

Commerce — LABOUR

1982

JAN. — Dec.

By CLIFF FOSTER

GOODWILL became a little strained at one of Port Elizabeth's hypermarkets over the Christmas period.

The trouble began when some student casual workers showed dissatisfaction at being paid R40, less tax and an unemployment insurance contribution, for a 45-hour week. They also resented not being paid for December 16.

It ended with the Pick 'n Pay manager, Mr Peter Rice, announcing that he would never again employ members of the Youth for Christ organisation.

He said the youths had quibbled about the way they were spoken to and one had quoted extracts of the new Labour Act.

One of the casual workers, Stanley Edwards of Westering, told Weekend Post: "We worked eight hours a day through the week and five hours on Saturdays. We worked from 9am to 6pm or from 12 noon until 9pm, with an hour off for a meal, and then

# Trouble over hyper's pay to students

Evening Post 2/11/82 (31)

we had to work overtime to pack shelves.

"In the week of the 16th, I got paid R33 for the whole week. They didn't pay us for the Wednesday. When I found that out on Christmas Eve, I just walked out.

"The food packers also walked out at one stage, and they are permanent staff. That night we had to work until 12.15am packing the food shelves."

Approached by Weekend Post, Mr Rice said: "I know who's been on to you — Youth for Christ. I must have spent, during December, 12 hours solid answering queries from 18 casuals from Youth for Christ.

"I have never had so many dramas in my life. Last year we had four people from Youth

for Christ. This year a guy came along and said he had 18 youngsters and I took them. We subscribe to the organisation nationally.

"With 600 staff you probably have eight or 10 queries a week on clock cards. The problems we have had from these 18 people are quite unbelievable.

"I shall definitely not employ any people from Youth for Christ again.

"One chap was quoting the new Labour Act and said people couldn't work more than 60 hours. He said you could only work for so long before you had a meal.

"One said the management must not speak to him unless they used his name.

"We had a walkout for five hours by the food packers. Four of them had grievances

about the bonuses they were paid. The casual staff walked out with the food packers and they were paid a full eight hours and they didn't lift a finger."

"Our rate for casuals is R1.35 an hour but then you can't work for more than 25 hours a week. So all our students are put onto our basic minimum rate, which is R40 week."

He said Mr Edwards was dismissed on Christmas Eve for insubordination.

Two other major stores in the city said their rates for casuals were higher than R40

● After obtaining Mr Rice's comments, Weekend Post attempted without success to establish whether or not Mr Edwards was a member of the Youth for Christ group.

# Row over sackings

AT LEAST 10 employees of Metro Management Services yesterday refused to work after they learnt that 11 of their colleagues have been fired for staying away from duty.

They told **The SOWETAN** that unless their colleagues — nine males including a supervisor and two females — are reinstated unconditionally they have resolved to resign.

They said their coloured supervisor had told them before Christmas that he had spoken to management and it had been agreed that everyone would be given two days off, which could be chosen by an individual as he wished.

Those fired had chosen December 30 and 31, but to their surprise when they arrived at work yesterday morning they were called to the manager's office and told they had been sacked.

On learning this, 15 colleagues had demanded an explanation from the chairman of the board of directors, Mr Lionel Katz, who promised to see them at the canteen but had failed to turn up.

Instead one of their managers came and said those who were not involved in the matter should return to work and only those affected remain, to be given their cheques.

With their demand not being met, 10 of them decided to down tools while the other five returned to work.

Those who have decided not to work were found by **The SOWETAN** seated outside the company's premises. They said they also have a lot of other grievances against their management.

By **NIKOPANE  
MAKOBANE**

They said since Mr Johan Lourens and Mr A van Heerden took charge of management in the creditors department many employees have become disgruntled, resulting in mass resignations and walk-outs.

Black employees in particular have been sacked for petty things like eating a sandwich or just looking at one of the managers, they said. There was also a lot of discrimination within the company against blacks in the promotion and hiring of staff, they said.

They added that on the sacking of their colleagues they had pleaded with management to only deduct two days from their leave, but their employers had remained adamant.

As a result, they have resolved not to back down until these people are reinstated and have threatened that should they all resign they would approach Soweto traders to boycott products of Metro Cash and Carry.

Contacted for comment yesterday on the dismissal, Mr Lourens refuted their claims and said nine and not 11 people were fired. He gave the reason as that of ignoring instructions of a departmental head that those in the filing department should not take any days off.

As far as he knew there were no employees who were on strike and everybody was at work.

# Christian youth group, hyper reach accord

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~~ES~~

9/11/87

Weekend Post

9/11/87

## Weekend Post Reporter

HARMONY was restored this week between Pick 'n Pay Hypermarket, Port Elizabeth, and Youth for Christ, which had some of its teenagers working at the hyper before Christmas.

Last week Mr Peter Rice, the hypermarket manager, said he would not employ people from Youth for Christ again after problems with some casual workers, a few of whom were introduced by the organisation.

This week Mr Brian Helsby, Youth for Christ's regional director, who could not be reached by Weekend Post last week because he was attending a summer camp, called on Mr Rice to find out what had happened.

After the meeting, Mr Rice said he would be happy to take people from Youth for Christ next Christmas and Mr Helsby made the following statement to Weekend Post:

"With regard to the student labour dispute at Pick 'n Pay Hypermarket, I am not in a position to comment on the grievances of some of the staff. However, there is a need to get Youth For Christ's involvement in perspective and to clear up some of the misconceptions.

"First of all, neither Youth For Christ nor people involved in Youth For Christ approached the newspapers to complain about service conditions. Stanley Edwards,

the person reported to have done so, is not connected with us.

"It is true that YFC had approached Pick 'n Pay and requested that they take on six young people during the pre-Christmas season (not 18, the figure given to Weekend Post by Pick 'n Pay).

"The reason was that these young people, who are involved with our New Brighton YFC club, wished to attend our Youth Week Christian camp in the Transvaal along with 110 other young people from the Eastern Cape. In all, 750 young people from across Southern Africa attended this camp. We had also approached other firms with similar requests for employment.

"I do believe that a few of these young people were unhappy about their service conditions at Pick 'n Pay and expressed these views to the management. I feel that under the circumstances this was unfortunate as we were especially indebted to Pick 'n Pay for providing these jobs.

"It is a pity that as a result of our seeking to assist some young people to attend this camp that the name of YFC should be brought into disrepute.

"Youth For Christ is an inter-denominational Christian organisation, working with young people of all race groups, seeking to make them more aware of the importance of the spiritual dimension in the alliance.

"Youth For Christ ministry includes camping, clubs, rallies and school programmes."

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★ The Cap  
CAPE TIMES 20/1/82

# Objection to female 'frisk' <sup>31</sup>

Staff Reporter

BODY searches conducted on male staff by a woman colleague at a Parow store, have led to complaints by a man who objects to being searched by a woman.

Speaking to the Cape Times yesterday, the man, who did not wish to be named, said he was "embarrassed" by the practice and the way it was carried out at Game in Parow.

The manager of the branch, Mr E. M. Fiveash, said the woman concerned was a facilities controller. She was in charge of staff time-keeping and searched all staff members before they left the premises.

## 'Clash'

He said he was aware of the complaint and knew the man's identity. The two people had a "personality clash" and the complaint was an attempt to get the woman into trouble, he said.

"We have never had a complaint from anyone else," he said, "and she searches everyone."

He said the staff was searched because of the type of stock carried. It was easy to hide a small item worth a great deal of money on the person, he said.

He rejected the man's claims and said the searches were only superficial. "She even searches me, and I have never had cause to complain," he said.

# New training course by PE shoe group

*E. Post 27/1/82 (31)*

By FRED ROFFEY  
Business Editor

A SHOE group based in Port Elizabeth takes a big step forward in boosting the image of South African footwear by offering product knowledge training courses for retail staff to the whole of the industry.

The courses enjoy substantial tax concessions.

One of the aims is to avoid situations whereby shoe shops lose sales through lack of product knowledge on the part of the assistants.

Other "sales lost" situations arise from ill-fitting shoes — shoes a customer should never have been advised to buy in the first place.

The result is that the customer says: "I'll never shop there again."

To avoid these and other situations, the Edworks group has launched product knowledge courses which covers aspects such as:

- Recognition of basic styles and constructions of footwear.
- How the shoes are made.
- Footwear industry terminology.
- Recognition of materials used and their basic properties.
- Basic quality and fitting properties.
- The suitability of items offered for the customers' particular needs.

"Unless the shop assis-

tant understands the product and its terminology, there can be no proper feedback to the producer, neither can there be proper information for the purchasing public," said the group training executive of Edworks, Mr Ken Riches.

"Our course caters for retail shop assistants wherever the shop is situated, whether in the busiest part of a city, in a small town or an outlying district.

"It can do this because it is conducted through the post and backed up by a team of professional trainers.

"The course is registered with the Department of Manpower for full tax concessions of up to 200%."

Mr Riches emphasised that the course was not "just another correspondence course".

He pointed out that for a company to qualify for tax concessions, the trainee or student must carry out the training and study within normal working hours.

A minimum of four hours a month over an eight-month period was required.

"The training material is suitable for any type of store and is not confined to the Edworks type of market," he said.

"Each month for eight months, starting in March each year, the student will receive a comprehensive set of lecture notes printed in booklet form, and a tutorial work book containing

instructions, lecture revision, projects, exercises, programmed instructions, and a problem for the student to solve.

"Each month the student will sent his completed work to the Edworks training centre for marking and assessment by the appointed tutors.

"It will then be returned to the student.

"The student will be given a terminal test paper in the ninth month."

Mr Riches added that successful students would receive a Government-approved diploma endorsed "Product Knowledge — Footwear Retail."

Another course being conducted through Edworks's Government-registered training centre is one on supervisory management.

The one-week course will be held in the centre from February 1 to 5. The deadline for enrolments is this Friday.

The course is registered with the Department of Manpower and qualified a company for the 200% tax concessions for approved training.

The fee for the course is R100 for each delegate, and a company can claim this amount plus the delegate's wages and expenses while attending.

The supervisory management course is not restricted to the footwear industry. It has been planned to apply to personnel in all types of industry.

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# Paul, 15, gets a kind of revenge after month working at 'prison' shop

By Johann Potgieter

THERE was a kind of revenge for 15-year-old Paul Gewers last Friday when police took him back to the shop where he was allegedly imprisoned for a month, and he could finally tell the garrulous woman: 'Keep quiet. Give the rest of us a chance too.'

Paul, from the impoverished 'Noodkamp' at Victoria West, fled from the shop earlier that day, and made his way straight to the Parow office of Captain Bill Bailey, the officer investigating allegations of 'child slavery.'

His story began a few days before Christmas when an Indian man approached him in Victoria West and told him to go to a certain address in Rylands Estate if he wanted work.

'My mother still gave me R15 and said if I wasn't happy I should buy a train ticket and come home, and on Christmas Day I arrived here and found this place I had been sent to,' he said.

### Man's shop

He was taken to the man's shop, and was rarely allowed to leave the building in the next month.

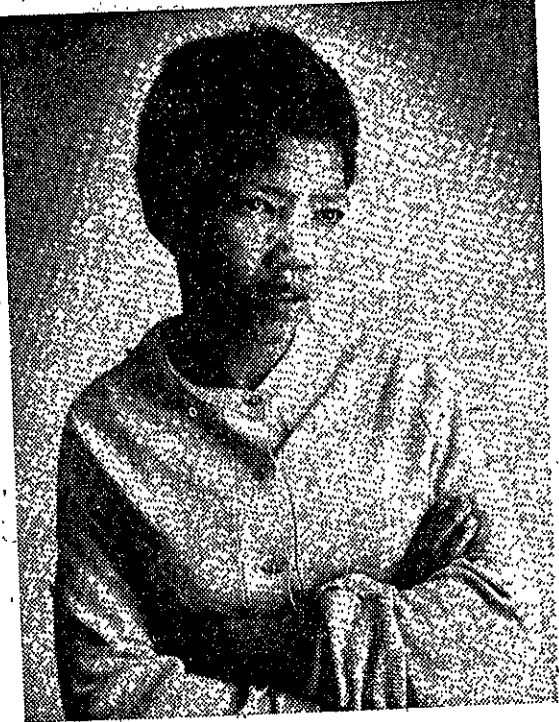
'I slept on the floor in the store room, with my own blanket and one they had given me. The man slept in the door so he could watch out for thieves.

'He never slept that I saw, always smoking or just watching, right through the night.'

Once, in daylight, Paul strolled out through the barred door and stood



PAUL GEWERS, 15, ran from the shop to find police station.



GRIETA GESWIND, 15, slept on the floor in the lounge.

ARGUS 3/2/82

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with the man's children. When the shopkeeper saw him he was told never to go out again.

### Scolded

In his first days he had been scolded by the man's wife, and had cried.

'She said I had told other people around there that she was bad to me, and I hadn't spoken to

anyone. I hadn't even seen anyone, but she just shouted.'

His food was brought to the shop: rice, fish heads and bread.

Paul used the R15 his mother had given him to buy 'proper' clothes — trousers, a shirt, and so on — and was promptly accused of having stolen the money.

Finally, on Friday, he ran from the shop and began his search for the police station. At a garage he asked a 'baas' for directions, and was given a lift to the Parow station.

'I was crying, because my heart was sore and I wanted to be at home.'

That afternoon police took him back to the shop.

'This woman, she really loves shouting and scolding, and this time she was even shaking with anger,' he said.

'So, I told her: "Hey, keep quiet. Give the rest of us a chance too. These are policemen here."

'And when her husband talked to the police he was saying wrong things, so I told him to shut up or tell the truth.'

The police, somewhat amazed, allowed Paul to gather his things, and the conversation switched to English.

Immediately Paul interrupted them: 'Speak Afrikaans I don't follow English too well, and I want to hear when he's lying.'

The shopkeeper agreed to pay Paul R50, but insisted that the money for the clothes had been stolen, and subtracted R15.

### Grieta also

Police also took 15-year-old Grieta Geswind from the shop, and she was paid a full R50.

Grieta's father is a farm worker in the Hex River Valley, and she was recruited at her home before Christmas.

She was brought to the city with four other children — her sister Katriena, Angeline and Christine Willemse, and a boy called Kasatie.

'He took the rest to their people straight away, but he said my people would fetch me the next day. They were the people who had Paul, and they came and took me away,' Grieta said.

### On floor

She worked in the Rylands Estate house, and slept on the floor in the lounge. When police asked her if she wanted to go home, she answered 'yes' immediately.

Paul, whose mother is a widow, will return to Victoria West this week. He might take up work in a factory again, he said.



EMMA BASSON, centre, reunited with her mother, Mrs Anna Basson of Louisvale, Upington, and her brother, Johannes, who had helped in the search.

# 'Happy' Emma back with Mum

MRS Anna Basson of Louisvale, near Upington, was reunited with her daughter Emma yesterday after a week-long search and fears that Emma had fallen victim to a 'slave servant racket.'

Mother and daughter met again in the Parow office of Captain Bill Bailey, the police officer investigating a spate of allegations about child labour.

Mrs Basson, mother of eight children, came to the city 10 days ago when she heard from an 'escaped' friend of Emma that she was insulted and assaulted.

Estate address where her daughter was supposed to be, however, she was told Emma had left the previous day.

In a telephone interview Emma's alleged 'master' — a businessman — said he could not understand why Emma left, since he had seen a letter the girl wrote to her mother saying she was happy.

In interviews at Parow police station yesterday the following emerged:

### 'LOCKED UP'

The businessman saw the letter to Emma's mother long after it was written.

'In the first week,' Emma said, 'I was satisfied, yes. But then the three gates and the way I was locked up at night got to be too much for me.'

'I was not given the same food that they ate and I ran away when the woman wasn't there to stop me.'

● Emma is not 17 years old as she claimed, but 21. She and her mother said they had lied to get the help of the police.

● Emma is now employed by a policeman who lives in a flat in Surrey Estate. She says she is happy and wants to stay there.

Mrs Basson, whose husband is a municipal worker at Upington, will go home by tonight.

When Mrs Basson, 48, arrived at the Rylands

Emma said, 'I was satis-

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# Salaries — not management — has

## led to retail advance

By Ann Crotty

The healthy increase in retail productivity that has occurred during

the past five years can be attributed entirely to that sector's salary policies rather than to its general management expertise, says Mr Noek Klomfass, director of productivity at Checkers.

Addressing the Retailers' and Distributors' National Conference this week Mr Klomfass pointed out that on average retailers pay their employees far less than manufacturers.

"Furthermore, yearly increments granted to retail employees are significantly lower than those for manufacturers". A racial break-down of

the number of employees in retailing and manufacturing also indicates that retailers have a more conservative approach to the development and utilisation of race groups other than whites.

Mr Klomfass discussed a number of aspects affecting the level of productivity in the retail sector.

• "Productivity improvement should not lie in pressuring manufacturers into giving the large chains ever-increasing discounts. Some suppliers are not achieving the profits they need to remain vital operations. The long term effect of unrealistically aggressive

purchasing negotiations will be to create supplier mergers and monopolies in which the consumer will in time pay heavily".

• "Productivity gains should not be achieved by maintaining uncompetitive salaries. With this prac-

tise we are strengthening the power of labour unions and this will have a serious effect on our operations in the future".

• "Many retailers are neglecting a high opportunity area through their ultra-conservative, unimaginative

we are strengthening the power of labour unions and this will have a serious effect on our operations in the future".

• "Many retailers are neglecting a high opportunity area through their ultra-conservative, unimaginative

native attitudes to the employment of females.

• "High interest rates are here to stay and inventory management skills will have to be rapidly developed to avoid the high costs of inventory capital".

• "Distribution has to be improved greatly as costs between supplier and customer are far too high. Throughout the business spectrum productivity in administration functions has not kept pace with gains achieved in the operation of business".

Mr Klomfass believes that there is significant room for increases in productivity and in many areas in retailing.

ventures, but it appears that after initially expressing interest, the Government has had second thoughts.

Mr James Rawlings, chairman of Union Carbide's southern Africa arm, said the idea of equity participation appears to have been turned down.

## Zimbabwe eyes partnership

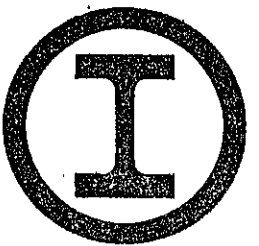
SALISBURY — The Zimbabwe Government is likely to become a partner with Anglo American in mining coal at Wankie.

The chief executive of Anglo American in Zimbabwe, Mr G Carey-Smith, has been quoted as saying that the Government had indicated it would like a share of the Wankie equity.

"For our part we would welcome it," he said, "provided, of course, the terms are fair and reasonable."

Prime Minister Mungabane has said that State participation in crucial areas of the economy will be increased this year. But he has stressed there will not be nationalisation and that the Government will buy into key industries.

The American-based chrome mining company, Union Carbide, has invited the Government to come in on its



# HIGHVELD

## STEEL AND VANADIUM CORPORATION LIMITED

Incorporated in the Republic of South Africa  
DIRECTORS: W. G. Bousfield (Chairman), I. Bond (Managing Director), R. R. Callanan, W. B. Coetzer, J. Hall (British), M. W. Kine G. Langdon.



# 400 Jobs as

# Greenacres closes

31 ~~31~~ Mercury 23/2/82

**Mercury Reporter**  
**GREENACRES, Durban's oldest department store, will close its doors at the end of May and 400 employees will lose their jobs.**

The 15 000 m<sup>2</sup> multi-million-rand site will be for sale soon, and next week a closing down sale will be held. All the store's stock will be offered at 25 percent discount.

The shocked staff of the 122-year-old store, owned by the Greetermans group, learned of the impending closure at a meeting called by the store's management yesterday afternoon.

Puzzled Durban shoppers peered through locked glass doors at empty aisles and deserted cash tills.

In an interview last night, Mr Brian Belcher, chief executive of Greetermans department store division, told the Mercury that all employees would receive severance pay commensurate with service. He denied speculation that the decision to close Greenacres was

SOLUTION TO: GL5

(1) Premiums Treated as Business

01 Jan 1: Insurance Expense

04, Jan 1: Insurance Expense Bank

Jan 2: Debtor (Insurance Income from being accrued)

Jan 2: Income (Income being accrued)

Jan 2: Debtor (Insurance Income from being accrued)

Jan 3: Debtor (Insurance Income from being accrued)

(2) Debtor (Insurance Income from being accrued)

### Memory

Greenacres executives will be offering antique ledgers, cash registers and calculators to the Durban museum today, so that the memory of Greenacres will remain with the city of Durban, Mr Belcher said.

After yesterday afternoon's meeting staff clustered on the West Street pavement in a bewildered

It's such a shock, said one saleswoman. We had no idea that we would be losing our jobs soon. For some it was the second time within two years they had lost their jobs.

First Greetermans closed and we had to get new jobs, now Greenacres is going too. Where will we find other jobs? asked a woman

**Best course**  
 We advised Mr Kirsh that this was the best course of action for Greenacres', Mr Belcher said.

He also quashed reports that another Kirsh-controlled chainstore, Dions, would be moving on to the site.

Emphasising that Greenacres was still making a profit, he said Greetermans felt the prime site in West Street was not as profitable as it could be.

The overriding reason behind the store's drop in profitability was the fact that its owners over the years had 'neglected' it and not spent the money which was necessary to keep it at the forefront of a very competitive trading arena.

forced on Greetermans by Mr Natie Kirsh, the multi-millionaire whose Coki Corporation now has a controlling interest in Greetermans.

Income Statement  
 Life Policy  
 (Surrender value of policy is zero therefore no amount can be capitalised)



of the State."

gathering of more than two people

# iders banned

Haysom, former Nusas president, fined for 2 years, being released from

old research officer; Applied Legal Studies ed on November 27



aysom

last year and held in solitary confinement for four months under Section Six of the Terrorism Act.

In terms of the banning order, Fink may not enter Wits University - where he has been working and researching for a master's degree on prisons - or any other educational institution. He may not even continue his professional career as a lawyer.

He is not permitted to attend any gatherings, publish any material, or move outside the Johannesburg magisterial district. He also has to report once a week to the nearest police station.

In a statement reacting to the banning, The Western Cape Detainees' Parents' Support Committee said: "Mr Haysom is the fifth person in recent weeks to be banned after release from detention. The arbitrary banning of persons which follows their arbitrary arrest and detention can only evoke outrage and condemnation on the part of all democrats."

"Before his detention in November last year, Mr Haysom was one of the founders of the Detainees' Support Committee in Johannesburg. Whether detainees are being held, charged or banned we shall stand behind them."

October 27. All three were held under Section 6 of the Terrorism Act.

## Varsity April 1982 Scab labour condemned

A number of advertisements with the heading MONEY were taken down from the noticeboards in the Students Union last week.

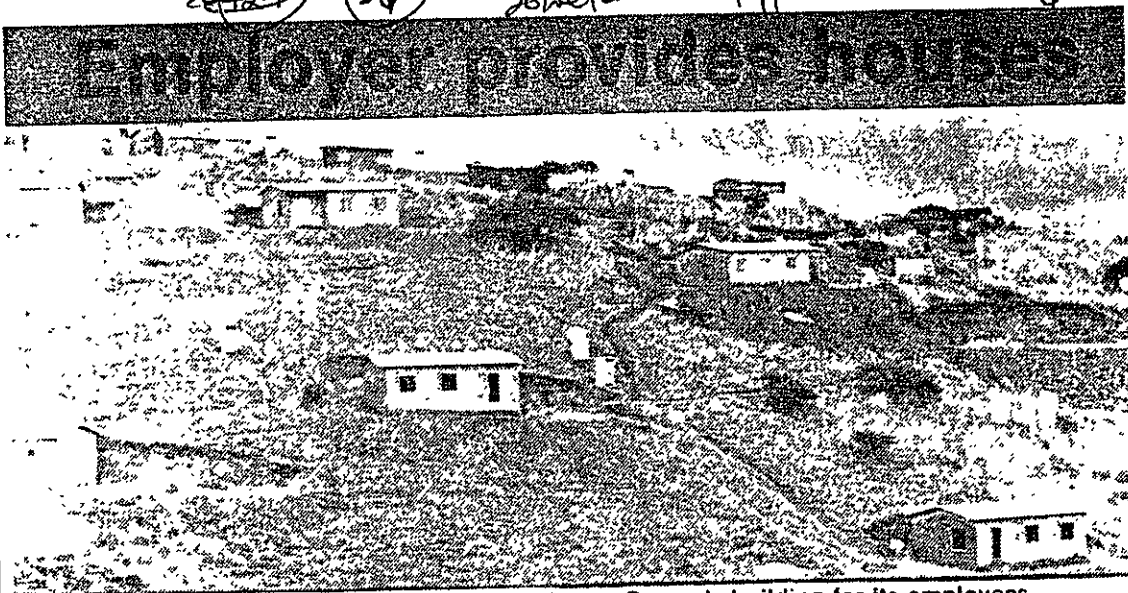
A VARSITY reporter who phoned Allied Publishers, the firm responsible for the advert, was told that students are being recruited to stand in as van drivers and assistants in the event of a strike by the Media Workers Association of South Africa (Mwasa).

An SRC member, Steve de Gruchy, said that the SRC condemned the advertisement. "Firstly, the advert was put up without the necessary authorization. Secondly, we should not allow the recruitment of students as alternative labour when the company is involved in an industrial dispute."

According to a source at Allied Publishers, a number of students have responded to the advert.

Mwasa said in a statement to VARSITY, "We can only appeal to UCT students not to be used as scab labour. By doing so they will be destroying whatever progressive moves are afoot at the University".

DUURS SATELN



**FREEHOLD:** Some of the houses the Beare Group is building for its employees.

A PILOT housing scheme for black employees of the Beare Group will see 14 families housed in freehold homes within the next few weeks.

The families will obtain homes in the Urban Foundation's Inanda New Town site-and-service scheme.

The scheme provides a loan for individuals to purchase a dwelling of their choice, ranging from a single room to a six-roomed home.

At Inanda New Town water points are being provided every 40 metres, roads are being built and community centres and schools are under construction.

The units are being erected by private contractors in arrangement with the Urban Foundation which is handling all negotiations for the sites. The Department of Co-operation and

Development is processing applications and making financing available.

