine College, but withdrew its plans on meeting opposition from Amsterdam shipping interests. Demand for instruction continued to grow with the result that some of the classes had to be held in the hostel. The range of subjects in which training is given has continued to expand hand in hand with technical developments in navigation. One wish now remains to be fulfilled, a return to the hostel, the original home from which the school was separated in the '30s.

The hostel itself has now recovered from the vicissitudes of the war. Naturally much repair and renovation work had to be done and equipment replaced and renewed. Today, however, it can with justice boast that it is truly a home for seamen of all ranks, although there is still a great deal that those running the hostel would like to see done to modernize the building and improve the excellent service and accommodation already provided.

What they're saying



Useless and repellent

THE TRAVELLER IN SOUTH AFRICA is not surprised by the riots in the African townships, because they are part of the pattern imposed on this unhappy country by Dr. Verwoerd's Government. They are not a breakdown of the system, but its fulfilment.

The riots are lethal and shocking. The riots produced a dangerous situation which may lead to more bloodshed in the days to come, and no section of the community, even that which the Government represents, can be guaranteed safety in the threatened future.

The riots were unnecessary. They would not have happened if a long series of provocative acts had not been applied to the African, and these acts are being continued. That provocation serves no purpose whatsoever. It is a diversion of Governmental forces to the useless and repellent, as epilepsy diverts the forces of the human body from the processes of health to the convulsions of disease.

Dame Rebecca West in the London *Sunday Times*

Wanted - a responsible press

EDITORS PLAY A BIG PART in the miscalculations in labour affairs. They and their financial controllers have dictated a form of reporting that positively misleads the public. Nothing of a serious industrial nature can be reported fact by fact and by argument. Everything has to be linked with an individual, as if single persons can become organizations or symbols of extremely complex problems. Reporters and sub-editors have to scramble around for the personal angle. Perfectly decent and conscientious working journalists have to suffer the professional indignities of getting a quote from somebody or other; of digging up largely irrelevant details of the private life of some person they think is important; and of 'making a story' of some issue that in itself could and should be clearly stated in a few words. The so-called giants of the Press, those who have made the Press into a vast source of public financial exploitation, have gone a

long way towards killing the genuine function of the newspapers, which is to give hard news, intelligent and intelligible and varied comment, and to provide a place for free public discussion of all important issues. The newspapers play a big part in misleading the public simply because they are mainly produced for profit and the operators of these newspapers have decided that everything, even trade union and industrial affairs, have to be personalized because that is how the great mass of ignorant people want it. They may well be right. But they cannot at the same time claim that they are seriously carrying out their function, which is to inform the public properly.

from *Railway Review*

A desirable element of society

TRADE UNIONS ARE A LEGITIMATE, indeed a desirable, element of our society. To the extent that they are provided with opportunities to exist and to carry on their functions, they are the distinguishing marks of a free society. It requires no great insight to realize what the situation would be in Canada today had unions never come into existence. That they have been accepted only grudgingly is a reflection of the fact that our society has too long been dominated by a greater devotion to the rights of property than the needs of people.

Unions play an important and necessary role. They are much more than economic devices for working people in their relations with employers, although this is a fundamental reason for their existence. Because of their ability to change the status of the worker from that of being a mere 'hand' to that of a self-respecting person, they have added strength to the democratic structure, have expanded the area of freedom within our political democracy, and have made possible avoidance of the violent social conflicts which are characteristic of countries where workers have not enjoyed the freedom of association which they have obtained here. If it is no accident that authoritarian governments seek either to suppress or to prevent the trade unions of their countries because free trade unions

can exist only in a free society and to the extent that a society deprives unions of freedom it deprives itself of freedom as well.

Canadian Labour Council

A direct and natural reaction

A FACT ABOUT THE LABOUR MOVEMENT which seems to cause confusion to the public revolves around what union critics call 'the monopoly power of labour'. The unions have become strong, too powerful, is a common complaint. 'They are a threat to the common good. They should be cut down to size.'

The first reaction to such a protest should take the form of a question. The unions are too strong, too powerful, in relation to what?