The Department of Co-operation and Development will lend up to R2 500 for the purchase of the home and the company will provide the balance to secure the property.

The repayment period is 30 years and interest rates run at between one and five per cent for the Department of Co-operation and Development loan.

The repayments will average between R30 and R40 per month, instead of the R20 per month people had to pay for squatter accommodation.

Through this scheme, the employee acquires ownership of his house. He can sell it, lease it or deal with it as he sees fit.

## R13-m hospital planned

**SOWETAN REPORTER**

A NEW hospital, estimated to cost about R13-m, will be erected in Tsakane near Brakpan within the next three years.

The hospital, which will serve Tsakane, KwaThema and Duduza

residents, will be erected in the open space between KwaThema and Tsakane.

Doctor D Olivier, Superintendent at the Far East Rand Hospital, said that plans for the building of this hospital were at an advanced stage and that techni-

cians had already surveyed a spot where the hospital will be erected.

Dr Olivier said that the hospital, which will admit about 200 patients at a time, will have improved facilities that compare with those at the Far East Rand Hospital. He said the hospi-

tal will fall under the Far East Rand Hospital.

The Transvaal Provincial Administration, which is going to build the hospital, said it will be ready for use by the end of 1985 and that building will start at the end of the year or some time early next year.

## R1/2m. for teachers

SOWETO teachers have been promised a donation of more than half-a-million rand to help raise their standards.

The donation is to come from the German trading community in South Africa.

"The money that has been collected will be used to help uplift the quality of black teachers. It was agreed that would be the best way the trading German community in the country could assist black

## DEATH TOLL DROPS 'THANKS' TO SOWETAN

By NORMAN NGALE

ROAD accidents along the highway linking So-shanguve and Mabopane/Winterveldt have diminished thanks to a report in The SOWETAN last month.

According to police st Soko, since the report, newspaper late last mon the "death road", which lives, the accident rate h

Accidents on this, the ists travelling from the of the Odi region of Bc to Pretoria, had, accord

## Another try for meeting

THE long-awaited meeting between the Vaal Community Council and opposition parties to debate matters affecting the Vaal Triangle is to be held at the Mphahla-latsane Hall, Sebo-



# Male shelf packers <sup>(31)</sup> make way for women — and solve problem

*S. Post*  
*24/4/82*

By NOREEN SUTCLIFFE  
A HYPERMARKET has replaced some of its male shelf packers with women — and solved an absenteeism problem.

The shelves look a lot more attractive, too.

Mr Mike Tarpey, the new general manager of Checkers Hypermarket, told Weekend Post that having women shelf packers was a new concept which he had introduced in Port Elizabeth.

When he first came to South Africa from England to open another hypermarket on the Reef, there were only men packers who, he said, was the opposite of the system in England where only women shelf packers were used.

Unlike Britain, the South African packers were paid on a monthly basis and, though the month end was the busiest time for a hypermarket, absenteeism after pay day was always high.

"I decided to take on female shelf packers as and when the vacancies arose and, as a trial, started with 15 females. Within three months the absenteeism had dropped to almost nil

and the standard of filling the shelves had improved tremendously," he said.

The number of women grew until they made up 70% of the complement of staff and, with that increase, the appearance of shelves took on a new look.

"The females," he said, "have a feeling for cleaning the shelves, levelling and filling them, making sure the goods are all priced. This, I believe, is because, being the people responsible for the household shopping, they know all the pitfalls and also how important it is to have the goods correctly displayed.

"When I came to Port Elizabeth I found the same problems with the absenteeism and with an all-male shelf packing staff I encountered the same difficulties.

"Now we have introduced 12 women and, during the four weeks they have been employed, we have not had one absent from duty.

"The hours of duty have also been changed. Originally the hours for a shelf packer were from 2pm to 9pm. These hours lead to transport problems and safety of the women

returning home to the townships late at night.

"There are now new hours. During the quiet periods they work for two weeks from 8am to 1pm and have all afternoon for their own needs and the caring for their children.

"During the busy periods at the month's end they work right through the night. In this way they can plan ahead for family care," said Mr Tarpey.

Another change in the system is to ensure that the shelves are re-filled without any inconvenience to shoppers who have to weave in and around loaded trolleys. Because of the day-time work, 90% of the grocery pricing is done in the warehouse which cuts down on the unnecessary blocking of the aisles.

The women are tending shelves in which a woman has a keen interest — baby wear, toiletries and groceries.

Their feminine touch, said Mr Tarpey, had made a difference to the store already which, he said, is improving daily.

And the women are happy, the families are happy and management is satisfied.

ARGUS 3/5/82

# Dairymen (31) on strike

ABOUT 500 men at Van Riebeeck Dairies came out on strike this morning.

A spokesman for management, Mr M O'Connor, said the entire delivery staff had refused to work this morning.

He refused to say what the workers were demanding but said management was talking to them.

Cape Times 4/5/82

# Strikes in dairy and factories

Staff Reporter

STRIKES affected milk deliveries in the Peninsula yesterday, and continued at Parow General Galvanising, as well as at Volkswagen in Uitenhage.

Milk deliveries to 27 000 Peninsula homes were affected as about 500 workers at Van Riebeeck Dairies went out on strike demanding higher wages.

The dairy's marketing manager, Mr M O'Connor, said he hoped the workers would return and deliveries would be back to normal this morning following an offer by the company to backdate a wage increment due in June.

Mr O'Connor said management had at first attempted to deal with the workers *en masse*, but had suggested that the workers elect a committee to discuss the matter.

Late yesterday there was no indication that management had met with worker representatives, but Mr O'Connor said the company had agreed to backdate an increase due in June to April 1.

## Supermarkets

● Checkers supermarkets in the Southern Suburbs were caught off guard by the striking milkmen and managers were forced to make emergency arrangements to buy limited supplies from other dairies.

"As a result of the limited supply, we had to limit each customer to one litre," the manager of one branch said.

## Parow

● Ninety workers at Parow General Galvanising continued a strike yesterday over a demand that their committee be consulted before workers were dismissed.

A spokesperson for the General Workers' Union, which represents the workers, said they had

gone out on strike after negotiations over a constitution had broken down last week.

"Workers downed tools after management refused to agree to a clause obliging them to consult with the workers' committee."

firms where the GWU operated. She said the workers had not yet taken their pay, still considered themselves to be in the employ of the company and would return only if they were all given back their jobs.

## Reasons

She alleged that workers were maltreated, worked under "appalling conditions" and were often fired without reasons being given.

Mr Dodds said the workers had "effectively terminated" their service with the company and the company was only prepared to re-employ them selectively. He denied the union's claim that production was stalled, saying sections of the factory were still operating.

● The Cape Times Correspondent in Port Elizabeth reports that shop stewards and management representatives at Volkswagen's Uitenhage plant will meet early today to discuss the dispute over the retrenchment of 316 workers.

Workers gathered at the plant early yesterday but went home after about two hours when they heard management had reaffirmed its decision not to reinstate the workers.

## Short time rejected

A further demand that the factory go on "short time" was also rejected by management. This is the fourth time production has been halted since the retrenchments on April 21.

In a statement yesterday, Mr A O Rademeyer, Volkswagen's director of industrial relations, said the company had already reduced man-hours and every worker was working five-and-a-half hours less per week. A further reduction in working time with an increase in worker numbers was not practicable.

## 'Later stage'

"The action taken by the company is not only to solve an immediate problem but is also designed to obviate further action involving good workers."

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A spokesperson for the General Workers' Union, which represents the workers, said they had

gone out on strike after negotiations over a constitution had broken down last week.

"Workers downed tools after management refused to agree to a clause obliging them to consult with the workers' committee before making changes in the factory affecting them," the spokesperson said. "This relates primarily to dismissals."

### 'Unacceptable'

Mr IB Dodds, general manager of the company, said they found the clause obliging management to consult with the workers "totally unacceptable".

"What this boils down to is that the workers might as well run the factory," he said.

But the GWU spokesperson said it was a reasonable demand and was agreed to in all other

... would return only if they were all given back their jobs.

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### 'Later stage'

"The action taken by the company is not only to solve an immediate problem but is also designed to obviate further action involving good workers at a later stage during the downward phase of the economy," said the statement.

Mr J C Harris, president of the National Automobile and Allied Workers' Union (Naawu), confirmed that management was not reopening the retrenchment issue but said there were other matters management wished to discuss.

"Management cannot see any way of bringing all the workers back in bulk, but there are individual cases which they would look into," he said.

# 600 workers at Edgars go on strike

By STEVEN FRIEDMAN  
Labour Correspondent

GIANT chainstore Edgars was hit by a strike over pay and union recognition at its 600-worker Johannesburg distribution centre yesterday.

And labour unrest continued at four major plants in Wadeville, Germiston.

An Edgars spokesman said a group of workers at the warehouse had walked out. He said it appeared they wanted a 50% pay rise and recognition of the Commercial, Catering and Allied Workers' Union.

A meeting between the company and worker representatives, arranged some time ago, would go ahead as planned, the spokesman said.

"There is not too much clarity at present, but we hope talks will resolve the dispute," he said.

Meanwhile, at Anglo American's Scaw Metals — hit by a strike since last week — management said about half the black day-shift workers had returned to work.

But the Metal and Allied Workers' Union said only about 10% of the total work-

force had returned.

At National Spring, where the plant has been idle since about 380 black workers downed tools early last week, all workers refused to seek re-employment yesterday and the company began recruiting coloured workers as replacements.

Talks were continuing between management and worker representatives, but a union spokesman said workers rejected an offer that about 225 be re-employed.

At two of Genrec's Wadeville plants, where an estimated 750 workers downed tools last week, the strike continued yesterday although there were signs that workers at one plant, Power Steel, would return to work today.

A union spokesman said management rescinded a decision to fire workers yesterday and agreed that all but those retrenched could return if they went back this morning.

Workers had not yet decided whether to return, he said.

But at the Genpipe plant, the 150 strikers were fired and told they would be re-

hired selectively. Workers rejected this, a union spokesman said.

Workers are striking in protest against the retrenchment of 150 colleagues at three plants.

At Scaw, where 2 800 workers were fired last week and guaranteed their jobs if they reapplied, a management statement said about half the day-shift workforce had returned to work.

Workers are demanding an immediate 10c an hour rise, but the company is refusing because pay talks at the metal industries' industrial council have not been resolved.

Scaw said it had been clear from last Thursday that most workers wanted to return and await the outcome of further negotiations at industry level.

It claimed many did not return on Friday because they feared violence.

The company said it was committed to negotiating with representative unions and was convinced "that it is in the interests of all companies and workers to do this at industry level".

Management had been in contact with the union throughout the stoppage.

31 4/5/82

# STRIKE DELAYS MILK ON DOORSTEP

ARGUS 4/5/82

31

MILK supplies in the southern and northern areas were disrupted yesterday and today by a strike of 500 workers at Van Riebeeck Dairies in Parow.

Most supermarkets in these areas said milk was not delivered this morning, but Van Riebeeck Dairies had told them to expect deliveries later.

Mr M O'Connor, a spokesman for the dairies, said the workers had returned to work, but deliveries were running late.

Twenty-five thousand houses, 60 big shops and supermarkets and 500 cafes had been affected yesterday.

Workers complained they worked 16 hours a day for R175 a month. They were demanding R300.

Mr O'Connor said, the dairies had offered a starting wage of R200 a month. The workers had sent a message accepting the offer.

STRIKE  
Association

SERVICES

Wholesale & Retail  
Wholesale & Retail  
Black Allied Work  
Commercial, Cater  
Concession Stores  
Domestic Workers  
Kimberley Shop Ass  
National Union of  
National Union of  
Eretorlase Vakbonc  
Transvaal Retail  
Catering and Accou  
Commercial, Cateri  
East London Liquor

Amalgamated Society of Woodworkers  
Amalgamated Engineering Union of South Africa  
Amalgamated Union of Building Trade Workers  
Black Allied Workers Union  
Blankeboerwerkersbond  
Building, Construction and Allied Workers Union  
Building Workers Union  
Electrical and Allied Trades Union of South Africa  
Electrical and Allied Workers Union of South Africa  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union of South Africa  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering, Industrial and Allied Workers  
Port Elizabeth Operative, Plumbers Employees Association  
S.A. Operative Masons' Society  
S.A. Woodworkers  
Steel, Engineering and Allied Workers Union  
S.A. Electrical Workers Association

## CONSTRUCTION

Cape Town Gas Workers Union  
Escom (Cape Western Undertaking) Salaried Staff Association  
Escom Salaried Staff Association  
Escom Workers Association  
General Workers Union  
Johannesburg Municipal Water Work Mechanics Union

## ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa  
Jewellers and Goldsmiths Union  
Optical Workers Union  
S.A. Association of Dental Mechanicians  
S.A. Diamond Workers Union

## Other



Sowetan 5/5/87

# Edgars' workers down tools

ABOUT eight clothing stores, all of them subsidiaries of the giant Edgars chainstore, were operating on skeleton staff yesterday when black workers joined their 600 colleagues who went on strike on Monday.

This brought the total number of Edgars' workers on strike to about 1 000. The workers, who are members of the Commercial Catering and Allied Workers'

Union (Ccawusa), are demanding the recognition of their union and a 50 percent pay rise.

Mr Gavin Barnett, Edgars' public affairs director, yesterday denied that any of their stores were closed. He said all of them were still operating, although some of them on a skeleton staff.

Yesterday, the workers had convened at Ccawusa's offices in Khotso House where

they chanted revolutionary songs while shop stewards addressed them on numerous grievances they said should be settled with management.

A spokesman for Ccawusa said workers at Edgars' administration centre in Edgardale and from various Sales House and Jet Stores branches downed tools after learning of "an intimidating" pamphlet issued to striking work-

ers on Monday. He said as a result of the pamphlet, the workers had decided to call off a meeting which management had asked to be held yesterday.

The spokesman said Ccawusa had been trying to win recognition from Edgars for the last five years and that, on March 23 this year, a letter was written to management requesting a meeting to be held before April 30.

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION

- Amalgamated Society of Woodworkers
- Amalgamated Engineering Union of South Africa
- Amalgamated Union of Building Trade Workers
- Black Allied Workers Union
- Blankebouwerwerkersakbond
- Building, Construction and Allied Workers Union
- Building Workers Union
- Electrical and Allied Trades Union of South Africa
- Electrical and Allied Workers Union of South Africa
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union of South Africa
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, Plumbers Employees Association
- Port Elizabeth Operative, Plumbers Employees Association
- S.A. Operative Masons' Society
- S.A. Woodworkers
- Steel, Engineering and Allied Workers Union
- S.A. Electrical Workers Association

CONSTRUCTION

- Cape Town Gas Workers Union
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- Escom Salaried Staff Association
- Escom Workers Association
- General Workers Union
- Johannesburg Municipal Water Mechanics Union

ELECTRICITY, GAS AND WATER

- Diamond Cutters Union of South Africa
- Jewellers and Goldsmiths Union
- Optical Workers Union
- S.A. Association of Dental Mechanicians
- S.A. Diamond Workers Union

Other



# Milk deliveries back to normal

Staff Reporter

PENINSULA milk deliveries were back to normal yesterday when about 500 workers from Van Riebeck Dairies returned to their jobs.

The workers stopped work on Monday over a demand for higher pay.

Mr M O'Connor, marketing manager of the dairy, said the company had agreed to backdate a pay increase due in June to April 1. He said the company's minimum wage for workers would increase from R175 to R200 a month.

"We haven't changed the amount of the increase," he said. "All we have done is to bring the increase forward."

Mr O'Connor claimed that the "problem" was caused by another local dairy which had decided to pay increases to its workers from April.

However, I would like to say it has been a very amiable stoppage and the workers returned peacefully."

But at Parow General Galvanizing, about 90 workers continued their stoppage for the right to be consulted when workers are fired.

A spokesperson for the General Workers' Union said the workers had made this demand because of frequent unfair dismissals at the plant. She said the workers were united in their fight to get the dismissed workers re-employed and their demand to be consulted accepted.

Mr I B Dodds, the company's general manager, said there had been no new developments. "We are employing new staff and hoping to get some of our fellows back soon," he said.

Own Correspondent

JOHANNESBURG. — A 10-hour strike intensified on the Reef yesterday as a Boksburg metal plant, National Bolts, dismissed about 1 000 striking workers after they had rejected a management wage offer for the second time, the company's chairman, Mr David Royston, said yesterday.

And at a Brits metal plant, Femco, about 600 workers downed tools for the third time in three days, charging that the company had breached an undertaking on re-trenchments given in January, the Metal and Allied Workers' Union (Mawu) said.

House stores in Johannesburg, between 600 and 800 workers demanding a 50 percent wage rise and recognition of the Commercial Catering and Allied Workers' Union (Ccawusa), continued

their strike yesterday. A spokesman said the company hoped for a "gradual return to work" early next week, but a Ccawusa spokesman said this was "highly unlikely".

At National Bolts, where workers have struck twice since Monday in support of pay demands, Mr Royston said management had agreed, at Mawu's request, to re-offer which had been re-

jected by workers on Wednesday. The union says the company offered an immediate 5c-an-hour rise, followed by another 5c-an-hour at the end of the month. But Mr Royston said workers had rejected this second offer and had been discharged yesterday morning. The company was planning to recruit replacements today.

# 1 000 strikers sacked

CARL TINKIS 7/5/82 (Handwritten signatures and circled number 31)

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(31) 6/5/82 R.M.

# Edgars strike is still spreading

Labour Correspondent

THE strike at Edgars stores continued yesterday and spread to more. Sales House and Jet Stores, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday — but Edgars denied that the strike had spread.

Sales House and Jet are clothing stores catering for black custom.

The union spokesman said yesterday that more workers had joined the stoppage and that more stores had been affected. Workers are demanding the recognition of the union, and a 50% wage increase.

But Edgars' chief executive, Mr. Adrian Bellamy, said that there had been little change in the situation.

"A few more workers may have joined the stoppage, but a few have also returned to

work," he said.

The union estimates that about 800 workers are on strike, but Edgars put the figure at around 650.

Mr Bellamy said last night the company had talked to worker representatives yesterday to try to resolve the issue and would continue its efforts. But it would not negotiate on the recognition and wage issues until work was resumed.

The company said that it had been willing before the strike to discuss union recognition and that it had arranged a meeting on this issue with worker representatives several weeks before the stoppage.

The union spokesman confirmed that worker representatives had held discussions with management yesterday.

But he said that these had been "simply to clarify some points, not to negotiate".

31  
M.H. 8/5/82

# Strike at Edgars is over

## Labour Correspondent

THE strike by between 600 and 800 black workers at Edgars Stores, which has hit Jet, Sales House and Edgars stores for most of this week, has ended.

Negotiations between management and the Commercial, Catering and Allied Workers' Union on union recognition and workers' wage demands will begin early next week.

Edgars said in a statement yesterday: "An agreement has been signed between the parties to the effect that the

strike by Edgars' employees has been called off following agreement between the Edgars' shop stewards committee and management.

"Detailed negotiations on various matters will commence early next week."

Edgars's public affairs director, Mr Gavin Barnett, would not elaborate and it is understood the company and the union have agreed to add nothing to the formal statement.

It appears, however, that there is some form of in-principle agreement between the

two parties.

Workers downed tools in support of demands for the recognition of the union and a 50% wage rise.

During the strike, Edgars said it would not negotiate on these demands until workers returned to work. It said it had already agreed to discuss recognition before the strike.

Ccawusa, however, had insisted that workers would not return until management met their demands and that talks on them would have to take place before a return to work.

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## Wood & Wood Products, including Furniture

- African Garment Workers Union (Natal)
- African Leather Workers Union (Transvaal)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union (Natal)
- Garment Workers Union of South Africa
- Garment Workers Union (Western Province)
- General Workers Union
- General Workers Union of South Africa
- National Union of Clothing Workers
- National Union of Leather Workers
- National Union of Textile Workers
- South African Allied Workers Union (SAAWU)
- S.A. Canvas & Ropeworkers Union
- S.A. Canvas & Ropeworkers Union (Cape)
- Tailoring Workers, Dressmaking & Furriers Industrial Union
- Tanning, Footwear and Allied Workers Union
- Textile Workers Industrial Union
- Textile Workers Union (Transvaal)
- Transvaal Leather and Allied Trades Industrial Union
- Trunk & Box Workers Industrial Union

## Textiles, Clothing, Leather and Footwear

- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Workers
- Rustenburg Tabakwerkersvereniging

## Tobacco

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union

# Shopworkers seek pay rise

APG  
10/5/82  
31  
~~31/155~~

REAL wages of workers in the commercial distributive trade have fallen by 48 percent since 1973, according to the secretary of the Association of Distributive and Allied Workers Union (ADAWU), Miss Dulcie Hartwell.

Wages of employees who are mainly shopworkers and sales assistants are now being reviewed by the Wage Board.

In evidence to the board, the ADAWU said the consumer price index had risen by 141 percent from March, 1973, to December, 1980.

It asked that the new minimum wage for the

lowest category of worker — and general assistant — be increased from R160.33 to R300 a month. Employers are proposing that the new wage be R194 by September 1983.

In keeping with the Government's new policy against sex discrimination, the ADAWU has submitted that all increases in minimum wages be calculated on the basis of existing minimum wages for men.

However, the chairman of the Cape Peninsula Employers' Association, Mr. A. Silberberg, said many smaller companies would go out of business

if they paid these wages.

He proposed to the board that the minimum wage for men be scrapped because "market forces would ensure increases in their salaries" and that women's wages be raised.

## OPPOSED

The question of overtime is another bone of contention between unions and employers. At present, the maximum overtime for men is 12 hours a week and for women three hours.

Employers are suggesting that women be liable for the same overtime as men, but the unions are strongly opposed to this.

Apart from women's domestic duties, it was more dangerous for them to return from work in the dark, said Miss Hartwell.

"Until such time as they legislate that men have to undertake an equal share of domestic duties, there must be protective clauses for women," she said.



# Cargo workers get the boot

14/5/82

Sowetan

MABE  
31



FIRED: Mr Zevenster.

**NINETY-FIVE WORKERS** at Cargo Carriers in Booyens were fired yesterday after they went on strike in protest against a white supervisor who allegedly called them "kaffirs", and sometimes assaulted them.

By SAM MABE

The workers, who include truck drivers and truck loaders, had downed tools and demanded that their supervisor, Mr Chris Zevenster, be transferred to another branch before they could resume work.

They were also demanding that another supervisor, a Mr Curvin, who has been sent to an Elandsfontein branch, be brought back because he was the only person under whom they were prepared to work.

One driver, who asked not to be named, said: "What we found intolerable is that labourers working with us are fired at the slightest provocation. There is at least one worker fired almost every day here."

"And nobody dare complain. Our supervisor is rude. He insults us, calls us kaffirs and at

times assaults us. We downed tools because we had had enough," the driver said.

Mr Zevenster denied he assaulted or called workers kaffirs. He confirmed workers all had been fired for refusing to work after they were given an ultimatum.

He said: "These workers don't want me here because they say I am too strict, which is true. I am here to see to it that everything is done properly."

"I have insisted that they keep their trucks clean and report any faults like brakes, lights and so on, but some don't and hate to be taken to task for that."

"Some come to work late. We are contracted by the City Council, and get fined R50 if trucks arrive late when they are supposed to report

every morning," said Mr Zevenster.

Mr R Carter, Cargo Carriers' district manager, said workers fired themselves by not resuming work at the time he asked them to. He was willing to negotiate with the workers on anything, "but we don't deal with people who are on strike".

The workers said they had been asked to report this morning to fetch their pay.

Textiles, Clothing, Leather and  
African Garment Workers Union (N  
African Leather Workers Union (L  
African Trunk & Box Workers Unio  
Black Allied Workers Union  
Garment Workers Industrial Unio  
Garment Workers Union of South  
Garment Workers Union (Western  
General Workers Union  
General Workers Union of South  
of Northern

Sweet Workers Industrial Union (Natal)  
Sweet Workers Union  
Sugar Industry Employees Union  
South African Allied Workers Union (SAAWU)  
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders  
S.A. Electrical Workers Association  
Western Province Sweet Workers Union  
Witwatersrand Baking & Confectionery Industrial Union  
Witwatersrand Brewing Employees Union

Tobacco  
African Tobacco Workers Union  
National Union of Cigarette & Tobacco Workers  
Rustenburg Tabakwerkersvereniging

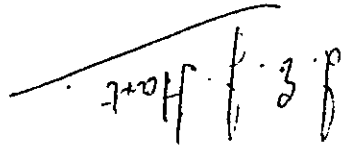
# Maternity leave dispute settled

*Argus*  
*20/5/82*

*355A*  
*(31)*

A/18/74

PROFESSOR I. E. HART



Yours faithfully,

A DISPUTE over maternity leave at the Worcester branch of Ackermans was settled at a meeting yesterday between employees and senior management.

Twelve women who stopped work over the issue and were sent home have returned to work.

They claimed an employee who wanted to take maternity leave had instead been laid off.

A spokesman said it had been agreed yesterday that the woman would take leave and the first vacancy which arose after 10 weeks would be open to her.

The women are members of the National Union of Commercial, Catering and Allied Workers.

Mr Don Findlay, industrial relations manager of the Edgars group, said the dispute had arisen from a lack of communication.

He said Ackermans would not give a written guarantee of re-employment after maternity leave, but always tried to give people their jobs back.

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the University

of the Planning Resource Centre

of its own

Learning Resources Centre. This would reduce capital

The University Units referred to could be partly

The costs of duplication of facilities would be saved.

These costs would be considerable.

These essential University Units, The Audio-Visual Aids Unit and the University Teaching Methods Research Unit would find a home in the most appropriate academic and geographical location.

The University Units referred to could be partly

I submit that the proposal her other factors involved in these in the coordination of the ac Planning and Development.

educational materials. to provide the necessary libra Teaching Methods Research Unit be added to or extended further to plan the approved Education Committee that, with the neces to be delayed but wishes to dr projected extension i.e. the The Faculty of Education does r

5. This proposal would involve a larger extension than is at present being planned for Education alone, and would involve a further allocation of building funds from the University to meet the total needs of the University Units referred to. Nevertheless there are considerable advantages:

(1) These essential University Units, The Audio-Visual Aids Unit and the University Teaching Methods Research Unit would find a home in the most appropriate academic and geographical location.

(2) The costs of duplication of facilities would be saved. These costs would be considerable.

(3) The University Units referred to could be partly accommodated in the Faculty of Education Teaching and Learning Resources Centre. This would reduce capital outlay in the form of building costs involved in suitably housing the Units else



# City milkmen strike again for higher wages

31/1/82  
Cafe Times 22/5/82  
15/2

PENINSULA milk deliveries were disrupted yesterday as several hundred Van Riebeeck Dairies workers went on strike for higher wages for the second time in three weeks.

Late yesterday management and worker representatives were negotiating and it was still not clear whether there would be deliveries to the affected areas today.

Mr Lloyd Whitfield, managing director of Van Riebeeck Dairies, said earlier he did not know why his workers were striking. He said they "just failed to turn up".

Three weeks ago, almost the entire black workforce at the dairy went on strike demanding pay increases. They returned after the company offered to backdate an in-

By PHILLIP VAN NIEKERK

crease due in June.

However, workers said yesterday they were not satisfied with the increases and would not return until their demands had been met.

Deliveries to supermarkets and some homes were normal yesterday but there were no deliveries to large parts of the northern and southern suburbs. Cafe owners had to collect their supplies from the depots.

Meanwhile, the Kensington Traders Association has issued a statement supporting the workers in their demand for higher wages. Mr A Khan, chairman of the association, said it was disgusting that the Dairy

Board sponsored Springbok rugby while the families of dairymen starved.

● In Worcester, a strike by 14 workers at the local branch of Ackermans was resolved on Wednesday.

The workers — mostly cashiers and sales staff — walked out in sympathy with a pregnant saleswoman, who was refused a guarantee that she would get her job back after she had taken leave to have her baby.

Mr Don Finley, the industrial relations manager for the Edgars group, said the whole dispute had been due to a misunderstanding. He said the company would make every endeavour to re-employ the saleslady on her return to work, but it was not company policy to give such a written undertaking.

By  
**INGRID STEWART**  
Labour Reporter

MARY HARRIS has worked for the same firm for 12 years.

She spends most of her working day on her feet — packing shelves, marking the goods, serving customers and even acting as supervisor and manager of the department when they take tea and lunch breaks.

Apart from herself, five people are dependent on her income.

At the end of this month, when the new wage determination for sales assistants comes into effect, Mrs Harris will be paid R280 which is only R9 above the legal limit.

"I don't know how I'm going to come out on this," she told the **Sunday Tribune**. "Somehow I'll have to manage."

Mary Harris is not her real name — she's afraid she'll lose her job by talking to the Press about her appallingly low salary and long and hard working conditions. She knows there is a queue of women behind her, also willing to accept these conditions rather than remain unemployed.

Her salary is average for sales assistants in the Durban area. And there is little doubt in her mind that the company which employs her can afford to pay her more — in the last financial year its profits lifted by 19 percent to R32,3 million.

### Expenses

Already Mrs Harris has trimmed her expenses to a minimum. She shares one bedroom with her four children — aged between 10 and 17 — and her mother who suffers from a kidney ailment. Her sister, also a sales assistant, shares the other bedroom with her four children. The rest of the house consists of a dining-room, kitchen and bathroom.

She has been self-supporting since she and her husband separated 15 years ago.

She wakes up at 4am to prepare her children's school clothes. She can only afford one set for each of them so she has to clean and press them every morning. She says she's just too tired at night to do it then.

Apart from a half-hour crowded bus ride to work, she doesn't sit down again until the mid-morning tea break. The staff, she says, are discouraged from sitting in front of the public. They're not allowed to smoke, chat to their colleagues or chew anything in front of customers either.

There are two other breaks during the day — an hour for lunch and an afternoon tea break and work finishes after the last customer leaves the store — usually at about 5.15pm.

Mrs Harris is exhausted when she gets home just after 6.

# Why Mary Harris won't come out on her rise



Mary Harris . . . too frightened to give her real name

In winter it's already dark and she tells how she runs through a field between her home and the bus stop for fear of being mugged. Last year a woman was murdered there.

"Everything looks so bleak," Mrs Harris says. "I would like to have my own home and have time to spend with my children. But how am I ever going to be able to save on this kind of salary? It's all so hopeless."

### Despair

Her despair is shared by the thousands of shopworkers in the country and their union, the Association of Distributive and Allied Workers' Unions (ADAWU) which comprises the three shopworkers unions.

Wages for shopworkers are set by

who deal directly with the public) will get a minimum of R338 (men) and R271 (women) a month.

In a lengthy memo to the Wage Board, the ADAWU makes its case for increasing these minimums to R300 a month for all unskilled workers, R400 for all shop assistants and R600 a month for all sales assistants. They point out that these increases are necessary merely to keep up with the rising cost of living.

The justification for this claim is detailed.

They show that last year's determination was already out of date at the time it was published. A qualified sales assistant, for example, will get 48,3 percent less in real wages than in 1973, and 7,2 percent less in real earnings than in May 1981.

### Increases

They also point to dramatic increases in the cost of housing, transport and food.

Rents in the African townships surrounding Durban, for example, have increased greatly since the last Wage Board investigation two years ago — in KwaMashu rent for a four-roomed house increased by 80 percent from R6,33 in 1979 to R11,40 in 1982.

The shortage of housing, for all races, has also inflated rents. Rents for a one-bedroomed house in a coloured area leaped from R112 a month in November 1980 to R157 a month in 1982. In a white working-class area of Durban the average rent for a bachelor flat was R69 in 1979. Today the same flat costs an average of R175.

South African Railways figures show four fare hikes since the beginning of 1980 — in April 1980 there was a 10 percent increase, a 15 percent increase in April 1981, another 10 percent increase in October 1981 and the recently implemented 15 percent increase in April 1982. Return fares on suburban trains were also abolished in 1981. A monthly ticket for a commuter between KwaMashu and Durban has increased from R4,21 in March 1978 to R7,50 from April 1 this year.

Bus fares for all races have increased dramatically as well. A single journey between Umlazi and Durban cost 39 cents in 1979. Now the same journey costs 47 cents.

For whites a seven-stage journey has increased from 65 cents to 86 cents in the same time.

### Empty

The recent fare increase of 31,5 percent on cash fares and 17,6 percent on weekly tickets for Putco bus users led one KwaMashu resident to remark: "They tell us to reach deeper into our pockets — but my pocket is empty before I even put my hand in to it."

These factors, and the continuing increase

in the cost of basic foodstuffs, make it impossible for shopworkers to live on the wages they are getting, says the ADAWU.

One of the biggest problems in the determination of wages by a Wage Board, they say, is the long delay between the Wage Board hearing and the implementing of the new wage scales. This means that by the time the new wage scales come into effect, they are already lagging behind the cost of living. For example, the new determination, which comes into effect at the end of this month, is based on a Wage Board investigation done in 1979.

Said one worker: "When the Government increases the price of petrol they do it in 24 hours, but they take six months or more to increase our wages."

The union also believes the Wage Board sets the minimum wage low enough so that even the smallest shopkeepers can afford to pay them, as part of the Government thrust to promote small businesses.

But the distributive trade, says the union, is dominated by wealthy monopolies who show healthy profits at the end of every financial year, and they then hide behind the minimum wage. The big monopolies are then at liberty to tell their workers they are not obliged to pay more when the workers ask for an increase.

### Flaw

Another flaw in the Wage Board wage determination system is that some areas are excluded from their jurisdiction. In these mainly black rural areas employers can pay what they like and it's usually well below the minimum set by the Wage Board.

In addition, the Board sets higher wages for the bigger towns because they claim it is cheaper to live in a smaller town. But surveys conducted by the union show that food is more expensive in the country because of high transport costs, there is a greater shortage of housing and so rents are inflated and transport is also more expensive on average because only private companies operate buses in these areas.

In addition to making representations to the Wage Board, the union is also going all out to persuade its members that they have a right to ask for a better deal from their employers and that they should become more involved in the union.

But they realise the particular difficulties as far as shopworkers are concerned.

Said one union organiser: "We're dealing with a highly mobile unskilled workforce who know that there are plenty of others to take their place. We also know that employers use that situation to keep wages as low as possible."

# Anti-shoplifting 'strip' ordered

ARGUS 24/5/82

31

THE staff of Ackermans in Beaufort West were allegedly forced to strip for body searches after a "lottery" in the store, and on Saturday a 21-year-old man was arrested after hurling a rock through a display window.

Major Eddie Snyman, police Press liaison officer for the area, said the damage was estimated at R200. The man was due to appear in court today.

It is not known whether there is a connection between the incident and the alleged body searches.

The manager of the branch, in New Street,

Mrs J S McKay, allegedly called her staff of 30 together about 5 pm last Tuesday and read a letter over the public address system.

This letter, it is believed, purported to come from the office of the Cape general manager and announced a dramatic new campaign against shoplifting, which had apparently reached grave proportions.

After the doors were locked staff members were made to draw lots. Those who drew white lots were separated from

the rest, divided into groups of men and women, and told to strip to their panties and underpants.

Those who drew blue lots had to wait.

One of the 10 staff members to be searched was a white woman — apparently the wife of a senior railways official — who insisted her husband be called.

The man came to the shop immediately and threatened to lay a charge of criminal injuria against Mrs McKay

(Contd on Page 14, col 10)

Strip ARGUS 24/5/82

(Continued from Page 1)

if his wife was searched. His wife was allowed to go.

It is believed Mrs McKay personally searched the near naked male and female employees. This was repeated on Wednesday and Thursday.

A senior executive of Ackermans told The Argus today that although it was a policy of the firm to conduct "random searches" of the staff, they had a right to refuse to be searched.

"It won't be done in that manner again," he promised.

The way the search had been conducted had been due to a misunderstanding by the manageress, and she had since apologised to staff members.

Senior staff members were now on a routine visit to Beaufort West, planned before this incident, and they were in the process of discussing the matter with the staff.

"We understand the talks are going well and that good feeling has been restored," he said.

There was no question of Mrs McKay being dismissed.

Miss Dulcie Hartwell, secretary and treasurer of the Association of Distributive and Allied Workers Unions, said the unions had for years fought this sort of searching, and the practice was not confined to one group of shops.

"We have consistently said that if our members were to be searched this should be done discreetly and privately, and that the searches must include the managers.

"Workers have often been accused of theft and we have on occasion been able to show that managers were responsible. So they must be included," Miss Hartwell said.

She said the group of unions she represented had told its members they were entitled to call the police and to insist that they should be searched by police.

# Milkmen

end strike

Staff Reporter

PENSINSULA milk deliv-

eries were back to normal

yesterday as striking Van

Riebeeck Dairies workers

returned to their jobs.

The workers went on

strike on Friday and

Saturday demanding the

dismissal of a colleague,

according to the manag-

ing director of the dairy,

Mr Lloyd Whitfield.

Mr Whitfield said the

Transkei consul-general,

Mr B Sidwaba, who had

helped settle the dispute,

was at the dairy yesterday

morning.

"Everything is back to

normal now," said Mr

Whitfield. "And we have

reached a satisfactory

resolution to the

dispute."

Welders & Welders

S.A.

Union

South African Allied Worker  
S.A. Typographical Union  
S.A. Society of Journalists  
S.A. Electrical Workers Ass  
S.A. Boilermakers, Iron &  
Paper, Wood & Allied Worker  
Media Workers Association of  
Amalgamated Engineering Unit

Paper & Paper Products, Pri

South African Allied Workers

Paper, Wood and Allied Worker

National Union of Furniture

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Trunk & Box Workers Industria

Transvaal Leather and Allied

Textile Workers Union (Transva

Textile Workers Industrial Union

Tanning, Footwear and Allied Workers Union

Tailoring Workers, Dressmaking & Furriers Industrial Union

S.A. Canvas & Ropeworkers Union (Cape)

S.A. Canvas & Ropeworkers Union

South African Allied Workers Union (SAAWU)

National Union of Textile Workers

National Union of Leather Workers

National Union of Clothing Workers

General Workers Union of South Africa

General Workers Union

Garment Workers Union (Western Province)

Garment Workers Union of South Africa

Garment Workers Industrial Union (Natal)

Black Allied Workers Union

African Trunk & Box Workers Union

African Leather Workers Union (Transvaal)

African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging

National Union of Cigarette & Tobacco Workers

African Tobacco Workers Union

Tobacco

Witwatersrand Brewing Employees Union

Witwatersrand Baking & Confectionery Industrial Union

Western Province Sweet Workers Union

S.A. Electrical Workers Association

S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders

South African Allied Workers Union (SAAWU)

Sugar Industry Employees Union

Sweet Workers Union

Sweet Workers Industrial Union (Natal)

# Striking staff, <sup>ARGUS</sup> 1/6/82 store <sup>31</sup> in talks <sup>1982</sup>

Labour Reporter

THE management of Metro Cash and Carry said today they would negotiate with 23 striking workers at their Worcester store.

The workers have been on strike since Friday after complaining about varying increases given to them last week. They are demanding an overall 65 percent increase on their old wage.

The general manager of Metro Cash and Carry, Mr D Morack, said: "We are not dismissing anybody. We are negotiating."

## INCREASES

Miss Dulcie Hartwell, secretary of the National Union of Commercial, Catering and Allied Workers (NUCCAW) to which the workers belong, said the workers had received increases from R5 to R15.

"However, the workers felt this was not enough as living costs have increased tremendously."

She confirmed that negotiations were taking place and that no workers were being dismissed.

The chairman of the Kensington Traders' Association, which represents 120 traders who buy from Metro Cash and Carry, Mr A Khan, said he was glad management was prepared to negotiate with the workers. "We cannot support companies which simply fire the workers," he said.

Other

Diamond Cutters Union of South Africa

Jewellers and Goldsmiths Union

Optical Workers Union

S.A. Association of Dental Mechanicians

S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union

Escom (Cape Western Undertaking) Salaried Staff Association

Escom Salaried Staff Association

Escom Workers Association

General Workers Union

Johannesburg Municipal Water Work Mechanics Union

CONSTRUCTION

Amalgamated Society of Woodworkers

Amalgamated Engineering Union of South Africa

Amalgamated Union of Building Trade Workers

Black Allied Workers Union

Blankeboerwerkersakbond

Building, Construction and Allied Workers Union

Building Workers Union

Electrical and Allied Trades Union of South Africa

Electrical and Allied Workers Union of South Africa

Engineering and Allied Workers Union

Engineering Industrial Workers Union of South Africa

General Workers Union

Metal and All

National Union

Port Elizabeth

S.A. Operative

S.A. Woodworker

Steel, Engineer

S.A. Electrical

WHOLESALE & RET

WHOLESALE & RET

Black Allied Wo

Commercial, Cat

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Domestic Worker

Kimberley Shop

National Union

National Union

Pretorias Vakk

Transvaal Ret

Catering and Ac

Commercial, Cat

East London Liquor & Catering Trades Employees Union

Strike by 23 workers ends

CAPE TIMES 2/6/82 (31) 1/3 1/4

Staff Reporter

A STRIKE by 23 workers at Metro Cash and Carry in Worcester ended yesterday, according to the Cape general manager of the company, Mr D Morack.

Mr Morack said the workers, who went on strike on Friday afternoon, had agreed to return to work while officials of the National Union of Commercial, Catering and Allied Workers (Nuccaw) negotiated with management.

"We discussed a few minor things, but it's all settled now," he said.

Miss Dulcie Hartwell, general secretary of Nuccaw, said the workers had gone on strike over "several issues", including wages.

"The workers were given increases in May. Some got much less than others and others got nothing at all. There were no explanations given."

Miss Hartwell said part of the problem was that the wage determination for the industry in Worcester was lower than in other Boland towns and no increases had been laid down in the latest determinations.

This is the second recent strike at a national chain store in Worcester. Workers at the local branch of Ackermans went on strike two weeks ago over the alleged dismissal of a pregnant saleswoman.

This dispute was resolved following negotiations between management and Nuccaw.

Workers Association

NOTICE SERVICES

Workers Association

# Trade unions leave Tuksa in protest

Staff Reporter

TWO trade unions representing thousands of workers in the catering and distributive trades have left the Trade Union Council of SA (Tuksa) in protest against Tuksa policies.

In identical statements, the National Union of Distributive Workers (NUDW) and the National Union of Commercial, Catering and Allied Workers (Nuccaw) criticized Tuksa, saying they were "left with no choice but to sever a long connection with that body"

The NUDW affiliated to Tuksa in 1962 and when Nuccaw split off from the NUDW along racial

lines in 1966 it took up separate membership in the umbrella body.

The unions recognized the "important work done by Tuksa in obtaining progressive changes to industrial legislation", but said "aspects of Tuksa policy" on some of the changes were among the reasons for resigning.

The unions said Tuksa's "unnecessary distancing of itself from the protests of the Food and Canning Workers' Union at the death of Neil Aggett, and the call for a half-hour work stoppage of mourning and protest" was a further reason.

"Tuksa's semantic quibbling

in opposition to the vital issue of detention without trial as set out in the Detainees Parents' Support Committee, undermines Tuksa's own declared support for the rule of just law."

This had happened at a time when two officials of unions in the Association of Distributive and Allied Workers, to which Nuccaw and NUDW belong, were in detention. One, Mrs Emma Mashinini, of the Commercial, Catering and Allied Workers' Union (Cawusa), was released without being charged after more than five months in detention, and the other, Mr Alan Fine of the Witwatersrand Liquor and Catering Trade

Union, was still in prison after having appeared in court twice

The unions also cited the proposal to invite Mr B J Vorster, the former Prime Minister, to officially open Tuksa's 1979 congress, the council's attitude to prominent trade unionists accepting membership of the President's Council and the "contemptuous" attitude towards university graduates who became trade unionists.

The statements noted that in some areas there was resistance amounting not only to lack of support for, but to antipathy for the struggles of some groups of workers for improved conditions.

# WORKERS BACK, BUT UNHAPPY

C. Herald 5/6/82

31

THE 23 workers who returned to work on Wednesday morning after going on strike on Friday at Metro Wholesale Distributors in Worcester are unhappy with negotiations with their management thus far.

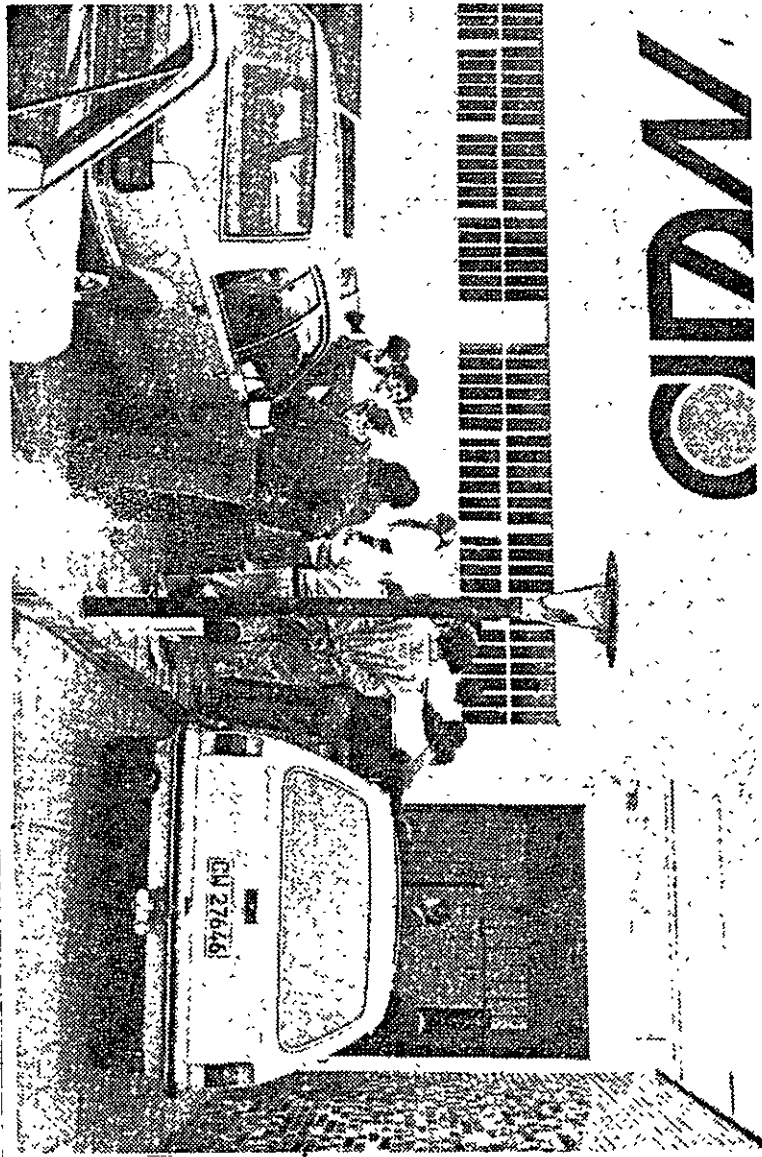
The workers met with management on Tuesday at 2 pm. The meeting lasted five-and-a-half hours and ended after dark. The negotiations were a pre-condition of the workers for returning to work. Management had none. This sparked off the strike. The demands, and management's replies are as follows:

## REVIEW.

- A 65 percent wage increase: Management at Metro Worcester could not agree to this and would have to forward the demand to the board of directors of the company when they meet in September to review wages.
- Recognition of a workers' (Nuccaw) committee: As it was Metro's policy to recognise only liaison committees, the demand would have to be put to the Metro board of directors. A reply would be forthcoming within a month.
- Rudeness on the part of middle management: The workers have received an apology and an assurance that there would not be a recurrence.
- Strike pay: Management agreed to pay the workers for the time they were on strike. There will be no dismissals or victimisation of strikers.
- Medical costs: Management agreed to pay all medical and transport costs to a worker who had broken an arm while on duty.

## REPLY

The workers were particularly upset at the reply to their wage demand. "We see no reason why we should wait till September," one of the workers said.



● BELOW: The workers at the Metro Wholesale Distributors in Worcester have ended their strike and our picture shows some of them preparing to pass through the company gates on Tuesday afternoon to start marathon negotiations on the workers' demands.



Students'  
call to <sup>AR645</sup> <sup>15/6/82</sup>  
~~20~~ ~~31~~ ~~44~~ ~~26~~  
'ostracise'  
oppressors'

AGAINST the background of today's controversial Rylands Management Committee elections, the South African Students Association has called on black organisations and concerned individuals to "excommunicate" those involved in management committees.

Last week a civic association representing residents of Rylands Estate urged residents not to take part in the elections for five vacant seats on the Rylands Management Committee.

In response to this a candidate for the election called on leaders to use the channels provided by the Government.

#### OSTRACISE

A statement released by South African Students Association requests "all authentic black organisations, groups and associations and ethical concerned individuals to:

- "Excommunicate those involved in the management committees.
- "Ostracise all those related to or involved in the institutions of oppression.

"The management committee was created by the ruling systems to divide and control people within the confines of exploitation," the statement said.

"Thus the people who are involved in the management committees maintain the machinery of oppression."

# Mixed canteens prove successful

ARGUS 15/6/82

31 59 181

**Consumer Reporter**  
AN increasing number of local firms are switching to racially mixed works canteens and staff dining rooms — and there have been no problems, Mr W Malzer, regional manager of a national catering firm, told The Argus.

Mr Malzer said that about 50 percent of the local firms whose cater-

ing is done by Fedics now had multiracial canteens. "They are mostly firms with overseas connections," he said. "They include insurance firms and engineering and clothing factories.

"Their canteens are fully integrated and there have been no hassles.

"Multiracial canteens are very much the trend

today, particularly where firms are re-designing their catering facilities.

"It is very much cheaper in terms of service and space to have one canteen for all races.

"Space in a building costs money, particularly today."

Mr Malzer was commenting on an interview with Mr David Wigley,

managing director of Fedics, published in the current issue of the trade magazine Hotelier and Caterer.

Mr Wigley said that companies moving towards multiracial canteens were generally "pleasantly surprised with the lack of problems they experience."

# Holidays are cut this year

CAPE TIMES 6/7/82

31

1982

By GORDON KLING

THE CHRISTMAS holidays have been officially cancelled this year and the New Year break trimmed to a single day, in the gloomiest combination of dates that could possibly befall the festive season.

But there are some breaks for those employed in industry, and building workers stand to gain.

Sympathetic bosses who try to help will be up against the Public Holidays Amendment Act of 1980, which says holidays falling on a Sunday are not automatically to be carried forward to Monday.

Combine that with December 25 and January 1 falling on Saturdays and you've lost some holiday time.

Notes the Cape Chamber of Industries in a recent bulletin: "Of particular interest is the official disappearance this year of the Christmas holidays."

Even Kruger Day; October 10, falls on a Sunday and many of the work-weary will not automatically get the 11th off since it is not a public holiday in terms of the Factories Act, although various Industrial Council agreements do treat it as a paid holiday.

That Cape institution, "Tweede Nuwejaar", is definitely not a public holiday in terms of the Public Holidays Act, but just about everybody will still get it. Under the Cape Provincial Shop Hours Ordinance, local authorities may issue orders for closing shops on January 2, or on the 3rd when the 2nd falls on a Sunday, and the Cape Town City Council has already ruled that January 3 next year will be a compulsory closing day.



300  
 go on  
 strike

*4/1/82*  
*31*  
*Sonatom 9/7/82*

**APE TOWN  
 ANSWER BOOK**

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank

All answer books

Number of
Number of

**BUSINESS** at the Pick 'n Pay Hypermarket in Norwood, Johannesburg, was nearly brought to a standstill yesterday when about 300 workers downed tools over dissatisfaction with their half-yearly wage increases.

The workers, most of them members of the Commercial, Catering and Allied Workers' Union of S.A. (Ccawusa), are demanding a R20 across-the-board increase in rejection of the R1 and R5 raise they were given last week.

After a meeting between management and Ccawusa's officials ended in a deadlock yesterday afternoon, the workers resolved that they would not return to work until their demands were met.

Mr R de Wet, Hypermarket's personnel director, told The SOWETAN that staff members in the food section of the store had been the first to express dissatisfaction with the increases they had been given and that yesterday morning all black workers had decided to down tools.

"They want to be given a blanket increase, whereas we gave an increase to people who deserved it. We have been speaking to staff representatives and union representatives for most of the day and we will continue talking again today."