The trade unions did not originate the capitalistic economic system. They have been compelled to fit into and to follow the pattern of bargaining which they find in the market place. The giant unions, consequently, the direct and natural reaction to the giant corporation. The economic and political power of these unions, other lesser giants, is all too evident. It seems just naive to talk about 'cutting unions down to size' while saying nothing about the accumulated power of big unions' counterparts in industry.

In a democracy, trade union organizations are entitled to exercise economic, political and social power. The measure of this power is not what management may think is 'good for labour'.

Unions must have power - economic, social and political power - if they are to carry out the social responsibilities that every form of modern society places on them.

from *Commonwealth*, a Canadian Catholic publication

The ITF Journal in Swedish

The first number of the ITF Journal in the Swedish language - like our English version, a special Congress issue - will be published in July and thereafter will be issued on a regular bi-monthly basis.

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

225 affiliated organizations in 71 countries

Total membership: 6,500,000

Functions of the ITF are

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

Co-operate 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;

Secure 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;

Keep its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legisla-
tion affecting them, the development and activities of their trade unions, and other kindred matters.

Affiliated unions in

Aden • Argentina • Australia • Austria • Barbados • Belgium
Brazil • British Guiana • British Honduras • Canada • Ceylon
Chile • Colombia • Costa Rica • Cuba • Denmark • Ecuador
Egypt • Estonia (Exile) • Faroe Islands • 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
Venezuela • Zanzibar

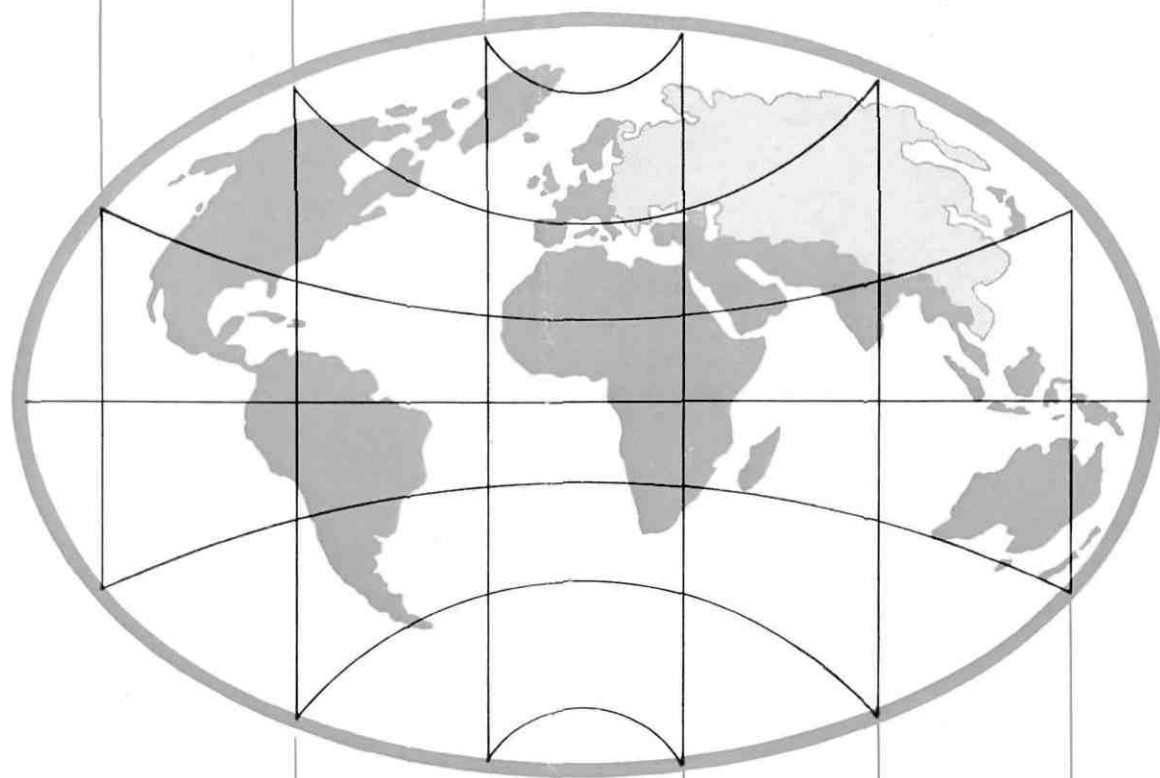
Publications for the world's transport worker

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