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Degree/Diploma you are registered for.....

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Examiners' Initials		

65 + 35 = 100

50%

P/III

**NOTE CAR**

1. Enter a number of the question in the left hand margin.
2. Blue ink must be used for writing answers. Underline words which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to the examination book(s) are used.
4. Do not write in the left hand margin.

"None of them is going to lose pay for not having worked yesterday and all of them are still in our employ. All we need to do now is to ensure that they start working while we carry on with negotiations," said Mr De Wet.

White customers had to push their own shopping trolleys to their cars and staff from other branches of Hypermarket had been summoned to offer a hand in the running of day-to-day business.

At a meeting held after the deadlock was

es, pieces of paper or other materials are so instructed.

do not communicate with other candidates with any person except the invigilator.

reached with management, the workers took certain resolutions about close to 10 workers who were still working while every other black worker was on strike.

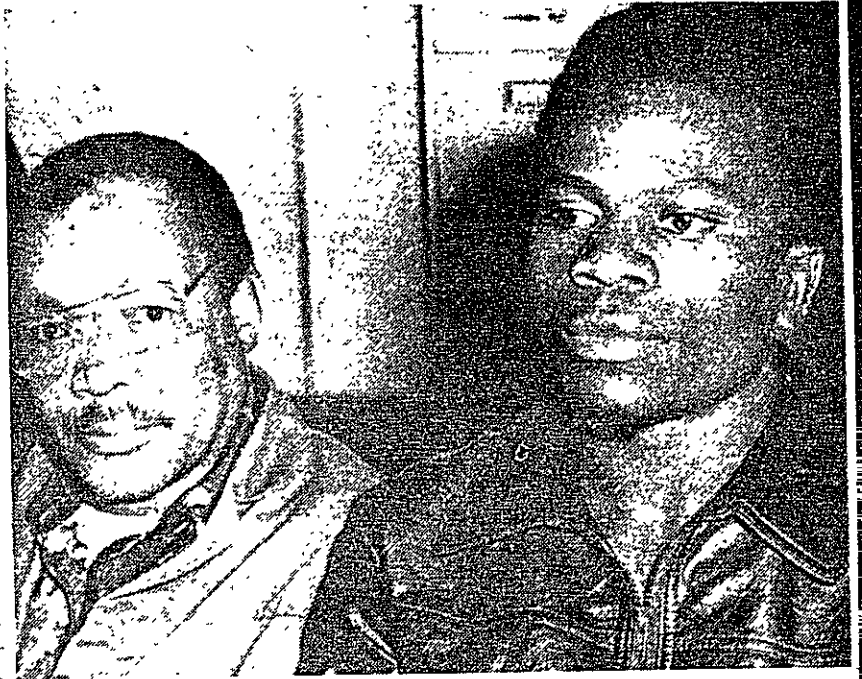
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Drivers fired after alleged insults from supervisor

# 'We are not smelly kaffirs'

*Sowetan*  
*9/7/82*  
*31*



"DIRTY KAFFIRS": Mr Maoto and Mr Ntseto.

TWO men employed as delivery drivers by a Johannesburg firm claim that they were dismissed after being called "dirty and smelling kaffirs" this week.

The men, Mr David Ntseto and Mr Alpheus Maoto, employed by Teltron company in the city, said that trouble started when they questioned their supervisor about the cleanliness of a van they were expected to use.

The supervisor had apparently used the van for private use at the weekend and they were forced to put machines in the van while it was not clean.

They went to deliver goods and on their return they were accused of not cleaning their vehicles and told "you smell bad, just like the dirt in your van."

They objected to this and were told that they were "cheeky kaffirs" and ordered to go away. They later reported the matter to the labour bureau and were subsequently dismissed.

Teltron's spokesman Mr Chris Wooley said that the workers were warned on numerous occasions to keep their vans clean and they did not pay attention to this rule.

Mr Wooley denied that the workers were called kaffirs.

# 11 days of defiance

*9/7/82*

By SINNAH KUNENE  
*Sowetan*  
AN ELDORADO Park family have defiantly spent 11 days in the open, following an eviction from the house they occupied for 18 months.

The Studdards of 82 Extension 6, had their furniture moved out of the house by the City Council on June 29. They were told by the council that the house had to be demolished as it was in a park area.

But Mrs Yvonne Studdard (23) and her

husband Shane, have since decided to squat next to the partly demolished house "until the City Council gives us alternative accommodation".

They have put up two tents next to the house irrespective of a threatening swarm of bees which came from underground when the house was demolished.

Apart from fighting the biting cold, the family claims they have been a target of hool-

igans. They had to seek police protection on Friday, after a group of men tried to loot some of their belongings.

Mrs Studdard said the thugs played another dirty trick, on Wednesday morning her brother's car had all its wheels stabbed.

Mrs Studdard took over the house from her parents 18 months ago. She states that the council has declared her application for a house as still new.



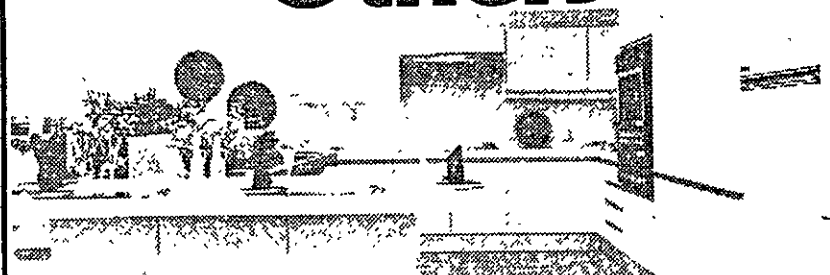
COLLEGE OF MARKETING

# MARKETING AND SALES MANAGEMENT.

You too can qualify for an elite position in the business world. Damelin Management School, South Africa's foremost management training organization, and the Institute of Marketing Management (IMM) have joined forces to provide the only officially recognized short courses of their kind. These courses will be run by Damelin in association with College of Marketing which is the official college of the IMM.

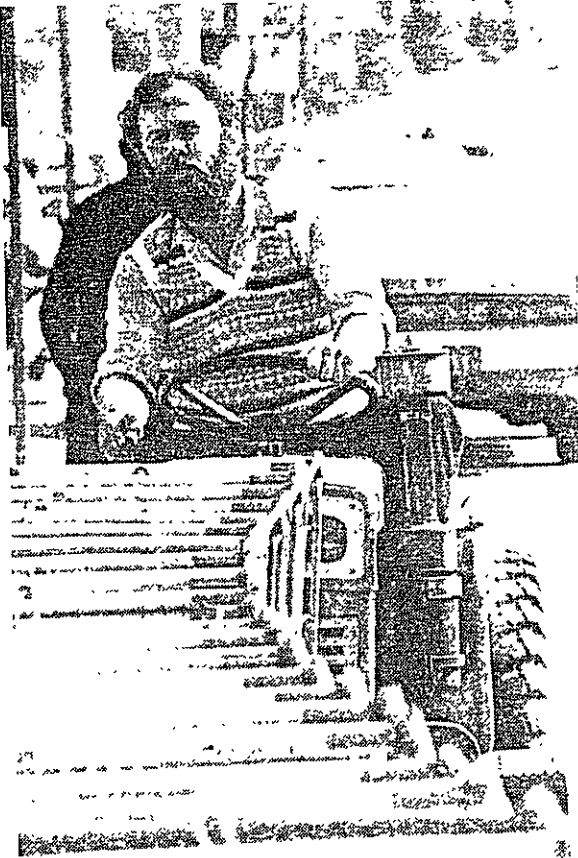
What you will learn  
General Management: An overview of business in South Africa and the essentials of business practice  
Marketing Management: All aspects of marketing and corporate strategy and the principles of successful

# A Deal Unlike all Others\*





Workers at the Norwood Hypermarket in Johannesburg wait anxiously while management and officials from the Commercial Catering and Allied Workers' Union sit at the negotiating table over the wage increase dissatisfaction among black employees.



Managerial staff were called out of their offices to gather trolleys in the crowded parking lot, operate tills and pack customers' groceries when a strike by the entire black staff of the Norwood Hypermarket in Norwood, Johannesburg, caused a serious staff shortage in the store.

31 10M 10/7/82

## Hypermarket staff continue their strike

Mail Reporter

THE entire black staff employed at the Pick 'n Pay Hypermarket in Norwood, Johannesburg, downed tools on Thursday because of dissatisfaction with wage increases.

About 300 workers gathered in the parking lot at 9.30am and waited for Commercial, Catering and Allied Workers' Union officials to arrive for negotiations with management. They are demanding a R20 across-the-board wage increase.

Workers said they were dissatisfied with their present R1 and R5 wage increases because they could not cope with the rising living costs and had also been hard hit by bus fare increases.

They said the store works committee had done nothing for them with regard to their grievances.

Staff from other Pick 'n Pay stores had to be called in to alleviate the staff shortage caused by the strike as tills were left empty and there were few people on the floor to serve customers.

The general manager Mr Aubrey Zelinski said the staff shortage had been eased by the large number of schoolchildren who had applied for holiday jobs.

He said the staff were given two increases per year based on merit and the cost of living. He said he was quite prepared to discuss the problems with each member of staff.

Negotiations are continuing between union officials and management, but the staff said they would only return to work once their demands had been met.



## Fair pay pledge blacks

By Themba Maseko

About 600 members of the National African Federated Chamber of Commerce (Nafcoc) yesterday unanimously resolved to pay their workers "fair" wages and salaries.

The president, Mr. Sam Motsuenyane, told delegates at a conference in Johannesburg that a concerted effort to do this would have to be made.

"We cannot tell whites to pay blacks fairly when we are doing the opposite. Fair wages for our workers should be a commitment rather than a resolution," he said.

The conference also passed a resolution that the Masikela-Mavimbela Scholarship Fund be changed to the Nafcoc Masikela-Mavimbela Scholarship Fund.

The number of students who enrolled under the fund at different universities and institutions rose from six in 1977 to 53 in 1982.



13/7/82 (31) sovietan

# Worker claims garage owner threatened him with violence

## Joy at getting a job turns sour



**FIRED:** Mr Levy Lekalakala's reference book seized.

By SELLO RABOTHATA

A DOBSONVILLE man's joy at having landed a job as a petrol attendant at a garage in Roodepoort ended last Friday after he was allegedly threatened with violence, insulted and his reference book seized by the manager.

Mr Levy Lekalakala of 1863 Pule Street got the job after answering an advertisement in a newspaper along with three others. They started working at Da Silva Motors on July 4 without being told how much they would earn. Two of his colleagues left three days later after complaining of working conditions, he said.

Mr Lekalakala said: "After we were hired, we agreed to work, telling ourselves we would know how much we would earn on pay day. On pay day we were given R39 each. It was then that the others decided to leave. I stayed on as I had been looking for a job for a long time. Matters got worse when we were told there was no tea time and only 30 minutes lunch time.

"On Friday last week while I was in the change room the boss came in and said, 'what are you doing in here, you b.....?' When I tried to answer him, he grabbed me and my jersey buttons fell off as a result. He then tried to hit me but I managed to get out of the room, I was then told to hand my overalls back and leave."

He said all the time they had been working at the garage they had not been registered. He then demanded his reference book back but the manager refused to hand it to him.

A white man who answered the phone at Da Silva motors said he had taken the reference book to the Roodepoort police station as Mr Lekalakala and the others had stolen R222 from his garage.

He said: "I don't know where you newspaper people come in. I advise you not to involve yourself because I will take action against you too. These people stole money and I have taken the reference book to the police station. If he wants it back tell him to go there."

N  
OK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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(1)	(2)	(3)
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1b	7½	
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Examiners' Initials		

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UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

All Nu Nu	<b>Hypermarket strike off after negotiations</b>	Internal	External
		(2)	(3)
	<i>Sowetan 13/7/82</i>	<i>65</i>	
Surn.	THE STRIKE by 400 workers at the Norwood Hypermarket ended at the weekend after management promised to review the wages of those who had been given low mid-year increases.		
First	Hypermarket's personnel director, Mr R de Wet, said the workers would be paid in full for the two days during which they had not worked. He also said all workers' grievances would be looked into and a solution might be reached before the end of this week.		
Date	.....		
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NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
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4. Do not write in the left hand margin.

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Mercury 17/7/82

**Stoppage at OK ends**

31

108

**Mercury Reporter**

THE short work stoppage by more than 100 workers at the Kwa Mashu branch of the OK Bazaars this week has resulted in the reinstatement of two workers.

The store's personnel officer has been removed, according to a spokesman for the Commercial Caterers' and Allied Workers' Union.

Nearly the entire workforce at the OK Bazaars Kwa Mashu stopped work on Wednesday morning because of the retrenchment of two of their colleagues and complaints about the activities of the store's personnel officer, the spokesman said.

'After the store manager had failed to persuade the staff to return, they met one of the OK's senior

men and presented their grievances to him.

'At 1 p m it was agreed by management that the two retrenched workers should be reinstated and that the personnel officer would "be removed", although it is not clear whether he was dismissed or transferred to another branch,' the spokesman said.

The OK's staff all returned to work on Wednesday afternoon.

The Kwa Mashu branch manager, Mr Boet Smith, confirmed yesterday that the stoppage had taken place but said he could give no details and referred the Mercury to the senior man involved, Mr Mike Burrows

Mr Burrows could not be contacted last night.

115

RE - The Pope may Zimbabwe next year, atican's pro-nuncio in re.

St Peter's Church in Mbare last Sunday.

Some Catholics in Harare believe that a Papal visit was raised when the Pontiff and Zimbabwe's Prime Minister, Mr Robert Mugabe, held talks in Rome recently.

It is thought doubtful that the Pope's visit will include South Africa, which has over two million Catholics

It is thought that a large regional conference of Southern African bishops due to be held next year may influence the Pope to tour Southern Africa. - Sapa

A MAN was given a 12-month jail sentence, suspended for three years, by a Hillbrow magistrate yesterday after police found two Mandrax tablets in his pocket

Ahmed Mather, 37, of 1st Street, Wynberg, Sandton, admitted possessing Mandrax tablets on May 16

Two policemen said they followed Mather from Joubert Park to Hillbrow and stopped his car. When they searched him, they found the two tablets in his pocket

mosque against the Israeli invasion of Lebanon

The group put up posters and handed out pamphlets expressing solidarity with the Palestinians as hundreds of Muslims gathered for routine Friday prayers

"Once again thousands of our Palestinian Muslims have been butchered by the Israelis in the past few months," the pamphlet said

in an interview published in The Herald yesterday.

He said the Pope's visit had not been confirmed by the Vatican but it was "in the air".

A visit to Zimbabwe in May next year was also hinted at by the Roman Catholic Archbishop of Maputo, the Most Reverend Alexandre dos Santos, from the pulpit of

### More hotels should open to all races

Mail Reporter

LOWER grade hotels should consider opening their doors to all races to up the occupancy which had been hit by recession, the president of Federated Hotel Owners Association (Fedhasa), Dr Wynand Pretorius, said yesterday.

Dr Pretorius was commenting on a report by the Bureau of Financial Analysis of the University of Pretoria which showed that in May this year room occupancy was down 9.8% and bed occupancy 12.5% from the same month last year.

Dr Pretorius said this decline had been expected as a result of financial recession which meant that less money was available for things like holidays and business trips

He expected no relief for hotels for at least another 18 months

"We have no new lower grade hotels and so we cannot afford to allow any of these to close," he said.

"These hotels should consider applying for permission to open their doors to all races. This may be a way to alleviate the problem."

Dr Pretorius said two-star hotels had been least affected because people had been opting for the cheaper hotels. The worst hit were the tourist hotels, but he did not expect any to close in the near future.

### Firm probes 'unfair firing'

Mail Reporter

AN ELANDSFONTEIN tyre depot of Cargo Carriers is investigating the possibility that one of its black administrative staff members was unfairly dismissed.

Mr Wiseman Mbambi, an invoice clerk with "an absolutely clean job record", yesterday complained to the Rand Daily Mail that he had been wrongly accused of being responsible for a shortfall of R35 000 at the depot. He had, however, not been charged by the company.

The security officer at the depot, Mr Watt Pringle, summarily fired Mr Mbambi while the manager of the depot, Mr Gordon Peck,

was away on business.

But Mr Mbambi claimed that he was fired because a white employee at the depot could not face competition from a black

Mr Mbambi said his salary was about R360 a month when he was fired on July 12 but he was paid out only R133.84 three days before he was supposed to receive his full salary.

When Mr Peck returned to the depot he started an investigation into the dismissal

Mr Peck said yesterday he could not comment without all the facts, but asked Mr Mbambi to contact him.

He said he could promise Mr Mbambi "an absolutely clean job record" if Mr Mbambi applied to work elsewhere.

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wrote this jeu d'esprit in 1910.

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# Nelspruit is hit by a strike

## PE TOWN WER BOOK

**Labour Correspondent**  
NELSPRUIT this week became the newest area to be hit by labour unrest as about 400 workers at major metal firm Delta Manganese downed tools in protest at retrenchments.

Worker demands to withdraw from the metal industries pension fund played a key role in the dispute.

Many workers at the plant are members of the National Union of Sugar Refining and Manufacturing Employees, a Natal-based union which has branched out to the metal industries.

The company's managing director, Mr L J Carter said yesterday that the dispute had ended.

He said workers gathered outside the plant on Thursday and refused to start work. However he said they returned yesterday and "we have been interviewing them all to ensure this does not happen again". He said production was normal.

Mr Carter said the strike was sparked by the retrenchment of 45 workers who lost their jobs because of a cut-back in plant operations.

But he confirmed Delta had been holding "extensive discussions" with workers on a demand that their pension money be refunded. The metal industries' pension fund does not allow workers to withdraw their money from the fund until six months after they leave the metal industries.

"We were sympathetic to this and asked the fund for an exemption enabling us to refund the money. But this was refused," he said.

On the wage issue Mr Carter said Delta had a "house agreement" which meant it did not have to pay the same rates as those in the industries' wage agreement.

Workers at OK Bazaars' KwaMashu branch downed tools yesterday and won the reinstatement of retrenched colleagues a Commercial, Catering and Allied Workers Union spokesman announced.

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### NOTE CAREFULLY

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6	65	
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Examiners' Initials		

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# 'Don't fear shortage of mechanics'

31

Mercury

More

Mercury Reporter  
CAR owners need not fear bad servicing of their vehicles because a shortage of mechanics did not mean inferior servicing, spokesmen for major dealers said yesterday.

Mechanically, cars are very much the same, and because of this those journeymen dealing with the cars had to reach a level of proficiency before being allowed to do so.

'In spite of dealers sending their tradesmen on update courses with the manufacturers, most cars are much the same. For example, the small ones are mostly water-cooled, transversely-mounted front-engined and front-wheel driven,' a spokesman explained.

Therefore, the basic skills required were the same.

The spokesman pointed out that internationally manufacturers realised there were many owners who in the post-warranty period wanted to do minor services on their cars.

So they simplified the mechanics of the car. This also made it easier for cars to be serviced.

A few years ago before the 'simplistic age', cars were serviced every 2 500 km. Today this had been extended to every 7 500 km and more.

He added that the journeyman shortage would be reduced now that black 'repair shop assistants' had been given the opportunity to become bona fide journeymen.

E. Post  
17/7/82

# Journeyman deal for semi-skilled workers

(179)  
(178)  
(31)  
(246)

By SALLY KERNOHAN

AN important new deal for semi-skilled workers — mainly blacks — in the motor repair fields has been hammered out in the wake of countrywide shortages of skilled artisans.

When the new, main agreement for the National Industrial Council for the Motor Industry becomes effective at the end of next month, certain categories of semi-skilled workers will have the chance, for the first time, to become fully-fledged journeymen

This opens up brighter prospects for hundreds of blacks in ancillary pursuits allied to the Eastern Cape's staple industry.

Until now blacks have been barred from being indentured as apprentices in the motor repair fields by the white Motor Industry Employees' Union.

But in terms of the new agreement semi-skilled workers in the categories of repair shop assistants, body shop assistants, motorcycle mechanics' assistants and others, will now have the opportunity of becoming qualified journeymen if they comply with certain conditions.

The conditions are that they must have an educational standard of at least Junior Certificate and have had five years' experience as a repair shop assistant.

If they meet these conditions, they can then become B/A journeymen, and 12 months later write their final trade test.

"We estimate that there must be at least 3 000 semi-skilled workers in South Africa who will already comply with these conditions and will have the opportunity of elevating themselves to journeyman status," said Mr Jannie van Huysteen, executive director of the

Motor Industries Federation in Johannesburg.

"And this will open up another avenue to alleviate the shortage of motor mechanics which is being experienced in motor repair shops countrywide."

Mr Van Huysteen told Weekend Post the shortage was a direct result of the economic boom the country had just experienced.

"It stands to reason," said Mr Van Huysteen. "When there is more money,

more vehicles are sold and we just did not have the skilled labour in the motor and diesel trades to cope with the repair demands."

He added that because of the economic downswing now being experienced, the shortage was not as great as a while back, but he cautioned that the economic situation was "very fluid" and called on all industry to train now, in anticipation of an economic upswing.



**Mr LUTHANO WELLINGTON JAKAVULA is the first apprentice motor mechanic from Ciskei to pass his final trade test with distinction at the Emthonjeni In-Service Training Centre at Struandale in Port Elizabeth. Three of his colleagues, Sicelo K Sikiwe, Phillip M Stofile and Herbert Exolani Madolwana, were also notified recently that they had passed their final tests with "B" symbols.**

"Now is the time to train," he said. "Not wait until we have another boom period when we have shortages in skilled labour again"

Mr Van Huysteen's sentiments were echoed by Mr Bill Hayward, chairman of the board of the Emthonjeni In-Service Training Centre at Struandale in Port Elizabeth.

"While there may be a slight slackening off in some areas of the economy, all employers are still looking for well-skilled competent staff," said Mr Hayward.

"But this slackening off must be considered as a temporary period of marking time and employers must use this period to make extensive use of the training programmes available."

Mr Hayward acknowledged there was a greater tendency to train blacks now, and to illustrate this he said Emthonjeni was now "bursting at the seams".

"We need more instructors and though our present building programme is due for completion at the end of this year, we are already having to plan for further extensions"

"We need more classrooms and other facilities, such as workshops, to cope with our intake of trainees."

Mr Hayward said the centre's board had still to do an in-depth study of what the extensions would comprise and what the cost would entail.

"But over and above the R1 700 000 expansion programme we embarked on this year, we are probably looking at a further R500 000 in extensions," he said.

# D F Scott workers ~~return~~ return after walkout

Post Reporter *E. Post*  
*28/7/82*

MOST of the 15 workers at D F Scott wholesale merchants who went on strike yesterday in a bid for higher wages, returned to work today.

D F Scott's manager, Mr N Pitsiladi, said only "two or three" had not returned, and new workers would be employed in their places.

He said the strikers, about a quarter of the company's workforce, had asked for higher wages after comparing their pay with minimum wages paid by motor manufacturers.

The minimum weekly wage at D F Scott is R38. The equivalent in the motor manufacturing industry is about R90. Mr Pitsiladi said the company was not considering raising wages.





# Workers dispute clock cards

AT LEAST eight workers were fired from a publishing and bookselling company, Juta and Company, following a dispute with management over the use of a clock-card system.

The workers, who refused to be identified, alleged they objected to the use of clock cards because they were "victims" for coming late to work when white and coloured staff were on time because they were provided with company transport.

Mr J van Jaarsveld, branch secretary of the company, confirmed there had been a dispute.

But he denied that anybody had been fired over the issue. He said 12 workers had originally refused to use the clocking system as they were unhappy with their pay. Only four had resigned — voluntarily.

"I indicated to them that by refusing to use the clocking system they were discharging themselves

"After trying to reason with them, four insisted they would rather leave the company than solve their problems by other means. The other eight changed their minds and they decided to stay."

"We still have people who come late but we do not deduct money from their pay. That is definitely not what we use the clock machine for," he said.

He said company transport was provided for coloureds and whites because there was no public transport for them between City Deep and the city centre.

"But we could not get a licence from the Road Transport Board to ferry our own workers from the railway station to this place. We were told that Putco was operating a service in this area and there was nothing more we could do about the matter."

"We compensated the workers by giving them money for bus transport from the station to here. We know there is a bus service," Mr Van Jaarsveld said.



STRIKE: Some of the workers leaving Woolworth premises yesterday.

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**200 on strike** <sup>Sowetan 6/8/82</sup> <sup>PIC BONGANI MNGUNI</sup>

MORE than 200 Woolworths workers from various depots held a meeting at Khotso House, Johannesburg, after downing tools yesterday morning.

A few hours after the meeting started, more workers from different branches arrived to join the strike. Most of the speakers said if no settlement was reached that day more branches would be called out. This would spread throughout the country, they warned.

The strike started in City Deep when drivers demanded the reinstatement of two of their colleagues. When most of the workers joined the

strike in solidarity, the demands increased.

They are now demanding a R50-a-month increase, recognition of their union — the Commercial Catering and Allied Workers' Union (Ccawusa) — and shop stewards and the dismissal of their manager.

At the meeting yesterday, workers were told one of the fired men was a union shop steward.

A meeting was held between union officials and management in the morning but no agreement was reached. Another meeting was due to be held in the afternoon with one of the company's directors.

**JUNIOR**

**Bauers**

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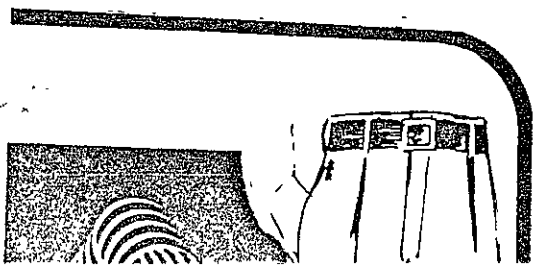
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X 20M  
6/8/72  
Talks go  
on in bid  
to end  
strike

Labour Correspondent

WORKERS at Woolworths' City Deep warehouse downed tools yesterday in support of wage and union recognition demands and in protest at the firing of a colleague, according to the Commercial, Catering and Allied Workers Union (Ccawusa).

Late yesterday afternoon a management source confirmed the strike and said negotiations were continuing. Meanwhile Sapa reports that about 900 workers at a Port Elizabeth bus body manufacturing plant, Busaf, were refused entry to the factory yesterday after downing tools on Wednesday in protest at dismissals.

The workers were also demanding the recognition of Fosatu's National Automobile and Allied Workers Union. They say they have resigned from Tuca's Motor Industry Combined Workers Union which has a closed shop agreement at the plant. Naawu began recruiting at the plant a month ago.

Workers said the dismissal of two members of a recently elected worker committee was "victimisation".

The company would not comment.

And two night shifts at Barlow Rand subsidiary Veldspun Textiles in Uitenhage downed tools on Wednesday night in continuation of a dispute over the firing of workers who refused to do the jobs of retrenched colleagues.

According to Sapa, 50 workers who arrived late at the plant yesterday were not allowed in and they, with workers fired earlier in the week, are to hold a meeting today, a National Union of Textile Workers official said.

At Woolworths, a Ccawusa spokesman said about 100 workers, "99%" of the workforce at the warehouse, were on strike.

They were demanding a R50 a month pay increase and recognition of Ccawusa, recognised by most chain stores but not by Woolworths, he said.

A Woolworths director, Mr R W Stern, agreed to fly from the company's Cape Town head office to Johannesburg to negotiate on workers' demands. He met union representatives in Ccawusa's city-centre office yesterday.

"The company wanted us to fly to Cape Town to negotiate, but we rejected this," the spokesman said.

Official company comment was not available.

COM 7/8/82  
31  
A

# 300 out at Woolworth's

**Labour Correspondent**  
THE strike by workers at Woolworths' City Deep warehouse yesterday spread to all the company's Johannesburg branches and about 300 workers have now downed tools, a spokesman for the Commercial, Catering and Allied Workers Union (Ccawusa) said yesterday.

The workers are striking in protest against the firing of a colleague and in support of wage and union recognition demands. They also want the transfer or dismissal of a senior official at the warehouse, according to Ccawusa.

Negotiations between the union and the company's Cape Town-based personnel director, Mr R W Stern, continued yesterday and further

talks are likely over the weekend. But a return to work today is unlikely, the union said.

According to the union, management has agreed to reinstate the fired worker and to recognise the union. But there is still deadlock over other demands.

Comment from Woolworths management representatives was not available. About 100 workers at City Deep downed tools on Thursday and Mr Stern flew to Johannesburg to negotiate with the union.

But the talks failed to resolve the dispute and a sympathy strike spread to Woolworths' stores.

Ccawusa's spokesman said the talks had continued yes-

terday. Management had already agreed that the dismissed worker would be "unconditionally reinstated" and had said it had no objections to union recognition, he said.

But the demand that a senior official at City Deep be transferred was still unresolved as management had merely said it would look into the issue, he added.

On the wage issue - workers want a R50 a month increase - management had initially said it could not meet the demand, but Mr Stern had then agreed to discuss the issue with the firm's board and report back over the weekend, according to the spokesman.

its left wing tank empty and little fuel the other tank

The aircraft, owned by the Octha D. Company, was piloted by Mrs Sandra ... the company's official pilot

The drama started at about 9pm ... Minaar called Cape Town to say ... flying from Kimberley to ... about 100 km upriver from Alexandria ... was low on fuel and did not know ... was

She was overheard by two Red Cross ... Mr Mike Seymour and Mr Barry ... their second mercy flight to Cape ... a patient from Kimberley.

"The pilot of the lost aircraft was ... far further south than she should have ... Cape Town would never have picked ...

## Kiwi veteran is

Mall Reporter

NEW ZEALAND'S only remaining Anglo-Boer War veteran, 100-year-old Trooper Fred Mitchell, is still remembered by friends in South Africa, nearly 60 years

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# Church Services

**ANGLICAN**

**ST CATHERINE:** 51 Dalene Rd, Bramley Tel 786-4232  
SUNDAY  
7.30am Communion  
10.00am Sung Eucharist  
7.00pm Evensong  
MONDAY  
5.00pm Intensive Prayer Unit Meeting to pray for the sick and suffering  
WEDNESDAY  
9.30am Communion  
ALL WELCOME

**ST MARY'S CATHEDRAL:** Hoek Street Tel 23-2537  
Come and hear five lunchtime talks from 1.10pm to 1.50 pm. Father Richard Harriss, Dean of King's College, London, BBC Religious Broadcaster and Author

MONDAY, 9 AUGUST  
The Search for Happiness

TUESDAY, 10 AUGUST  
The Search for Fulfillment

WEDNESDAY, 11 AUGUST  
The Search for Peace of Mind

THURSDAY, 12 AUGUST  
The Search For Love

FRIDAY, 13 AUGUST  
The Search for Success

ALL WELCOME

**APOSTOLIC FAITH MISSION**

**BEREA TABERNACLE:** Cnr Fife Ave and Alexandra Rd, Berea Tel 642-5479  
SUNDAY  
9.30am Worship Service and Sunday School  
6.45pm Gospel Service  
WEDNESDAY  
7.30pm Prayer Meeting and Bible Study  
ALL WELCOME

**ROSETTENVILLE CHAPEL:** 93 George St Tel 26-6984  
SUNDAY  
10.45am Morning Worship  
6.45pm Evening Worship  
WEDNESDAY  
7.30pm Family Service  
JESUS SAVES AND HEALS  
ALL WELCOME

**ASSEMBLIES OF GOD**

**IGREJA EVANGELICA PORTUGUESA:** Assembleia De Deus, 76 St Frusquin Street, Malvern Tel 615-4102 (Pastor) 615 3103 (Church)  
DOMINGOS  
9.30am Escola Dominica  
7.30pm Culto Publico  
QUARTAS  
8.00pm Estudo Biblico  
Pastor C.A. Salgado  
TODOS SAO BEM-VINDOS  
AOS NOSSOS CULTOS

**IGREJA EVANGELICA POTUGUESA:** La Rochelle 37 2nd Street Tel 613-4933  
SUNDAY  
9.30am Sunday School (All Ages)  
7.15pm Gospel Meeting  
WEDNESDAY  
7.45pm Bible Study  
ALL SERVICES HELD IN PORTUGUESE  
ALL WELCOME

**ASSEMBLIES OF GOD FELLOWSHIP**

**BEZ VALLEY:** 81 Kimberley Road Tel 614-3373 or 616-3280  
SUNDAY  
11.00am Breaking of the Bread Service  
6.30pm Gospel Service  
Hearty welcome to all. Come and enjoy hearty fellowship at the friendly Church in the Valley

**BEZ VALLEY:** 81 Kimberley Road Tel 614-3373 or 616-3280  
SUNDAY  
11.00am Worship service  
6.30pm Gospel Service  
Hearty welcome to all. Come and enjoy hearty fellowship at the friendly Church in the Valley

**FULL GOSPEL CHRISTIAN CENTRE**

**KIBLER PARK:** Cnr Battersea and Sunningdale Drive Tel 943-1567  
SUNDAY  
10.00am Sunday Service  
7.00pm Sunday Service  
Warm Greetings of Love, Praise and Worship where the Kingdom of God is presented in Word and Deed. We extend to you a warm welcome and wish to share the Love of God with you.

**FULL GOSPEL CHURCH OF GOD**

**HEBRON CHURCH:** 260 Julos Street, Malvern Tel 615-3692  
SUNDAY  
9.30am Morning Worship  
7.00pm Gospel and Healing Service  
CHRIST HEALS TODAY  
ALL WELCOME

**WESTERN COLOURED TOWNSHIP:** Monamoli Street Tel 673-3232  
SUNDAY  
10.30am Morning Service  
6.00pm Evening Service  
Pastor J.J. Dowry  
ALL WELCOME

**WILRO PARK:** 29 Ontdekkers Road Tel 764-2144  
SUNDAY  
8.45am Sunday School  
10.00am Worship Service  
7.00pm Gospel Service  
Pastor F.J. de Bruin  
ALL WELCOME

**GOOD NEWS ASSEMBLY**

**GOOD NEWS ASSEMBLY:** 18 Chambers Street, Booyens Tel 680-5200  
SUNDAY  
11.00am Morning Service  
7.00pm Evening Service  
WEDNESDAY  
7.00pm Midweek Meeting  
ALL WELCOME

**LUTHERAN**

**ST PETER'S-BY-THE-LAKE:** 43 Lower Park Drive, Parkview Tel 41-1308  
SUNDAY  
9.30am Service  
10.45am Sunday School  
Minister M. Hestenes  
ALL WELCOME

**PENTECOSTAL HOLINESS CHURCH**

**PENTECOSTAL HOLINESS:** Cnr Olive and Fergus Rd, Vathalla Tel (012) 71-5620.  
SUNDAY  
10.45am Morning Worship  
6.30pm Evening Worship  
Small group bible studies are functioning  
ALL WELCOME

**PRESBYTERIAN**

**ST JAMES:** Oxford Road Bedfordview Gardens Bedfordview Tel 616-5377 or 616-7014  
SUNDAY  
8.30am Bible Classes  
9.00am Sunday School and Morning Service  
7.30pm Evening Service  
TUESDAY  
7.30pm Prayer Fellowship  
Minister Rev David L Jones  
ALL WELCOME

**ST NINIAN'S:** Cnr 1st Avenue West and 10th Avenue Parktown North Tel 42-6583  
SUNDAY  
9.30am Morning Worship and Sunday School  
5.30pm Discussion Group  
7.00pm Evening Service  
Minister Jean Carr  
ALL WELCOME

For church service announcements and all religious meetings see page 2 of the R.D.M every Saturday.

**FOR MORE DETAILS KINDLY CONTACT Shenáye Human at 710-2710**

ROOM 10/8/82

# Woolworths strike goes on despite dismissal threat

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 300 Woolworths stores workers, who have been on strike since last week, were given an ultimatum yesterday — return to work or be fired.

A spokesman for the Commercial, Catering and Allied Workers Union said the workers were told that, unless they reported for work yesterday afternoon, they would have to re-apply for their jobs.

Despite this, they were determined to "continue the struggle" and none of them would return, the spokesman added.

The company's personnel director, Mr R W Stern, said. "We are trying to find a quick and peaceful solution to this dispute and would prefer not to say anything at this point."

The strike began last Thursday at Woolworths City Deep warehouse and spread to all the company's Johannesburg stores on Friday, the

union spokesman said. Workers downed tools over the dismissal of a colleague and also demanded union recognition, a R50-a-month wage increase and the removal of a senior official from the City Deep warehouse.

The union spokesman said management had agreed to recognise the union and reinstate the dismissed man. Over the weekend the workers agreed to leave any action regarding the warehouse official to management, but there was still deadlock over the wage issue.

According to the union, worker demands would raise wages by 22,7% for the lowest paid and by smaller percentages for the higher categories.

"The company offered 12% but has since changed that to 12,5%. The workers have said they are now prepared to settle for 18% but will not accept anything less," the spokesman said.

# Shock at coloured manager bar

ARGUS  
12/8/82  
31

GOVERNMENT action against coloured store managers in the Paarl white business district has taken the Cape Town Chamber of Commerce "by surprise".

It is contrary to a recommendation of the Riekert Commission accepted by the Government three years ago, the chamber says.

Confusion has arisen about 15 coloured retail managers after complaints from local residents that they were operating without permits required under the Group Areas Act. These managers may lose their jobs if they do not get permits.

## SURPRISED

Mr Brian McLeod, director of the Cape Town Chamber of Commerce, said he was surprised.

He was aware of Group Areas Act regulations compelling firms to obtain permits for black or coloured managers, but these regulations had not been applied strictly for some years, he said.

## ENFORCE

If the Department of Community Development had decided to enforce the regulations, city firms with coloured or black managers also faced falling foul of the law.

He said that in a white paper in 1979 the Government accepted a recommendation of the Riekert Commission, on the utilisation of manpower, that the regulations be amended "to exempt all categories of bona fide employees so that they

may occupy the premises of employers with the object of performing the work for which they were employed".

## IGNORED

Mr McLeod said the Government accepted this recommendation in line with its policy of moving away from statutory job reservation.

The regulations had, however, not been amended — "so in effect the law still stands, although it has been virtually ignored for some time", he said.

Mr McLeod said there was a skilled manpower shortage in the country. Whites who complained about blacks in skilled jobs should realise that this would happen more and more and that by complaining they would

only disadvantage themselves.

## CLOSE WATCH

He said the chamber would keep a close watch on the situation in Paarl, and if the Government action developed on a wider front in the Western Cape steps would be

taken to persuade the Government to implement the Riekert Commission's recommendation.

Mr F Gerber, Western Cape regional representative for the Department of Community Development, was not available for comment.

He has said his department's investigation into the contravention of the permit regulations was limited to the Paarl area.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
1	52	
2	58	
Examiners' Initials		

ER I

(the heading on the Examination Paper)

## WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Back to work for store strikers

DOM  
12/8/82

## Labour Correspondent

THE week-long strike by about 300 black workers at Johannesburg Woolworths stores was settled yesterday, a spokesman for the Commercial, Catering and Allied Workers Union announced.

Earlier this week, the company said all strikers had been fired and that they would have to reapply.

Ccawusa said yesterday the company had now agreed that all workers could return and no action would be taken against them. They would also be paid for the first three days of the stoppage which was triggered by the sacking of a worker.

They also demanded a R50 a week minimum wage — a 22,7% increase for the lowest-paid, the recognition of Ccawusa, and the removal of a senior official at the company's City Deep warehouse.

During the negotiations, the company agreed to reinstate the fired workers and said it had never opposed recognition for the union.

Ccawusa members dropped their demand for the removal of the official, agreeing to leave that to management, but deadlock persisted on the wage issue.

Yesterday, a union spokesman announced that the company had agreed to grant all workers earning up to R300 a month a R40 increase which would come into effect from the beginning of September.

Those earning R300 or above would get a 12,5% increase from the same date.

The company has refused to comment on the strike.

Edgars  
~~Edgars~~ (31)  
accepts  
ROM  
trade  
14/8/82  
union

**Labour Correspondent**

IN A sequel to a recent week-long strike, chain store company Edgars has formally recognised the Commercial, Catering and Allied Workers Union of SA (Ccawusa)

A joint statement by the company and union released yesterday said the two parties were "happy to announce the successful conclusion of negotiations for a recognition agreement"

The agreement was signed on Wednesday by company representatives and the union's general secretary, Mrs Emma Mashinini

Mrs Mashinini, who recently spent five months in detention, without trial, under security laws, has returned to her union work after a European trip, during which she was in hospital

The signing of the agreement follows a week's strike at all Edgars stores catering for black customers

Union members at the stores voiced several demands, including the recognition of Ccawusa.

In the agreement settling the strike, the company agreed to immediately enter into negotiations with the union on a recognition agreement — talks which led to the signing of this week's accord.

During the strike, company sources said that Edgars had been talking to the union about the recognition issue before the strike, and had never voiced opposition to recognising Ccawusa.



# Managers' permits: Blitz not expected

ARGUS  
16/2/82

31

FIRMS in the Western Cape need not fear a "blitz" on coloured managers working without permits in the immediate future, but it is still not clear whether the Government intends to begin strictly enforcing Group Areas Act regulations, which have been almost ignored for some years, compelling black managers in white business districts to obtain permits.

The "forgotten" regulations made the headlines last week when it was disclosed that about 15 coloured managers in the Paarl business district were being "investigated" by the Department of Community Development and faced the possibility of losing their jobs because they did not have the required permits.

## IGNORED

This gave rise to concern among other firms in Cape Town and the Western Cape that the department was about to institute a "blitz" on black managers.

According to the director of the Cape Town Chamber of Commerce, Mr Brian McLeod, the regulations had been ignored by the department for some years. The Government had indicated its willingness to change the regulations by accepting in 1979 a recommendation of the Riekert commission to the effect that they should be amended.

The regulations still stand and the law has

suddenly reared its head in Paarl.

Mr Frank Gerber regional representative for the department in the Western Cape, told The Argus that investigations were being carried out in Paarl merely because "certain representations" had been received.

Asked whether this was the start of a "blitz" in the Western Cape he said he could not foretell what would happen in future.

## AWAITED

He would have to await the reports of the investigators before deciding what was to be done about the situation.

One coloured manager in Paarl, Mr Raymond Jagers, said he believed the investigation was instigated by local residents who had complained, and said he found their objections hard to understand.

"I have been here for two years and have enjoyed extending the hand of friendship to all my customers. I have never found anyone personally objecting to my managing the shop," he said.

He had not known that he had to have a permit to manage the shop until he was visited by a Department of Community Development official last week.

The official, who was "very kind", told Mr Jagers there had been certain complaints and he was conducting a survey.

# 1000 strike on Reef

Sowetan 18/8/82

OVER 1000 workers on the East and West Rand and in Pretoria were reported to have been on strike since Monday, despite the Minister of Manpower, Mr Fanie Botha's dramatic proposals to settle labour disputes.

In one of the terms of the draft Labour Relations Amendment Bill published last week, legislation will be amended to allow organisations, including unregistered trade unions and employer organisations, access to machinery for settling disputes.

There has however been mixed reaction to the suggestions from a wide spectrum of trade unions and labour organisations on the Reef.

About 700 black workers at three OK Bazaars warehouses on the East Rand and in Johannesburg yesterday downed tools in pay demands.

The workers, mostly members of the Catering Commercial and Allied Workers' Union of SA, are demanding an R80 increase in their pay.

Ceawusa's spokesperson said negotiations were under-way with management.

At Hawker Siddeley Electrical Company in Roodepoort about 200 workers have been sacked following a labour dispute. They demanded a 20 percent wage increase.

Management said that by going on strike the workers had automatically fired themselves.

In Pretoria about 400 workers have gone back to work at Autoplaste after striking in protest of the dismissal of 63 of their colleagues.

(31) (18/8/82)  
**OK Bazaars**  
*Straw*  
**workers out**

Labour Reporter 18/8/82

About 700 warehouse workers from the OK Bazaars are on strike over wage demands.

Workers at the OK's Johannesburg warehouse and their two warehouses in Alrode, Alberton went on strike yesterday morning.

The OK's general manager for personnel, Mr Richard Blackwell, said talks were being held today with officials of the Commercial Catering and Allied Workers' Union.

# Thousands of OK workers go on strike

*Sowetan*

*24/8/82*

*31*

MORE than 1 000 black workers at most OK Bazaars warehouses and stores on the Reef and in Johannesburg are reported to have downed tools following a deadlock in wage talks between management and their union.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA, the union representing the workers, yesterday said the strike had spread to other areas where workers have downed tools at other plants in support of the strike.

The strike started at three plants last week when workers demanded that:

- Sex discrimination in salaries be stopped;
- positions of workers be revised, i.e. blacks should not be appointed assistants to white supervisors;
- wages be increased by R80, and
- shop stewards be recognised.

The negotiating team reached a deadlock on these issues after four days of talks and workers were given an ultimatum to return or face dismissal, according to Mr Peter Rojie, a worker representative.

**By JOSHUA RABOROKO**

He said when workers came to plants yesterday



**MR PETER ROJIE: Workers' representative.**

after a meeting at the weekend, they found placards informing them they had been dismissed and that they should collect their pay on Thursday.

"We are going to continue the strike until management has decided to meet our demands. We shall later be forced to call upon consumers to boycott buying at OK if our demands are not met soon," Mr Rojie said.

One of OK's directors, Mr A Fabig, told The SOWETAN that more than 700 workers at three warehouses had been dismissed and would be paid out on Thursday.

Workers at some of the stores in Johannesburg have joined the strike but he would not say how many. The workers were urged to return, while other stores ran smoothly.

"Management is distressed by the whole impasse and we hope our workers will make fresh applications. Nobody will be victimised when applying," he said.



**HUMILIATING: Mrs Mace**

## Ten killed

AT least 10 people were killed at the weekend.

- A 17-year-old boy was stabbed to death at Meadowlands hostel at the weekend. The circumstances surrounding his death are unknown.

## Mu fou

By SAM... THE PAR... and mutilate... new-born... and arms... found lying... bish heap in Soweto, yes...

A Sowet worker who body to a

### COLOSSEUM THEATRE (Lessors: Kinekor)

Wednesday and Thursday, 8th-9th Sept 8.30 pm and Friday 10th Sept 6.15 pm

PREVIEW PRICES

Friday 9.15 and Saturday 6.15 and 9.15

Monday, Tuesday, Wednesday and Thursday, 13th-16th Sept, 8.30 pm

Friday and Saturday, 17th-18th Sept, 6.15 and 9.15

U.S.A. No. 1 GOSPEL-SOUL

**CLOUD BURST**



**MIGHTY CLOUDS OF JOY**

**SHIRLEY SCOTT**

### IN CONCERT AT COLOSSEUM (Lessors: Ster-Kinekor) Final Performance Tonight

Standing ovation! Exciting evening! Audience dancing in the aisles!!!

*Autumn Harvest*

PRESENTS

# JULUKA HOTLINE

NOW FEATURING



and Braa

Star  
Axe comes down  
23/8/82  
on 700 OK strikers

Labour Reporter

About 700 warehouse employees of the OK Bazaars were dismissed today after refusing to return to work.

The strike started last Tuesday at the group's Johannesburg warehouse and two warehouses in Alrode over wage demands and a call for the recognition of union shop stewards.

OK's management said it was willing to discuss demands only if workers returned to their jobs.

An appeal was made to warehouse staff on

Friday to return to their jobs by this morning.

Describing the dismissals as the "saddest day in the OK's 54-year history," general manager for personnel Mr Richard Blackwell said staff would be re-engaged on Thursday.

He appealed to striking staff at several stores to return to work so their grievances could be discussed.

Many of the workers are represented by the Commercial, Catering and Allied Workers' Union.

21/8/82 (31) (139) (152) Staff

# Talks end in deadlock as warehouse strike goes on

Labour Reporter

Wage talks between OK Bazaars management and officials of the Commercial, Catering and Allied Workers Union have ended in deadlock.

About 700 OK Bazaars warehouse workers went on strike on Tuesday calling for wage increases of R85 to bring basic monthly wages to R300.

There were also calls for recognition of union shop stewards and an end to pay and sex discrimination.

A union official said yesterday the talks had ended in deadlock.

Mr Allan Fabig, a director of OK Bazaars, said talks "had ended without progress."

"We have asked workers to return to work before we resume negotiations. We cannot negotiate while they are out on an unofficial strike," he said.

The strike affects the group's Johannesburg warehouse and two warehouses in Alrode, Alberton.

The OK's general manager for personnel, Mr Richard Blackwell, said the warehouses were being run by a skeleton staff. White supervisory staff were drawn in to compensate for the loss of labour.

~~SR~~ 31 ~~SR~~  
Talks as ~~SR~~  
OK <sup>Star</sup> strike  
19/8/82  
continues

**Labour Reporter**

The strike by about 700 OK Bazaars warehouse workers went into its third day today as management met officials of the Commercial, Catering and Allied Workers Union.

The strike affects OK warehouses in the Johannesburg city centre and at Alrode.

The union is demanding an across-the-board monthly increase for all warehouse workers and recognition of shop stewards.

The OK's general manager for personnel, Mr Richard Blackwell, said the warehouses were operating with a skeleton staff.

By STEVEN FRIEDMAN  
Labour Correspondent

**OK BAZAARS** head office staff were forced to man the tills at stores in central Johannesburg yesterday as workers downed tools in sympathy with 700 OK warehouse workers who were fired after embarking on a four-day strike.

Senior OK management men yesterday appealed to the striking store workers to return this morning. They claimed the company had had no alternative but to fire the warehouse workers.

"The fact that we have been forced to dismiss strikers makes this the blackest day in our 54-year history," senior OK executive Mr Allan Fabig said.

By late yesterday it could not be established how many stores had been affected and spokesmen for the Commercial, Catering and Allied Workers Union (Ccawusa) — whose members are involved in the strike — could not be

# OK stores hit by sympathy strike

contacted. But all city centre stores appeared to be affected.

Mr Fabig said head office personnel were manning the tills at stores, but that the warehouse was not operating.

This is the third strike to hit a major chain store group in Johannesburg this year. Edgars and Woolworths were also hit by strike action, but settled their disputes after negotiations with Ccawusa.

The OK dispute began last Tuesday when about 700 warehouse workers at three depots downed tools, demanding an R80 a month pay

increase and recognition of Ccawusa shop stewards among other demands.

OK has agreed to recognise the union, but has not signed a formal recognition agreement with it.

The company told workers it would negotiate on any demand they raised — but only after strikers returned to work. Workers rejected this.

On Friday, senior OK executives addressed the warehouse workers and warned them of "serious consequences" unless they returned yesterday morning.

They did not return and notices were posted at the

warehouses informing workers they had been dismissed.

Mr Fabig said yesterday the company would re-employ warehouse workers on Thursday after a three-day "cooling off period". All strikers who were re-hired would not lose their accumulated benefits, he said, but the company would not take all of them back.

"Because of the downturn in the economy, we will not replace all those who have been fired. We did not take this decision lightly but we have a business to run," he said.

the quality and qualifications of the private doctors, but at another they see them as "boys who grew up in front of us in Simon's Town" and find it easier to talk to men who conform to their image of greying wisdom. A woman doctor who "delivered the mothers as well as the children they bring today", "dedicated ecological le prefer problems and mothers, community side with antagonistic tomen e and the articulated violence,

to know what's wrong, mending Gamma rcer. He has ry in te, and he ny help to but having itals and tence strikes know the truth an his

to carry out its emities and negotiations with Ccawusa. The OK dispute began last Tuesday when about 700 warehouse workers at three depots downed tools, demanding an R80 a month pay

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12/.....

13/.....



OK strike:

managers

star 24/8/82  
at tills

Labour Reporter

Managerial and office staff, supplemented by senior schoolchildren, were being used in OK Bazaar stores yesterday to replace striking workers.

In about 12 of the OK's Johannesburg-area stores black staff yesterday left their jobs in support of their 700 warehouse colleagues who had been dismissed.

At the group's main Eloff Street store about one-third of black staff joined the strike.

The dismissals followed a four-day strike by warehouse workers in Johannesburg and Airode who demanded an R85 monthly increase, recognition of union shop stewards and an end to sex discrimination in wages.

OK executive director Mr Allan Fabig said today that white managerial and office staff were manning the tills and senior schoolchildren were helping.

Dismissed warehouse staff would be paid out tomorrow, he added.

A spokesman for the Commercial, Catering and Allied Workers Union said its doors were still open for negotiation.

# Fired OK workers <sup>31</sup> refuse to return <sup>25/8/82</sup> <sup>139/152</sup>

FIRE D OK Bazaars warehouse workers decided yesterday to refuse to return to the company this morning to collect their pay or to reapply for their jobs as strike action continued at several OK stores.

Yesterday management said the strike was subsiding but worker spokesman Mr Pieter Rojie insisted it was spreading.

Store workers downed tools in sympathy with 700 striking warehouse workers who were fired on Monday. They had been demanding an R80 a month pay rise and

recognition of Commercial, Catering and Allied Workers' Union shop stewards.

OK senior executive, Mr Allan Fabig, said yesterday about half the workers who downed tools on Monday at 12 stores returned yesterday.

Mr Fabig said management expected to pay fired warehouse workers today. Some workers would be rehired but not all would be taken back because of the poor economic situation.

Mr Rojie disputed statements that store workers were returning and said new stores had joined the strike.



**STRIKE:** Mr Peter Rojie, OK Bazaars rep, addressing workers.

# Strikers beat up OK 'spy'

Sowetan  
25/8/82

By SAM MABE

A MAN was attacked yesterday, by a mob of over 500 striking OK Bazaars workers after being accused of spying for management.

The man, referred to as Kheswa, was punched, kicked and some women even hit him on the head with shoes.

He was saved from the attackers by an official of the Commercial, Catering and Allied Workers' Union of SA (Ccausa)

The incident took place in a hall at Khotso House, Johannesburg, where over 700 OK Bazaars workers had assembled since downing tools last week over wage-increase demands.

In another incident, a truck driver was chased through De Villiers and King George Streets after he was seen near Khotso House driving an OK Bazaars delivery truck.

The driver passed through a red traffic

light as some of the strikers came running behind him and shouting at him to stop.

The attack on the man accused of being management's spy, started after a union official stood the man in front of the workers and told them he had kept the man under observation because of his "suspicious" activities among the workers.

## DISGUISE

The official said the man has been transferred from one branch to another over a long period and that the transfers were meant to disguise his activities as management's spy.

"Many people have complained about him and I have also kept him under observation. He

could not give a satisfactory answer when I asked him to identify himself and he told me he was not employed. If that is so, what does he want among us?" asked the official.

Another official who came to Kheswa's rescue told the workers Kheswa had been employed as a security officer and had to be moved from branch to branch to ensure his face did not get familiar to shop-lifters.

This explanation was rejected and many of them started shouting that he should be disciplined.

Calm was restored after someone began singing the national anthem and the others followed.

# I HA SHO

**MR GEORGE Thabé yesterday banned all sc Africa.**

The head of the FCSA, the NPSL told newsmen that this was the first step toward negotiating the re-admittance of his body to the world governing body, Fifa.

Any venture aimed at bringing tours to this country would be tantamount to "defeating our own purpose," he said. "We are nursing relations with the Confederation of African Football."

Only then, according to Mr Thabé, would South Africa be en route to gaining international recognition without antagonising the powerful Fifa and its African Confederation.

He said his council had to convince the Africans that it was moving away from discrimination and working toward racial integration.

The statement marked a sharp change of attitude toward keeping contact with the outside footballing world.

In the past Mr Thabé has argued that it meant no harm to relations if his council organised tours.

It was a belief that recently saw a bitter ending. The tour by British players was grounded last year. The recent SAB XI venture was cut short

By **HORATIO MOTJUWADI**

This time, Mr Thabé admitted that, without the goodwill of the African Confederation, the Football Council had no means for international contacts.

In the past the FCSA has ignored the African body with the aim of direct affiliation and recognition from Fifa.

**THE THREE** men killed by Zimbabwean troops last week in the Sengwe area of Zimbabwe were all former Rhodesian troops now living in South Africa. The Star reported yesterday.

## Shattering love affair

**TOMORROW** is Ladies' Time again. But you have to get in early to get your slice of the give-away cake. Watch **THE SOWETAN** tomorrow morning for details on our OK grocery vouchers contest. All it will cost you is a telephone call.

Plus, plus, plus ... Our Short Story of The Week: What does a girl, desperately in love, do when she finds out her dream guy is in love with ...? Well, read all about it tomorrow. It's a shattering experience.

**TURN TO PAGE 11 AND WIN A R1 000 COLOUR TV SET**

# 'Blackest day for OK'

THE OK Bazaars will do "anything and everything" to resolve the dispute that has resulted in a strike at 12 of their stores, but this can only be done if the workers report for duty, Chief Executive Mr Allen Fabig said yesterday.

Mr Fabig said yesterday that the decision to fire workers this week had been a "traumatic experience", and said it was the "blackest day in the 54-year history of OK.

"I am indeed very distressed about this. We had negotiated for four days last week, but we were forced to take this action," he said.

He said that salaries paid by retail outlets were "by their very nature" low. However, the wage determination for Johannesburg

## SOWETAN REPORTER

in the retail business was R160.33 a month for males, and R128.27 for females OK Bazaars, he said, paid their staff well over that determination -- R215 for males and R195 for females. "These," said Mr Fabig, "are the maximum we can afford, not the minimum we can get away with."

He said that most of the warehouse staff who had been asked to collect their pay yes-

terday had failed to do so. "Only a handful accepted their pay, and another handful are back at work. The turnout at the various branches varied, with some branches reporting an 80 percent turnout, while others reported a total stay-away. I would say the average turnout is about 60 percent," he added.

"Our objective is to persuade workers to rejoin us tomorrow

(today), and we have guaranteed that there would be no loss of benefits. We also wish to appeal to the missing store workers to come back to work," said Mr Fabig.

He said shops were now being staffed by back-up workers and temporary staff normally used over weekends, and from OK's Head Office buying staff.

The number of companies hit by strikes increased yesterday as more workers downed tools over wage increase demands, reports SELLO RABOTHATA.

Nearly 400 workers at Music for Pleasure

(MEP) in Steeledale have gone on strike in protest against management's proposal that they are to work an hour extra daily.

The workers claimed that management was not paying them half-yearly increases that were due to them. This was also included in their demands and they expect management to pay retrospective to July 1. They have no union representation and an ad hoc committee is presently negotiating on their behalf.

A comment could not be obtained from the company as their spokesman was in a meeting.

## Boy (6) hit, in a coma

A SIX-year-old Orlando West boy is in a coma at Baragwanath Hospital after he was struck several times on the head with a metal toy gun by two school-mates, his aunt said yesterday.

Ms Thuli Nkopazi, aunt to Zwelibanzi Mbatane, who is a pre-school pupil at Tlhoreng Primary in Phefeni, said: "I can't understand how a child can be assaulted so badly at school." He is an orphan in her care.

She said the two assailants were not much bigger than Zwelibanzi — about seven and eight years old. Teachers at the school apparently said children were children and were often involved in such incidents.

Ms Nkopazi said Zwelibanzi returned from school on Friday last week with dirty clothes. She was told he was involved in a fight with a school mate and teachers punished the other child.

## Terror trial name drama

THE MOZAMBICAN Terrorism trial in the Pretoria Supreme Court yesterday took a turn when the accused asked that his other names be used so that his relatives should know he is appearing in court.

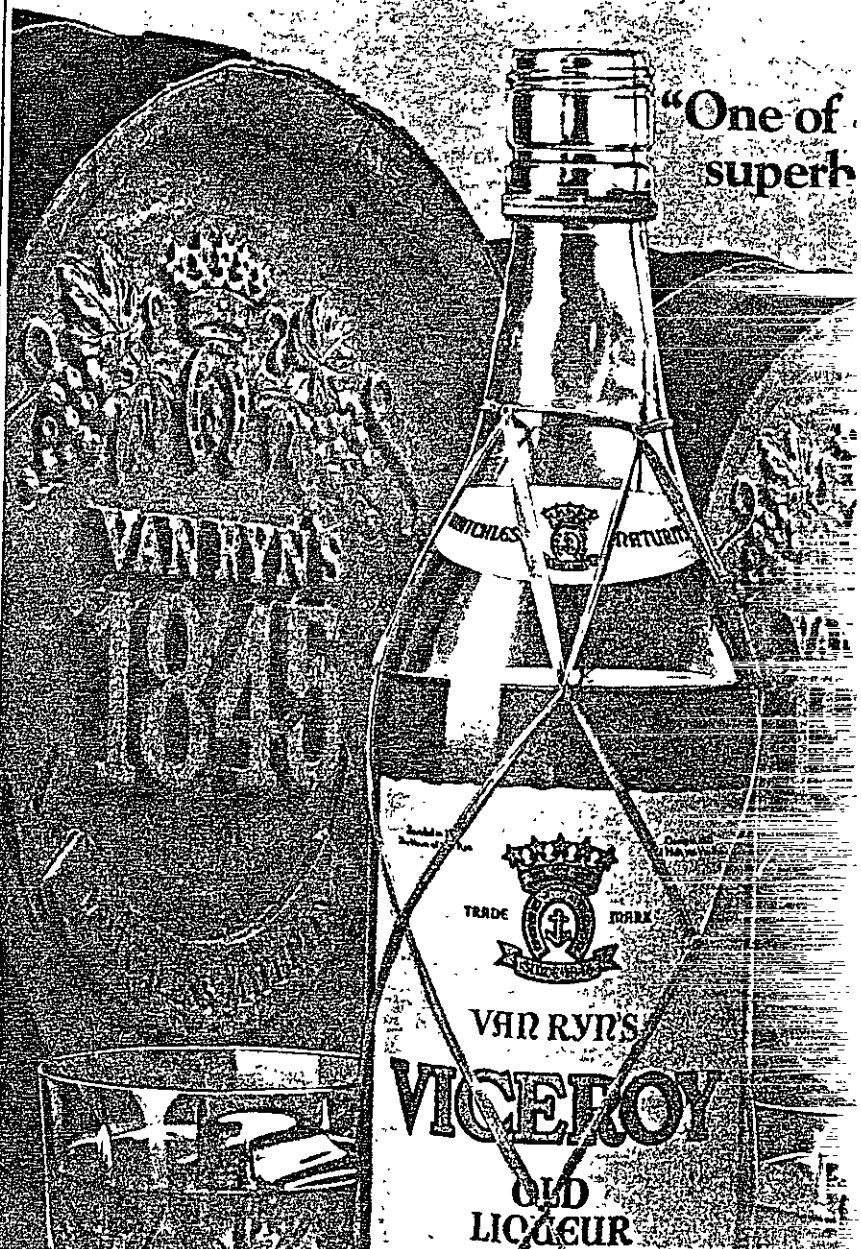
The accused told Mr Justice A P Myburgh and two assessors he, Mr Rogerio Hoffsam Chumusso, was also known as Patrick Shange.

The judge ruled that the accused's names on the charge sheet be retained and that "also known as Patrick Shange" be added.

He pleaded not guilty on all charges. It is alleged he murdered Mr Lucas Abraham Mans and Mr Rudolph Gerhardus Booysen at Ogies near Witbank on October 23, 1981.

## DOCTOR DIES

A well-known West



"One of the superh..."

VARRYN'S VICE ROY OLD LIQUEUR

23. Venter, J D Die Drinkpatroon van Kleurlinge in Kaapland en Natal, Nasionale Buro vir Opvoedkundige en Maatskaplike Navorsing, Navorsingsreeks no. 19, 1965.
24. Verslag van die Kommissie van Onderzoek na Angeleentehede Rakende die Kleurlingbevolkingsgroep, Die Staatsdrukker, Pretoria, 1974.
25. Williams, R J Biochemical individuality and cellular nutrition in Quarterly Journal of Studies on Alcohol, 20, 1959.

—00000—

31 15 73  
**OK workers**  
*Star 24/8/72*  
**refuse offer**

Labour Reporter  
OK Bazaars warehouse workers who were dismissed this week appear to have rejected a management offer to take staff on again today.

Only a handful sought re-employment and most of the 700 have refused to collect their pay slips.

An OK spokesman said further talks were held with the union today and the sympathy strike by store staff did not seem to have spread. Over 60 percent of the workforce at 12 affected stores were at work, he said.

# is lays law on NP pact

Mr Marais said CP and HNP supporters all wanted to protect the rights of whites in South Africa and to fight the NP.

But there was no "instant recipe" for unity between the two parties and there was no question of the HNP aligning itself with the NP's 1977 constitutional plan, on which the CP based its policy.

Mr Marais said that co-operation between the HNP and CP had to be firm and permanent or both parties would be destroyed, as had been proved by loose political alliances in the past.

The wide gulf between the HNP and the CP was clearly defined yesterday by Mr Marais' rejection of a number of issues which form part of CP policy.

These included:

- The NP's 1977 constitutional plan, which provides for political co-operation between whites, coloureds and Indians,
- An Indian homeland,
- Racially mixed sport, and
- Acceptance of the permanence of urban blacks.

The HNP's chief secretary, Mr Louis Stofberg, told the congress an increasing number of English-speakers were supporting the party despite its commitment to Afrikaans as South Africa's only official language.

He said they backed the party on the race issue.

"Language is not the issue — race is the issue," he said.

The congress continues today.

## uits over language policy

He said he had been refused an opportunity to put his case to the party's head committee in Pretoria on Thursday.

He decided to join the CP after talks in Pretoria yesterday with the party's leader, Dr Andries Treurnicht.

28/8/82  
OK takes  
all fired  
workers  
back

**Labour Correspondent**

THE strike at OK Bazaars warehouses and stores ended yesterday as all workers returned to their jobs without loss of benefits. Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa) announced.

The return to work comes after negotiations between Ccawusa and OK.

Negotiations will now continue on worker demands for an R80 a month pay increase and recognition of union shop stewards.

Workers at three OK warehouses struck 10 days ago in support of these demands and were fired on Monday Workers at 12 OK Johannesburg stores then struck in sympathy with their fired colleagues.

OK management said the warehouse workers could apply for re-employment on Thursday They would not lose any benefits, but not all would be taken back because of the economic situation.

However, workers said they would not apply for re-employment.

Yesterday Mrs Mashinini said OK had agreed to take all warehouse workers back without loss of benefits with the result all had returned.

Meanwhile the Azanian People's Organisation issued a statement yesterday sharply criticising OK and its parent company, SA Breweries, and hinting that it might have called a boycott of OK stores if the dispute had remained unresolved.



Mr Peter Gardiner, Mayor of Sandton; Mr Howard Pell, and Mr Rex Gibson, editor of the Rand Daily Mail, after the office.

## Evening forums start up

By ANN PALMER

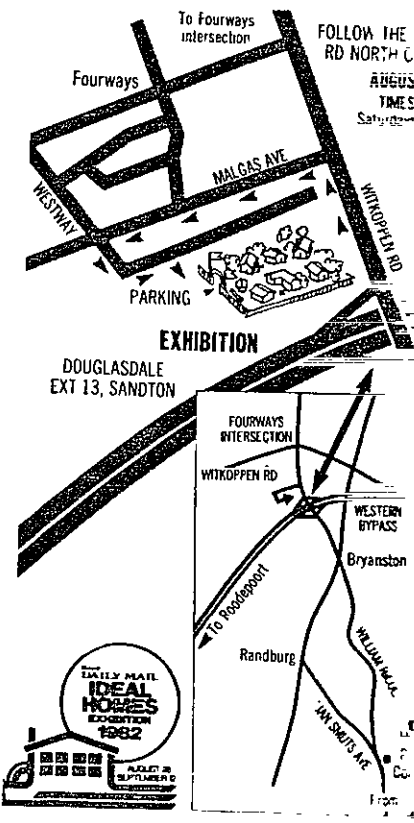
MONDAY heralds the start of evening forums at the Rand Daily Mail Ideal Homes Exhibition — a chance for you to get up and ask questions of an expert.

Executive stress will be under the microscope of a distinguished panel of experts: Chief Superintendent of the Johannesburg Hospital, Dr Neville Howes; Chief Physician, department of cardiology at the hospital, Professor John Barlow; and head of the department of psychiatry and mental hygiene at the University of the Witwatersrand, Professor Max Feldman.

Television personality and organiser of the forums, Donna Wurzel, will be in the chair to direct the questions.

The forum will begin at 8pm and should last for about two hours. Full catering and bar facilities will ensure you don't go hungry or thirsty.

There will also be two seminars on Monday. The first, at 2pm, will be on "Learning at Home", presented by Mrs Vicky Baines,



divisional chairman for the Johannesburg Council for Adult Education.

The second, at 3.30pm, is "How to use South Africa's own Trees and Plants in Your Garden".

Both the forums will be in the presence of the children of the catering site in Doornburg near Fourways.

# WORLD COMMUNION SERVICE

(31)

## Further talks agreed as OK strikers return

Labour Reporter  
The two-week-old strike by OK Bazaars warehouse and store workers in Johannesburg appeared to have ended today as staff began returning to the stores.

Their return hinges on further negotiations between the OK and officials of the Commercial, Catering and Allied Workers' Union.

Worker demands include an R85 monthly increase for warehouse staff, an end to sex discrimination in wages

and recognition of union shop stewards by management.

Seven hundred warehouse workers were dismissed after a four-day strike, and hundreds of store workers then went on strike in support of their colleagues.

White office staff and senior schoolchildren manned the tills at 12 OK branches this week.

The OK and the union plan to issue a joint statement later today on future negotiations.

# Workers aim for a tough bargain at the OK

By Tony Davis,  
Labour Reporter

The dispute between OK Bazaars in Johannesburg and striking workers is far from being over, as wage demands have still to be resolved.

Store and warehouse workers began returning to their jobs yesterday after a two-week strike.

The return-to-work was the result of negotiations by the OK and the Commercial, Catering and Allied Workers Union which represents much of the workforce.

Workers agreed to return on condition that negotiations continue to resolve their grievances.

These were:

- A demand for an R85 monthly increase for warehouse workers.
- An end to sex discrimination in wages.
- Recognition of union shop stewards by management.
- A change of job classifications for black workers.

The strike began almost two weeks ago when about 700 warehouse workers in central Johannesburg and Alrode left their jobs.

Talks between the company and the union failed and the strikers were dismissed on Monday.

However, the strike spread as workers at about 12 branches of the OK came out in support of their colleagues.

The warehouse workers ignored management's payout of their final salaries and only a handful took up the offer on Thursday to be re-engaged.

Mass worker meetings were held and report-back meetings for workers were organised by the union after talks with management.

There were also claims that some workers were being intimidated to join the strike.

The OK had to use whites and senior schoolchildren at tills during the strike. Hardest hit by the strike were branches in the northern suburbs.

The company is likely to accede to demands to recognise shop stewards although the union has a recognition agreement with the OK, shop steward recognition was not included in the original agreement.

Job classification and sex discrimination are issues which the two parties are likely to settle.

The wage issue is a tough problem. Warehouse staff earn R215 a month and the R85 wage demand represents a 40 percent increase.

During the strike, management said workers had already received increases and objected to the size of the demand.

The OK described the strike as the "saddest day" in the group's 54-year history.

28/8/82

Stow



51





# Body frisks fan fury

20/8/82  
ABOUT 300 employees of the Edgars Group yesterday signed a petition to protest about body searches conducted on black women suspected of having stolen clothing items.

The petition was signed at the report-back meeting about negotiations between management and the Commercial Catering and Allied Workers' Union of South Africa.

"We cannot take this indecency on our wives, mothers and sisters any longer, and if it continues we shall be left with no alternative but to strike," a spokesman for Ccawu said.

He cited an incident recently at one of the group's city stores where an employee was ordered to undress while she was menstruating.

The meeting was also told that their union was now recognised by management and it had successfully negotiated for salary increases following a strike by the group's employees in May this year.

The meeting also heard that the probation period had been decreased and that promotion money and increases would be separated.

An announcement was also made that an education committee would negotiate with Damelin College on evening classes for employees.

3  
150  
137  
Star  
OK and union agree  
to cool off, then talk  
31/8/82

**Labour Reporter**  
Wage talks between the OK Bazaars and a trade union will be held soon following the two-week strike at the group's Johannesburg stores and warehouses.

In a joint statement released yesterday, the OK and the Commercial, Catering and Allied Workers Union agreed to start negotiations after a "suitable cooling-off period."

OK workers who went on strike are being reinstated without loss of benefits and will take back the same posts they held before the dispute.

The strike began at three OK warehouses with 700 workers demanding wage increases. They were dismissed last week and hundreds of store workers joined the strike in sympathy.

*Star* *1/2* *1/2* *1/2*  
**Workers**  
*2/8/82*  
**laid off** *(31)*

About 200 workers at two Cape construction company sites have been laid off because of the economic recession.

The management of Besterecta Construction confirmed that workers, mostly women, were paid off at the sites in Mitchell's Plain.

Workers complained that they were paid low wages and were retrenched without being given notice.

An industrial equipment manufacturer at New Germany in Natal, Victor Kent, is apparently shutting down.

## STORE WORKERS <sup>31</sup> ~~32~~

### Counting the gains

FM 10/9/82

Department store managements are feeling the effects of shop floor militancy as their black employees are unionised at a rapidly increasing rate.

In recent months four major stores — OK Bazaars, Edgars, Woolworths and Pick 'n Pay — have been hit by strikes or stoppages. The union involved has been the Commercial, Catering and Allied Workers' Union of SA (Ccawusa).

The union now boasts about 20 000 members, up from about 15 000 a year ago and about 11 000 two years ago. At a time when many unions are facing little, or no growth in membership due to the downturn in the economy, Ccawusa leaders predict strong growth for their union in the year ahead.

They attribute the union's increasing strength to a growing awareness among distributive workers of their union rights. They say that although issues such as wages and dissatisfaction with disciplinary procedures have provoked strikes, a central feature has been the demand for union recognition. "Workers have begun to realise that through the union they can help

themselves to improve their wages and their working lives." says a Ccawusa spokesman.

Edgars has already signed a formal recognition agreement with the union and, according to some observers, it is only a matter of time before similar agreements are signed by other companies as well.

Most strikes have been fairly brief, with managements acting quickly to resolve disputes which have had the potential to severely disrupt the operations of their

### AID TO CHAMDOR

The first loan from the Manpower Development Fund has been granted to the Chamoer Training Centre near Krugersdorp.

More than 20 000 people of all races have been trained at the centre since 1975, and the R715 000 loan will be used to finance the building of more workshops and classrooms.

The fund was established by the Department of Manpower in November last year. It provides long-term loans at the ruling government interest rate to registered group training centres, private training centres and training schemes operating under industrial council agreements.



### Department store workers ... shop floor militancy

stores. Some employers have been acutely aware of the fact that they are vulnerable to consumer boycotts because a large proportion of their customers are blacks.

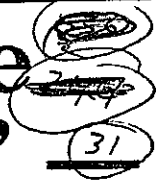
Ccawusa, like many other emerging black unions, places great emphasis on members' participation in the running of the union and the leadership role played by shop stewards. It provides comprehensive training courses for members, shop stewards and office bearers.

Some employers have a grudging respect

for the union. They say Ccawusa has played a valuable mediating role in some stoppages which were not initiated by it, but by workers who suddenly walked off the job. Ccawusa general secretary Emma Mashinini (who was released from five months' detention in May, without being charged) is also highly regarded by some. "We are pretty impressed with her. We believe she is someone we would like to deal with," says the senior executive of one large company.

**Help for small business**

**'Subsidise workers' city retailer**



*ARGUS 14/9/87*

MANY small businessmen, struggling to keep going in the economic downturn, may be unaware how much help is available to them

Mr Hennie Boshoff, senior consultant at the unit for entrepreneurship and small business management at Stellenbosch University, tells me they can obtain bank loans for up to R25 000 with the help of the Small Business Development Corporation which will guarantee up to R20 000

A variety of services, including a book-keeping service, can be arranged and advice is available from the universities of Stellenbosch, Cape Town and the University of the Western Cape

Details of all this will be given by Mr Boshoff at a seminar in the Cape Town Civic Centre on Thursday morning, with advice from other speakers.

A CAPE TOWN retailer believes all employers should give a bread and transport subsidy to weekly paid workers

Mr Ivor Garb said he had been doing this for about a year and thought it the duty of all employers in times of high inflation.

"I think the suggestion of Mr Raymond Ackerman, that there should be a bread subsidy fund, is a very good one, but we cannot leave it all to the supermarkets," he said.

**RESPONSIBILITY**

"I think the entire private sector has a responsibility to help. The situation is getting serious."

He suggested figures could be published every six months or so, advising employers how many extra cents they should give workers to help

meet rising costs for bread and transport.

Mr Garb also criticised employers who paid the minimum wage in inflationary times. He said he now started labourers at R55 a week, but he knew of a firm that was paying R38 to a man who had been with it for many years.

**SUPERMARKETS**

Incidentally, three of the four main supermarket chains have been subsidising bread by selling it below cost since GST was raised to 5c earlier this year.

Grand Bazaars, Pick 'n Pay and OK Bazaars sell bread at less than they pay for it, and Checkers sells it at cost.

The biggest subsidy is by Grand Bazaars, which has the cheapest bread.

fer, which will be completed by next Monday, will be that the fishermen will meet before the season to appoint their own board of directors.

What the ownership means to the 186 fishermen is that now for the first time they have the established corporate protection of their own company.

**SCATTERED**

Although owning the company will for the moment not result in financial gain for the fishermen, it is expected that each year they will receive a comfortable return on their "investment", he said

The seasonal fishermen are scattered along the West Coast between Witsands in the south and Lamberts Bay in the north.

**Ex-traffic official denies R45 'gift'**

A FORMER Gallow's Hill traffic official denied in the Cape Town Regional Court yesterday that he received money from a taxi driver in return for a taxi licence.

Mr Stanley George Marshall, 35, of Vrijzee, and a Lotus River taxi driver, Mr Solomon Jassiem, 31, are facing charges of corruption

The State alleges that Mr Marshall, while employed by the municipality of Cape Town, received R45 as a gift from Mr Jassiem in return for a taxi licence issued to Mr Mogamat Sadien.

Mr Jassiem is alleged to have handed over the money to Mr Marshall to obtain a licence for Mr Sadien

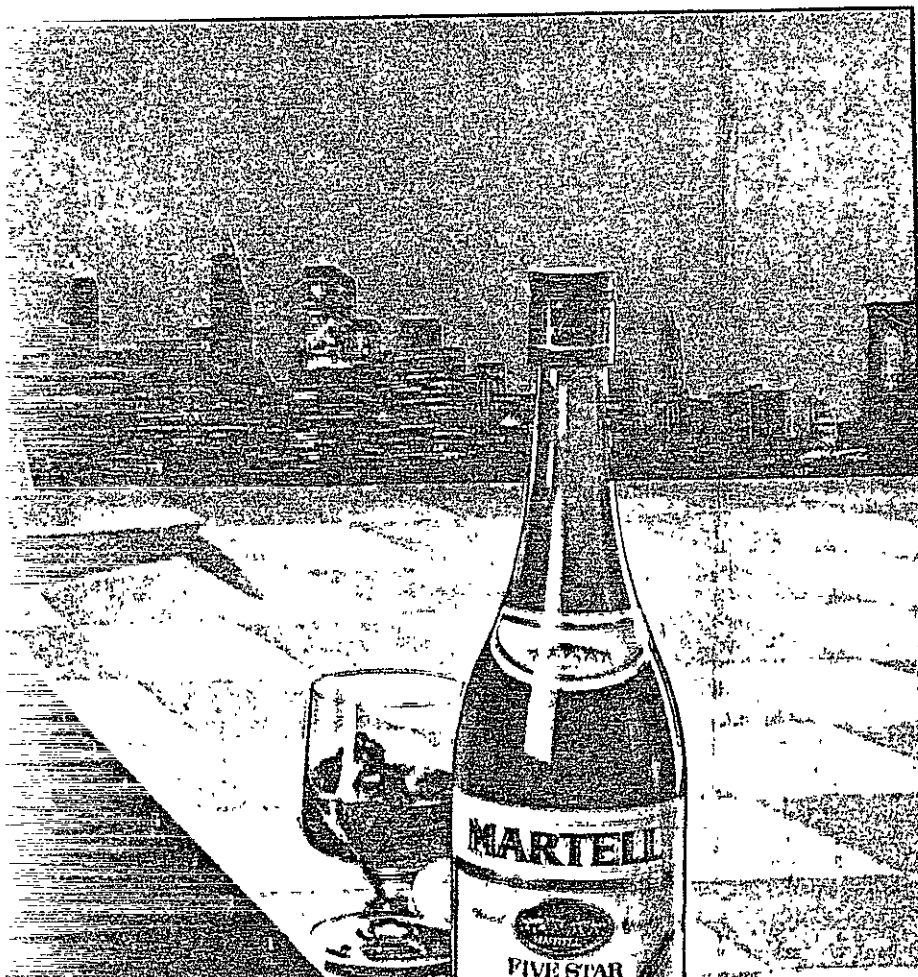
The men originally faced two charges of corruption, but one was withdrawn. They both pleaded not guilty.

**DROVE AROUND**

Mr Marshall told the court he at no time received money from Mr Jassiem or Mr Sadien and did not know either man.

Mr Jassiem said he received R45 from Mr Sadien for driving him around for three days. They drove to various places.

Mr Sadien testified at



# ILO calls for asbestos safety

20  
22/9/82

GENEVA. — The International Labour Organisation said in a report yesterday that world production of asbestos had increased by about nine times over the past 40 years, seriously jeopardising the health of millions of workers.

The report said safeguards should be standardised globally to protect miners, dockers, factory workers and construction crews.

It said only a few months' exposure were needed for asbestos particles to penetrate the human body and produce, in the long term, bronchial cancer or asbestosis, a crippling illness which scars the lungs.

"They work like a time bomb, taking as long as 25 to 30 years to manifest themselves in a terminal malady," the report said.

# Call to look into S. Pot sacking of 11

31

LR

355

23/9/82

By SANDRA SMITH

THE Grahamstown Advice Office has asked the Department of Manpower to investigate the sacking and alleged calling of the police to disperse workers at Metro Cash and Carry in Grahamstown last week.

Eleven workers at the wholesale company demanded a rise in wages from 79c an hour to R1.

The workers report that the manager, Mr Eddie Fichardt, told them to return to work or leave the premises. They have also claimed that police with dogs were called in to disperse them.

The Police Press Liaison Officer, Major G van Rooyen, said today one policeman had been sent to the scene, and that there were no dogs.

The workers say they were not on strike but were only raising the wage issue with Metro's management.

Mr Fichardt is reported to have said he regarded their demands as unreasonable and "linked to the growing militancy throughout the Eastern Cape".

The workers' Unemployment Insurance Fund cards were signed off with Code 3 - which means misbehaviour and criminal conduct.

Professor M Roux, of the Grahamstown Advice Office, said today the office had compiled a detailed report of the incident and sent a copy to the Department of Manpower, requesting an investigation of the situation and that the department interview the dismissed workers.

Mr Fichardt today declined to comment, saying the matter was an internal one.

# Pick 'n Pay acquitted

Staff Reporter

A BELLVILLE Civil Court magistrate yesterday acquitted and discharged Pick 'n Pay Wholesalers on charges of contravening certain sections of the Shops and Offices Act, on the grounds that the State could not create a case which could be believed.

The State alleged that between January 19 and April 30, 1981, at the Bellville branch of Pick 'n Pay, they had failed to pay an employee, Mr William Joseph Griffin, for a total of 97 hours he had worked overtime.

It was further alleged that they had permitted or required him to exceed the overtime limitations of six hours a week, and that they had allowed or required him to work during his mealtimes.

Mr Griffin testified that he had been employed as a receiving manager. For the whole of January 1981 he had received no tea or lunch breaks due to pressure of work. He had also worked overtime for which he had never been paid.

## 'Incident with a newspaper'

Asked by Mr H M Scholtz, for Pick'n Pay, how it had come about that he had left the company, Mr Griffen said it had related to an incident with a newspaper. He had bought a newspaper and taken it into the store.

It was required of him to have a colleague sign the newspaper but as his colleague had not been available, he had "scribbled" on the paper himself.

On leaving the store he had informed a superior that he had signed for it himself and had subsequently been called to the head-office and asked to resign.

At the end of the State case, Mr Scholtz applied for the discharge of Pick 'n Pay on the grounds that the State case rested on Mr Griffin who was a "highly unsatisfactory" witness. He said Mr Griffin had come to court with a document which was unverified.

The magistrate, Mr A G du Plessis, acquitted and discharged the company on the grounds that the State had failed to create a case which could be believed.

Mr A Geerds appeared for the State. Mr H M Scholtz, instructed by Mr S Levetan, of Sonnenberg, Hoffman and Galombik, appeared for Pick 'n Pay.



(31) 2011  
Rosebank  
OK strike  
is settled

Labour Correspondent

A STRIKE at OK Bazaars Rosebank store was settled after police agreed to release without charge two workers at the store who were arrested on Wednesday, an OK spokesman, Mr Allan Fabig, said yesterday.

The workers downed tools on Wednesday after police had arrived to arrest a cashier. The dispute was settled that afternoon.

Mr Fabig said the dispute began when a cashier refused to sign a form detailing that the money in her till was "short". Management called the police, who arrested her.

Workers had milled around the police. One of them allegedly swore at a policeman and was also arrested. Cashiers and other workers at the store stopped work in protest.

After consultation the workers were released and returned to work, Mr Fabig said. No charges would be brought.

16 1/2

RDM 7/10/82 7/10/82  
**Strike at Rosebank store.**

(189) (31) Labour Correspondent

MANAGEMENT at OK Bazaars' large Rosebank store had to man tills yesterday after cashiers struck - apparently in protest at an investigation into theft allegations against a colleague, sources at the store said yesterday.

The sources said workers had stopped work after police had been called to investigate claims that money in one of the cashiers' tills had been "short".

Neither OK Bazaars nor Commercial Catering and Allied Workers Union of SA (Cawusa) spokesmen could be contacted yesterday. By late yesterday it was unclear whether the strike had been settled.

The strike is the latest in a rash of stoppages to hit major chain stores this year.

**Dealers in scrap metal hit**

(189) RDM Mail Reporter 7/10/82

DEALERS in the R14-million a year scrap metal business took a 15% knock yesterday because of the 10% increase in the consumer price of steel.

The main buyer for their scrap metal, Ferrous Scrap Distributors, has reduced prices by 15%. Ferrous Scrap controls 95% of scrap metal in the country, and is recycled and supplied to Iscor and major manufacturers.

The general manager of Ferrous Scrap Mr P van Andel said yesterday the company was making reduced payments because of the economic downturn.

He said the Iron and Steel Corporation (Iskor) had been forced to take on 70 000 tons of scrap metal a month in an attempt to honour contracts with scrap metal dealers. Formerly it used 20 000 tons a month.

...wers, arrived at Sun City yesterday by helicopter from ...  
...rmances on Friday.

joy the summertime sparkle



OK is to  
keep up  
pay talks

Labour Reporter

Talks between the OK Bazaars and the Commercial, Catering and Allied Workers Union are continuing despite the union's rejection earlier of a wage offer.

Talks were held in Johannesburg yesterday and more are expected soon.

The union had rejected a proposal by OK that workers accept a series of pay increases but agree to postpone wage negotiations until February 1984.

Ceawusa spokesmen said the wage package was totally unacceptable.

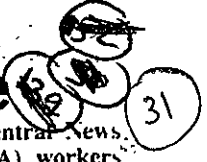
**PACKAGE**

Union organiser Mr Mongezi Radebe said they were not willing to conceal facts of the negotiations from the community.

"Talks are continuing, and while we reject the package deal, there are some areas worth considering," he said.

Wage terms include pay increases in stages for one group of workers in larger urban centres such as Johannesburg, Cape Town and Durban, while a second group would receive increases in the more rural areas.

# CNA strike



THE 600 Central News Agency (CNA) workers who downed tools on Monday following a dispute with management over the recognition of their union are still on strike.

By late yesterday, there was indication of the workers resuming their duties at the CNA's warehouses and stores in Johannesburg.

A spokesperson for the Commercial, Catering and Allied Workers' Union of South Africa (Ccaawusa) said of management: "The ball is in their court now. They made the first move by refusing to speak to workers' representatives and in response, a strike followed. So to reverse this, they must make the first move again."

Rbm 27/10/82 (31)

# CNA stoppage spreads

**Labour Correspondent**  
THE strike by several hundred Central News Agency workers continued yesterday and spread to more workers in the company's retail outlets.

A company spokesman said the strikers, who are demanding wage rises, recognition of the Commercial, Catering and Allied Workers Union (CCAWUSA) and are protesting against the sacking of three colleagues had "technically dismissed themselves" by downing tools.

But all workers who returned would be reinstated without loss of benefits. Many were workers with long service "and we do not wish to prejudice them".

The strike began on Monday when the union said 600 workers downed tools. But management said some of these had been sent home by

the company for fear of "intimidation".  
CNA's warehouses and several city-centre stores have been hit by the strike.

The company's spokesman said yesterday that "many workers" had travelled to work this morning but had been "stopped at railway stations and in the streets".

He added that CNA had expected the union to contact it to discuss a settlement but it had failed to do so. The union could not be contacted for comment.

Meanwhile, it is understood that workers at OK Bazaars were officially informed yesterday of a deadlock between CCAWUSA and the company over whether workers who took part in a recent strike at the company should be paid.

The union wants the strikers to be paid because "the

strike was nobody's fault and workers should not be punished for it," a spokesman said.

He said the company had replied that workers could be paid, but would have to forfeit four days' leave as a result of the strike. The union rejected this and was calling a meeting with workers to discuss further action.

An OK spokesman, Mr Allan Fabig, confirmed the deadlock. He said OK had agreed that workers could be paid for the first four days of the eight-day strike. If they wished to be paid for the other four days, they would have to apply for leave.

"We believe this is an extremely generous offer," he added.

It is understood that OK workers were officially told of the deadlock yesterday morning.

31

□□□ Run 25/10/82

## Black unions grow

THE past few days have seen further signs of the rapid growth of black unionism in the major chainstores.

At a time when fear of lay-offs is forcing workers on to the defensive, there have been a series of strikes at stores on the Rand and membership of the Commercial, Catering and Allied Workers Union is growing fast.

The union, after humble beginnings, has an estimated membership of about 20 000 and Edgars, Woolworths and OK Bazaars have all been hit by strikes this year which ended in settlements bringing worker gains.

STW 25/10/82 (31) (129)

## Staff strike over union recognition

Central News Agency (CNA) workers in Johannesburg today went on strike.

More than 100 workers streamed into the Johannesburg offices of the Commer-

cial, Catering and Allied Workers' Union.

The union is at present seeking a recognition agreement with the chain and the dispute is understood to have started when proposed talks failed to

materialise.

CNA workers at a meeting yesterday rejected plans for a meeting which would not have included worker representatives but only CNA management and the union.



# Union scores <sup>lowetun 22/10/82</sup> big breakthrough

By JOSHUA RABOROKO

THE powerful Commercial, Catering and Allied Workers' Union of SA (Ccawusa) concluded a wage agreement for over 24 000 workers with the management of a chainstore, OK Bazaars, in Johannesburg yesterday. **(31)**

This move, which may affect thousands of black workers in the country, comes in two stages with effect from this month.

In terms of the agreement workers in the major metropolitan areas who earn less than R351 per month will receive a R40 increase in October and R25 increase in April next year.

Workers who earn above R350 per month will receive a R60 increase in April and no increase now.

Workers in other areas earning below R350 per month will receive R30 and R20 in April; those who earn above R350 will receive R40 in April and nothing now.

The successful wage agreement, which was concluded outside the Industrial Council system for so many workers, may be an eye-opener for most black emerging trade unions, according to the union's spokesman.

The spokesman said that the increase would affect workers in approximately 185 stores in the country and the move could be regarded as a "major breakthrough" for the union.

The wage negotiation for the workers started a few months ago after over 700 workers in the Witwatersrand went on strike in support of higher wages, recognition of the union and improvement of working conditions.

The spokesman for the personnel executive division of OK Bazaar, Mr F J Jasburg, confirmed the agreement and said that it was the first time management had held successful negotiations with a union.

Meanwhile the union is holding a meeting with over 400 workers employed by the Central News Agency in an attempt to fight recognition and working conditions at the plant. The meeting will be held at Khotso House today at 6pm.

All answers

Number
Number

Surname

First Name

Date

Degree/Dip  
you are req

Subject  
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Paper No.  
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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
2	7	
3	7	
4	7	
	21	
Examiners' Initials	DRK	

### NOTE CAREFULLY

- The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
- Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

- No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



# CNA strike is still stalemated

5.147 28/10/82

31

Labour Reporter

management

The stalemate in the Central News Agency strike, which is in its fourth day, continued today as neither side appeared to be prepared to start talks.

The CNA's managing director, Mr Jimmy Lowman, has said talks with the Commercial, Catering and Allied Workers would not be held until workers returned to work.

CCAWUSA's chairman, Mr Isaac Padi, said members had instructed the union "not to budge an inch" until approached by ma-

Mr Padi, however, said the union would probably contact CNA today over public statements by management.

Mr Padi said the strike had yesterday spread to CNA stores in Germiston and Boksburg.

More than a dozen retail outlets are already affected.

Mr Lowman said many workers would return to their jobs if allowed to do so. CNA had identified "a number of intimidators".

Shes 29/10/82  
**Strike not major setback for CNA**

# Barclays denies big losses abroad

The Star Bureau  
**LONDON** — Barclays Bank has denied rumours which swept the London Stock Exchange yesterday that it had incurred large losses on the international side.

Speculation over losses in Nigeria as high as R300 million drove the price of Barclays' shares down.

But a spokesman for the bank said: "Rumours about losses or about an announcement of losses are totally unfounded."

Banking analysts in the city were puzzled by the rumours. Although Barclays is involved in lending to

Nigeria and also has a 20 percent stake in an associate, Union Bank of Nigeria, the analysts said it was most unlikely the bank could have incurred losses on that scale.

Furthermore, although Nigeria is running up to three months behind in paying trade debts, Barclays is known to have stopped confirming letters of credit to Nigeria as long ago as March.

Barclays' shares ended the day 26 pence (52c) lower at 399 pence (798c) yesterday.

## Financial Staff

The strike by workers at CNA could affect the company's earnings if it continued much longer but the impact would not be major, the managing director Mr Jimmy Plowman, said today.

The company had agreed to pay all workers until the end of October but any further payments would depend on a return to work.

"Workers received a substantial increase in wages from October and their initial demand when they went on strike was for union recognition."

"Any further increases in wages could have an impact on the company's profits but this would be very small."

At its current price of 875c, CNA shares produce a dividend yield of 8.6 percent.

## UK shares go down

**LONDON** — Leading shares extended recent falls following a report by the Confederation of British Industry that economic prospects had worsened since its last survey in July.

Details for the ruling Conservative Party in two by-elections and the falls on Wall Street underlined the lower trend.

In renewed weakness in banks, Barclays fell 6p to 403.

Government bonds rose as much as half a point, reflecting US markets.—Reuter.

## Dow falls back sharply

**NEW YORK** — The Dow Jones index came back sharply by 15.36 points in a day of quiet trading on Wall Street yesterday and closed at 990.99, its lowest point since the first week of October.

The week's loss was 40.47.

Electronic, chemical, drug and energy stocks paced the losers, while some financial and mining stocks turned higher.

The market's showing reflected continued uncertainty about the

future course of interest rates, analysts said. Rates on short-term Treasury securities traded in the resale market were little changed.

In addition, Wall Street was awaiting the release today of the government's index of leading US economic indicators, as well as the outcome of next Tuesday's congressional elections and what effect the results will have on President Reagan's economic programs. — AP.

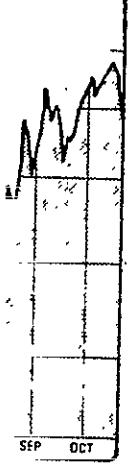
## INTERIM REPORT

In its interim report earlier this week, CNA Investment said it expected to hold dividends for the full year to the end of February in spite of disappointing growth in the six months to August.

Mr Plowman said it was difficult to assess at this stage what impact the strike would have on the company.

"We are stock-intensive rather than capital-intensive and have a workforce of 3 000. There has so far been very little disruption of business as we are getting goods out."

"If the strike were to continue much longer we would take action to improve our service. The longer it goes on the more costly it will be to make adjustments."



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Queries on the accuracy of information should be addressed to the JSE

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Admiral A. P. Putter. —

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## Pay rise for shop workers

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EAST LONDON — Minimum wage increases for employees in the commercial distributors trade will come into effect on Monday.

An amendment to the wage determination applicable to this sector also marks the end of wage differentiation based on sex.

The minimum wage for a general assistant in the trade, the lowest category, will be R38 a week in the East London and Beacon Bay area.

The previous minimum wage was R26,40 for female general assistants and R33 for males.

The last minimum wage adjustment in the commercial distributors trade was made in April, 1981. — DDR

# It's a new deal for women workers

Rom 11/11/82

31

IF THE woman who rings up your purchases on Monday seems somewhat more congenial than usual, it could be that she knows that at the end of the week or the month her pay packet will be substantially plumper.

November 15 is the day when thousands of women in the commercial and distributive trade will benefit from new wage determinations which eliminate discrimination on the grounds of sex and impose an increased minimum wage for both men and women, with women's increases bringing their wages to the level paid to their male colleagues.

The move is in response to an amendment to the wage act last year which outlawed wage discrimination of any kind, either on grounds of sex or race. As a result, when any wage determination is revised, the wage board is bound to remove any discriminatory pay scales.

Categories affected by the new determination cover such diverse occupations as alteration hands and chauffeurs, clerks and managers, and include the all-important sales personnel, cashiers and till packers.

The move, coming at a recessionary time, has caused a certain amount of concern among employers. Some of the increases are as high as 49 percent — but several major retailers said the increases would make little difference, since they had always paid well above the minimum.

Increases may not be significant in big stores, where sex discrimination is generally absent and wages tend to be above the regulated minimums. But the increases could cause problems for smaller businesses. Small shops do a large share of the retail business. In just one category — purveyors of

Next week, women in the commercial and distributive trade will benefit from new wage determinations which eliminate discrimination on the grounds of sex. PAT SCHWARTZ reports.

groceries, toiletries and confectionaries — these shops represent 42.4 percent of the trade country-wide.

Mr Mike Wright, Chairman of the Association of Employers (Association), which represents the retail trade, cautiously welcomed the move, pointing out that wages in the commercial and distributive trade had been very low, especially as far as women were concerned, and that the retail trade in South Africa was traditionally a woman's field.

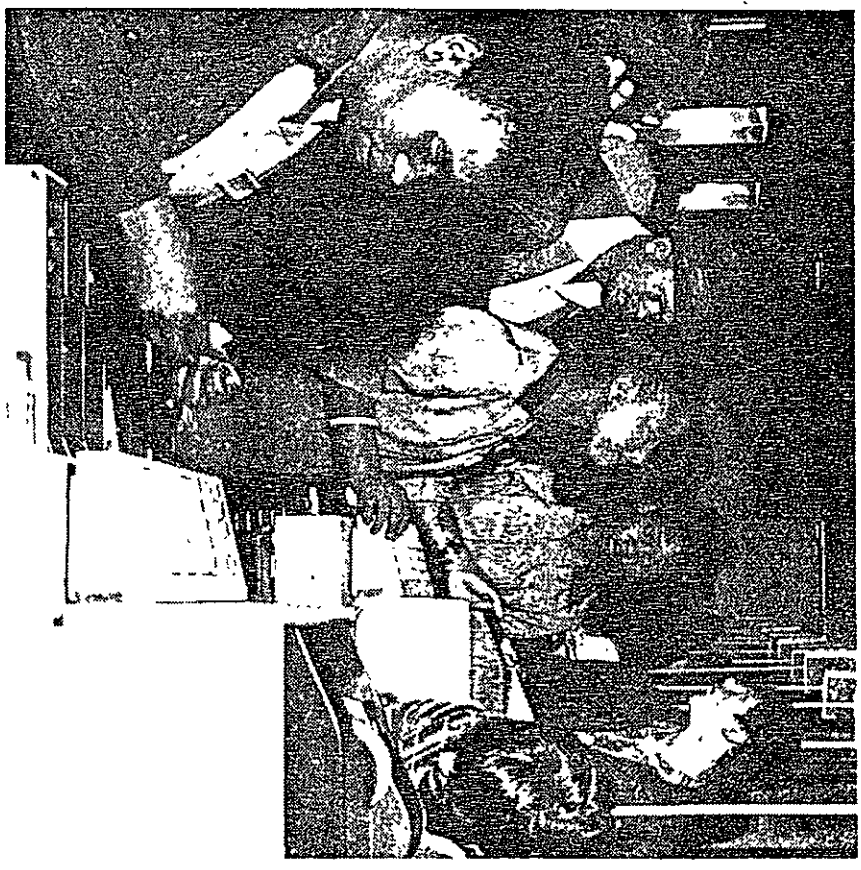
"It's been a healthy increase. The people it is going to be most important to are people at the bottom end of the scale." But "it's going to prove very costly to close the

wage gap. We're into a situation where sales generally are dropping. It's not a good time but it's the law and we must do it."

The move, said Mr Wright, was not unexpected. "We knew it was coming. The wage board hearing finished in May and we had a shrewd idea of what his decision was going to be."

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Caawusa), hailed the move towards non-discrimination as "a good thing. The most important thing is the rate for the job and that it's not sex that counts. We'll wait and watch and see if companies are going to do it and when they are going to do it. We have a lot of women in the CDT so we think it will be a great achievement."

Mr Richard Blackwell, General Manager, Personnel, of the OK group was unperturbed about the increases, saying it would affect his company very little. "We have no problems at all in terms of general assistants because we are so well above the



of a total of 24 000 employees, Mr Blackwell said.

"If we had had to give the same sort of increases across the board there would be trouble. They are substantial increases, but the previous minimums were ridiculous. Some of the smaller businesses which were paying at wage determination levels (which, in some cases, were as low as R129 a month), deserve to be caught out a little

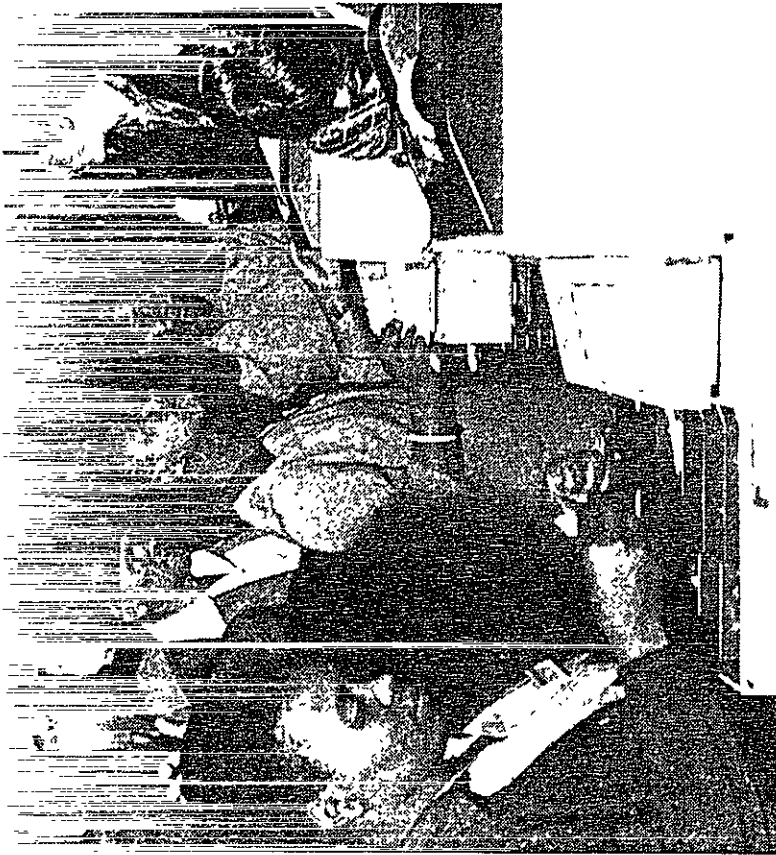
But Mr De Wet said Pick 'n Pay generally paid far more than the wage determination minimums which, he said, had been "laughable" in the past.

There were few cases of discrimination between the sexes in jobs in the company's stores, Mr De Wet said, and those categories had been evening out in recent years. In those categories in which employees were paid less than the new statutory

"In the case of sales assistants and clerks there are some rises of 44 percent. On the whole, we think the increases are reasonable although they err a little on the generous side."

The increases would have an appreciable effect on his company's wage bill, he said, "though in many instances we are paying the market rate, which is well above the minimum wage." Mr Staegemann

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## new wage determinations which eliminate discrimination on the grounds of sex. PAT SCHWARTZ reports.

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The move, said Mr. Wright, was not unexpected. "We knew it was coming. The wage board hearing finished in May and we had a shrewd idea of what its decision was going to be."

Mrs. Emma Mashini, general secretary of the Commercial, Catering and Allied Workers Union (Ccaawusa), hailed the move towards non-discrimination as "a good thing. The most important thing is the rate for the job and that it's not sex that counts. We'll wait and watch and see if companies are going to do it and when they are going to do it. We have a lot of women in the CDT so we think it will be a great achievement."

Mr. Richard Blackwell, General Manager, Personnel, of the OK group was unperturbed about the increases, saying it would affect his company very little. "We have no problems at all in terms of general assistants because we are so well above the wage determination anyway."

The only area in which the OK was slightly under the new minimum, he said, was in the case of sales assistants in the more qualified grades — third, fourth and fifth years of experience. But that affected only a small percentage

of a total of 24 000 employees, Mr. Blackwell said.

"If we had had to give the same sort of increases across the board there would be trouble. They are substantial increases, but the previous minimums were ridiculous. Some of the smaller businesses which were paying at wage determination levels (which, in some cases, were as low as R129 a month), deserve to be caught out a little bit."

Pick 'n Pay's Raymond Ackerman and personnel director Mr. Rene de Wet were caught on the wrong foot by the gazetting on October 29 of the new determination. They had, they said, been told it was not due for some weeks.

But, Mr. De Wet said Pick 'n Pay generally paid far more than the minimums which, he said, had been "laughable" in the past.

There were few cases of discrimination between the sexes in jobs in the company's stores, Mr. De Wet said, and those categories had been evening out in recent years. In those categories in which employees were paid less than the new statutory minimum, he said, the difference would be in the region of between R3 and R5 a week, increasing to about R20 a week in some of the senior categories.

To Mr. Vernon Staegemann, Groups Personnel Executive of the Checkers group, the increases seemed "generous"

"In the case of sales assistants and clerks there are some rises of 44 percent. On the whole, we think the increases are reasonable although they err a little on the generous side."

The increases would have an appreciable effect on his company's wage bill, he said, "though in many instances we are paying the market rate, which is well above the minimum wage."

Mr. Staegemann agreed with those who felt that the move could hardly have come at a worse time, given the economic situation, but added that "one appreciates that inflation and the cost of food and pockets of our workers, so it's totally necessary, from that point of view."

# Stalemate

## as CNA strike spreads

Labour Reporter

The strike by Central News Agency store and warehouse workers has spread to more than a dozen retail outlets and management has said it will not negotiate the dispute until workers return to their jobs.

The chairman of the Commercial, Catering and Allied Workers Union, Mr Isaac Padil said today the three day old strike was stalemated as their members said the CNA had to speak to their union before they would go back to work.

However, CNA's managing director, Mr Jimmy Lowman, said today that workers had to return first before there could be any talks.

About 12 to 15 CNA stores are affected by the strike and management has sent home all workers, claiming there was intimidation in some areas.

### SERVICE REDUCTION

There are no workers at the CNA warehouses, although supervisory staff are understood to be keeping the branches supplied.

White supervisory staff manned the tills in the retail stores. Mr Lowman said it was likely there would be a reduction of service if the strike continued.

He said the CNA considered that the workers had "dismissed themselves" on Monday by not reporting for work, but they would take back anybody who would return.

The dispute started after CNA workers at a meeting on Sunday rejected proposed talks between the union and management unless worker representatives were also involved.

Striking workers again gathered this morning at the union's downtown Johannesburg offices.

# 600 workers at CNA go on strike

By STEVEN FRIEDMAN  
Labour Correspondent

31

WORKERS at warehouses and three stores in Johannesburg owned by Central News Agency yesterday went on strike in support of demands for pay increases and the recognition of the Commercial, Catering and Allied Workers Union (CCAWUSA).

The president of the union, Mr Isaac Padi, said yesterday that 600 CNA workers had downed tools.

A company spokesman said it could not be established how many workers were on strike because management had sent many home for fear of "intimidation".

The strike follows cancellation of a meeting last week between CNA and CCAWUSA to discuss pay and recognition. The company had turned down a request that three CNA workers accom-

pany CCAWUSA officials to the meeting.

It also comes in the wake of strikes at three major chain-stores this year and a dramatic growth in CCAWUSA membership, now estimated at around 20 000.

Mr Padi said yesterday that management had told the union it would fire the strikers, but the company's spokesman said CNA was expecting its black workers at work this morning.

According to Mr Padi, CCAWUSA has been recruiting at CNA for some time and workers had instructed it to arrange a meeting between the company and a delegation of two union officials and three CNA workers.

The company initially agreed and then wrote back to say only the officials could attend. Workers met on Friday and decided to strike.

He said workers had since added another demand — that three of their col-

leagues fired at CNA's Carlton Centre branch on Friday be reinstated.

A spokesman for the CNA confirmed the reasons for cancelling the meeting and added that management had refused to meet the three workers because it did not know whether they were representative of its work force.

He said the dismissals at the Carlton Centre branch had been carried out in terms of normal company disciplinary procedure "which is very generous".

● Meanwhile a union spokesman reported yesterday that talks between CCAWUSA and OK Bazaars over whether workers who took part in the recent OK strike should be paid are deadlocked. The union is calling a worker meeting to discuss worker reaction to the deadlock.

OK management could not be contacted for comment.

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1. Information:
  - To provide information about UIM in South Africa and overseas; to circulate a newsletter; to maintain a library and periodicals serve for practitioners of UIM.
2. Consultation:
  - 2.1 to offer consultation services to church practitioners beginning to implement UIM who want to plan and develop their activities at the local grassroots level. Already eight members of the contact group are being assisted in this way.
  - 2.2 To offer to industry a post-strike evaluation service.
  - 2.3 Consultation with black workers to discover their requirements and help them plan to meet these.
3. Investigation and research:
  - 3.1 In collaboration with the Commercial Research Unit a wide-ranging investigation into race relations within the churches and what changes are required. The impact of race relations on the work situation is one of the major factors in "turning approaches to Urban Industrial Mission in South Africa.
  - 3.2 The second major factor which is peculiar to South Africa is the wide reliance on migrant workers. An action research project to test new ways of ministering to this large group of church members will be launched in this year in collaboration with Theological Institutions and local parishes.
  - 3.3 At present no inter-disciplinary forum exists for the study and discussion of UIM and its practice. The project hopes to gather such a group to evaluate progress, methods and directions.

# CNA is hard hit by strike

Star 26/10/87  
Labour Reporter

Hundreds of Central News Agency workers in Johannesburg continued their strike today over demands for union recognition.

Workers gathered at the downtown offices of the Commercial, Catering and Allied Workers' Union.

White supervisory staff in some stores had to man the tills.

Hardest hit by the walkout is the CNA's Laub Street warehouse.

Several city branches, including the Commissioner Street branch, were hard hit.

The CNA's group managing director, Mr James Mackness, said today workers who had gone on strike were considered to have "dismissed themselves."

CNA however, was not being strict on this.

He said about 300 workers were involved and that some had reported back for work today after all had been sent home yesterday.

The cause of the strike is the CNA's unwillingness to hold negotiations jointly with the union and worker representatives, according to union chairman, Mr Isaac Padi.

Mr Padi said the CNA had refused to join proposed talks if workers were included.

Mr Mackness said workers could not be included in talks until the union had proved its representativeness in the chain.



# OK workers' pay rises after union agreement

room 22/10/82

(31)

Labour Correspondent

OK BAZAARS and the Commercial, Catering and Allied Workers Union (CCAWUSA) have signed a wage agreement covering the company's more than 20 000 workers, which will increase pay for city workers by at least R60 a month over the next year.

The agreement, which was signed on Monday, is a sequel to a recent strike at OK in which CCAWUSA members demanded an R85 a month rise and union recognition.

It covers about 24 000 workers in some 175 stores, warehouses and offices. This is the first time CCAWUSA has negotiated an agreement

covering so many workers.

Recognition negotiations between the union and company are proceeding.

The signing of the agreement follows reports that the two sides were far apart and amid fears of another clash between them.

Details of the agreement were released yesterday by a union spokesman and confirmed by OK's industrial relations chief, Mr Roger Blackwell.

It grants workers earning less than R350 a month two increases, one backdated to October 7 and the other to come into effect in April. Workers earning above this

amount will receive one increase in April.

In the major city areas, where about 70% of OK workers are employed, workers earning below R350 a month will receive a R40 a month increase this month and another R25 in April.

Those earning above that figure will receive R60 a month more in April.

In all other areas, workers earning under R350 will receive R30 now and R20 in April, those earning more, R40 a month in April.

OK and CCAWUSA have also agreed to schedule a new round of wage talks that will begin next October.

# OK strikes bargain with union

Star 22/10/82 (31) NISA

**By Tony Davis**  
Labour Reporter  
A national wage agreement has been reached between the OK Bazaars and the Commercial, Catering and Allied Workers Union (Ccawusa).

Earlier talks between the retail giant and the union were deadlocked over the issue of future wage negotiations.

The OK had offered a series of increases provided that the next wage talks would be only in February 1984. Ccawusa rejected this and also pressed for further wage increases for rural members.

In the new agreement the next round of wage negotiations is scheduled for October next year.

Increases for em-

ployees in the urban centres are for those earning less than R350 monthly — R40 now and a further R25 in April; for those earning above R350 — nothing now and R60 in April.

Employees in rural areas who earn less than R350 monthly will receive an extra R30 immediately and a further R20 a month in April. Those earning above R350 will receive no immediate increase but their pay will rise by a R40 a month from April.

A spokesman for Ccawusa said the union was satisfied with the new increases. He thanked the public for support during the dispute.

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rbm 20/10/87

# An end to CNA strike expected

## Labour Correspondent

A SETTLEMENT to the week-long strike at Central News Agency seemed likely yesterday after the company and the Commercial, Catering and Allied Workers Union (CCAWUSA) held a marathon meeting to discuss the dispute.

After seven-and-a-half hours, the two sides emerged to say they had agreed not to release any information, but that a statement could be expected on Monday.

The fact that a joint statement is likely on Monday almost certainly means the two sides have agreed on a package to end the strike, but that CCAWUSA still has to put this to its members.

Observers point out it is highly unlikely the union would have accepted any deal unless it had been approved by a worker vote.

At the same time, it is known that CNA was keen to see the dispute resolved as quickly as possible and would, therefore, have urged that a deal be concluded yesterday.

If workers accept the deal, and barring any other hitches over the weekend, it seems likely an end to the strike will be announced on Monday.

The strike began last Monday when workers at CNA's warehouse and several of its city-centre stores downed tools. The strike subsequently spread each day to new stores until the union said 20 were affected.

The immediate cause of the strike was the cancellation of a meeting between CCAWUSA and the company to discuss recognition, after management ruled only union officials, not workers, could be present.

# R60-a-week workers buy shares

By Mervyn Harris

Workers earning about R60 a week are among the subscribers to a public offer of 400 000 shares to the black community. "It is an indication that many blacks are becoming investment conscious," says Mr. Sam Motsuenyane, president of the National African Chamber of Commerce (Nafcoc).

Mr. Motsuenyane is also chairman of African Development and Construction Holdings, which is making the offer of shares at R1 each to the black investor. It is the third national company under the auspices of Nafcoc to offer shares to the black public.

The offer, which opened at the beginning of the month and closes at the end of February has so far met with a slow response. But Mr. Motsuenyane expects an inflow of applications early next year.

African Development and Construction Holdings holds a 51 percent stake, in African Development and Construction, while Murray and Roberts owns the remaining 49 percent. African Development and Construction is involved in civil engineering, and has built more than 2 000 houses, shopping centres, and industrial buildings in black areas.

## HOUSING

The purpose of the offer is to raise capital to build affordable housing, shopping and commercial buildings for black people as a profit-making undertaking. The company has already acquired rights to 479 stands for housing projects in various black residential areas. A further 122 stands are being negotiated, among them one in which it is planned to develop a high rise block of flats.

It is also intended to start a business to manufacture building materials.

The new shares will bring the total to nearly 500 000 shares. Applications must be for a minimum of 50 ordinary shares or mul-

tiples thereof.

Mr. Motsuenyane said companies formed by Nafcoc had a "strong community basis." Until five years ago, blacks were not allowed to form companies in white areas, giving them few investment opportunities.

"New cars were the main outlet for black investors and some had two or three cars but no garages to put them in," he said.

## PROFIT

"Our aim is to penetrate into the heart of the free-enterprise system, which cannot survive if blacks do not form part of it. The contribution will be not only to black development but to the country as a whole."

After making a loss in its first three years of operation to 1980 African Development and Construction Holdings has since made a profit. It is forecasting earnings a share of 19c for the financial year to June 1983.

No dividends have so far been declared. The policy is to plough back money into the company for expansion.

But Mr. Motsuenyane said shareholders can look forward to a small dividend in the short to medium term.

Turnover in the last financial year was R5 000 000, after reaching nearly R6 000 000 in the previous financial year.

Soweto

31

1/2/82

## Victory for CNA workers

WAGE negotiations between the Central News Agency (CNA) and the Commercial, Catering and Allied Workers' Union (Ccawusa) have ended with workers countrywide winning substantial increases.

The talks followed the week-long strike by hundreds of CNA store and warehouse workers in the Johannesburg area earlier this month.

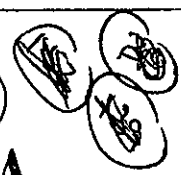
The successful wage negotiations mean that CNA workers in urban areas will earn a minimum R235 a month, a 45 percent increase over the previous R160 monthly wage. CNA workers in rural areas will earn R190, a 35 percent increase over R140 monthly.

All workers earning less than R450 monthly will also receive a R20 bonus while the handful of black workers earning above that figure will have their position reviewed in May next year.

# Workers win big increases from CNA

Star 30/1/82

31



## Labour Reporter

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area earlier this month.

The successful wage negotiations mean that CNA workers in urban areas will earn a minimum R235 a month, a 45 percent increase over the previous R160 monthly wage. CNA workers in rural areas will earn R190, a 35 percent increase over R140 monthly.

All workers earning less than R450 monthly will also receive a R20 bonus while the handful of black workers earning above that figure will have their position reviewed in May next year.

Ccawusa had originally demanded a R250 monthly minimum wage and a R100 bonus.

A union spokesman said they had submitted a full draft recognition agreement to the CNA which they hoped would lead to more talks in the near future. The agreement includes disciplinary and grievance procedures as well as retrenchment provisions.

During the negotiations five workers who were dismissed at a city CNA branch were reinstated.

● The dispute between Ccawusa and Teltron continued today with workers rejecting a management offer to re-engage between 50 and 84 workers who were dismissed earlier this month.

# CNA strikers return to work

(31)

Labour Reporter

Striking Central News Agency workers returned to their jobs yesterday following a week-long stayaway from Warehouses and retail outlets in the Johannesburg area.

The return to work followed a meeting between CNA management and officials of the Commercial, Catering and Allied Workers Union and several worker representatives last week.

The CNA has apparently agreed to enter into recognition talks with Ccawusa which will commence later this week.

The chain also agreed to present a wage package offer to the union in two weeks.

The strike started last Monday at the CNA downtown Johannesburg warehouse and spread to retail outlets in the city centre, northern suburbs and East Rand.

In addition to demands for union recognition, workers called for wage increases. They also objected to any negotiations between Ccawusa and management without any worker representation.

Management had also agreed to re-examine some recent dismissals, a Ccawusa spokesman said.

{  
USA  
USA

ROM 2/10/82  
Strikers  
at CNA  
go back  
to work

**Labour Correspondent**

THE week-long strike at Central News Agency ended yesterday after workers accepted a deal hammered out between the company and the Commercial, Catering and Allied Workers Union (CCAWUSA).

The union's general secretary, Mrs Emma Mashinini, said workers had voted at a "well-attended" union meeting yesterday morning to end the strike and resume their jobs.

The strike began last Monday after the cancellation of a management-union meeting when the company said CNA workers could not attend.

The strikers demanded pay rises, recognition of CCAWUSA and also opposed the sacking of workers at CNA's Carlton Centre branch.

Mrs Mashinini said the agreement between the two sides meant that management had agreed "in principle" to the three demands.

She said CNA had agreed to a wage increase and would tell CCAWUSA on November 15 the amount of the rise.

It had also agreed to negotiate with the union on recognition, she said.

The first meeting to discuss union recognition would be held on Thursday and management, union officials and CCAWUSA shop stewards at the plant had met briefly yesterday to discuss an agenda for the meeting.

Mrs Mashinini said management had agreed to review the sacking of six workers at the Carlton Centre branch. It would meet union officials and shop stewards today to discuss each case individually and decide whether the workers should be reinstated.

Another fired worker, at CNA's warehouse, had already been reinstated, she said.

The managing director of CNA, Mr Jimmy Lowman, was not available for comment yesterday.



## Militancy is growing in retail trade

THE retail trade just doesn't seem to be able to keep out of the labour news.

After a series of strikes at major employers, CNA workers have now downed tools, and at Top Centre stores workers have met management to discuss grievances.

At the same time Commercial, Catering and Allied Workers' Union (Cawusa) membership is rising fast — it is now estimated at 20 000, up 5 000 on last year — and this at a time of recession.

All the strikes have ended in settlements which have included worker gains and the union seems set to win recognition from a growing number of stores.

What lies behind it all?

Cawusa and management agree that stores are seeing a growth of grass-roots militancy which is not being prompted by union leaders.

One retail trade insider compares it with this year's East Rand metal unrest, where the Metal and Allied Workers' Union spent much of its time trying to keep up

with its members.

Management men go on to argue that the union is largely incidental — simply a convenient channel for worker demands — and that it is yet to prove it is really in control of the situation.

They also suggest a tactical test is in store for Cawusa — to persuade workers against action which would force employers to dig in their heels, thus undoing much of the worker gains.

Cawusa leaders say workers are fully behind the union, that it is the only body which has been able to end the strikes and that worker demands have not been excessive or unreasonable.

One point is clear, though: employers have been adopting the path likely to provide a solution — they have been seeking to build a permanent bargaining arrangement with Cawusa.

While "getting tough" may be tempting to some employers, this seems the only way to install "orderly" bargaining in an industry which is

extremely vulnerable to strikes and consumer boycotts.

tion agreement with Edgars and appears to be heading for similar agreements with some other retailers.

The union became involved in a dispute with the Central News Agency during the past week, following a strike by hundreds of CNA employees over demands for pay increases and union recognition. The strike came in the wake of management's refusal to allow three CNA workers to accompany Ccawusa officials to a meeting at which recognition was to be discussed. Management's view is that the purpose of the meeting was to gain information about the union, and that it therefore wanted to meet the officials only. Union sources say CNA employees rejected this attitude.

A CNA spokesman insists that the company is still willing to meet union officials.

This dispute has again demonstrated Ccawusa's extraordinary success in penetrating the retail trade, which has traditionally been a difficult area for unions to recruit in.

The strikes certainly reveal a growing militancy among black workers in the retail trade. Some managements have moved quickly to defuse strikes promptly because they fear consumer boycotts which can result from a protracted dispute. Union officials claim a total membership of about 20 000 — up from about 15 000 a year ago.

FM 29/10/82  
LABOUR MATTERS

## Ccawusa strikes

The Commercial, Catering and Allied Workers' Union (Ccawusa) appears to be one of the few unions to be growing strongly at a time when SA's economy continues to slow down.

Ccawusa, an affiliate of the Council of Unions of SA (Cusa), has been involved in disputes with four major department stores this year: Edgars, OK Bazaars, Woolworths and Pick 'n Pay. It has achieved a recogni-

UNION LEADERS TO TRY

MAIL, Friday, October 29, 1982

# High hopes of end to strike at CNA

By STEVEN FRIEDMAN  
Labour Correspondent

HOPES of an end to the spreading strike at the Central News Agency rose sharply yesterday as management and Commercial, Catering and Allied Workers' Union (Ccawusa) agreed to meet today for the first time to discuss a settlement.

Retail trade sources believe there is a good chance that meetings between the two sides can lead to a settlement.

And, in an unusual move, the CNA managing director Mr Jimmy Lowman said yesterday the CNA was paying workers their full monthly pay, despite the strike

These developments came as the strike continued to spread yesterday. Ccawusa's president Mr Isaac Padi said about 20 stores were now affected, but Mr Lowman put the number at 15. He said this was four more than on Wednesday.

Workers, who have been meeting daily throughout the strike which began on Monday, met in Soweto yesterday to discuss the dispute, which was sparked by wage and union recognition demands.

Yesterday the union contacted the CNA to discuss the dispute and the company replied almost immediately with an offer of talks. The CNA had charged that talks were stalled because Ccawusa would not contact it, which the union denied.

Mr Padi said the CNA attached no

preconditions to the talks and the company agreed that worker representatives and union officials could attend.

The strike was partly prompted by cancellation of a meeting between Ccawusa and the CNA last week when the company said union officials could attend but CNA employees could not. Workers instructed the union not to attend.

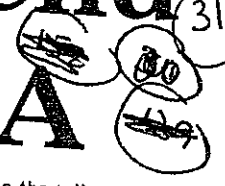
Mr Padi said four CNA workers would attend the meeting with union officials.

Mr Lowman confirmed the meeting. He added that the CNA was paying workers this week and that all were being given a full month's pay cheque, despite the strike.

● Members of Ccawusa were due to meet management at another store, Top Centre, yesterday to discuss grievances.

Rdm 29/10/82

31



# Dispute at CNA is half resolved

STAT 29/10/82

Labour Reporter (31)

Negotiations between the Central News Agency and the Commercial, Catering and Allied Workers Union ended today with the chain agreeing to recognise the union but differing over minimum wage demands.

Today's talks follow from the week-long strike by hundreds of CNA warehouse and store workers from some 20 retail outlets in Johannesburg and the East Rand.

Mr Isaac Padi, the union leader, said the CNA agreed to recognise both union and shop stewards and as-

sured them that striking workers would not be penalised if they returned to work.

However, the CNA asked to be given until November 15 to look at the union's minimum hourly wage demand of R2,50, Mr Padi said.

"The negotiating team will report back to the workers with the CNA's response. They were not prepared to give us a specific figure but our members felt that recent increases were not satisfactory," he said.

White supervisory staff have been manning the tills this week as a result of the strike.

# Wage <sup>31/10/82</sup> rises <sup>CAPE TOWN</sup> for shop workers

Labour Reporter

FEMALE shop workers are due for substantial wage rises on November 15 following a Wage Board determination pushing up their minimum wages by 49 percent.

The national increases are linked to the complete elimination of sex discrimination in the Wage Board determinations for the commercial and distributive trade.

Miss Dulcie Hartwell, general secretary of both the National Union of Distributive Workers (NUDW) and the National Union of Commercial, Catering and Allied Workers Union (Nuccaw), yesterday welcomed the increases "with some reservations".

The chairman of the Cape Commercial Employers' Association, Mr A Silberberg, said the increases came at an "inopportune time" for the retail trade and could lead to inflation and unemployment.

The minimum wage for female sales assistants in most areas of Cape Town is to rise from R271 to R392 — an increase of 44,6 percent.

## On a par

This will bring them on a par with male sales assistants, whose increase is from R338 to R392, or 16 percent. Both male and female minimums will rise to R436 after a year.

There are also big increases for female displayers, managers and supervisors, bringing them into line with their male counterparts, whose average increase is 16 percent. The increase for female general assistants is 45 percent.

The increase for shop assistants — where there has never been a separate determination for males — is 16 percent, from R210 to R244.

Miss Hartwell said it was a "substantial" increase but she was not happy that workers such as shop assistants would be worse off in relation to better-paid workers.

Mr Silberberg said the increases could have a detrimental effect on prices and employment. "I agree with the principle that there should be no sex or race discrimination in the trade, but this increase has brought the

## On a par

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Mr Silberberg said the increases could have a detrimental effect on prices and employment. "I agree with the principle that there should be no sex or race discrimination in the trade, but this increase has brought the wages of 90 percent of employees into line with the other 10 percent."

...the identi-  
 ...combatants. It  
 ...of explosions  
 ...heard in the  
 ...the city and most  
 ...shuttered. —

## 46 pc wage hike for female sales assistants

Labour Reporter  
 THE Wage Board has com-  
 pletely eliminated sex  
 discrimination in its  
 determination for the  
 commercial and dis-  
 tributive trade, leading  
 to wage hikes of up to  
 46 percent for female  
 sales assistants in  
 Durban and Pinetown  
 stores.

This will bring them in  
 line with male sales as-  
 sistants, whose wages  
 will be increased from  
 R336 to R392 or 16  
 percent.

But the majority of shop  
 workers, in terms of the  
 new determination  
 which comes into effect  
 on November 15, will  
 receive an increase of  
 16.1 percent.

The Durban spokesman for  
 the National Union of  
 Distributive Workers  
 and the National Union  
 of Commercial, Cater-  
 ing and Allied Workers  
 Union charged that the

determination was al-  
 ready 'out of date' as it  
 was based on the pre-  
 vailing conditions in  
 April.

Since then there have  
 been substantial in-  
 creases in basic  
 foodstuffs.

She said the effect of the  
 'poor' increases was a  
 'deterioration' of the  
 standard of living of  
 Durban shop and sales  
 assistants with 'little  
 chance of them ever  
 catching up' with the  
 rising cost of living.

The chairman of the  
 Durban and Districts  
 Distributive Employ-  
 ers' Association, Mr W  
 N Kerr, said the wage  
 increases could well  
 lead to a cut back in  
 staff in local stores.

He said employers would  
 be looking at the 'level  
 of productivity' and 'the  
 passengers' in the store  
 would not be retained.

## ANC burglary attempt accused swears at Court

London Bureau  
 MR Edward Aspinall, 23,  
 one of three men fac-  
 ing charges in the ANC  
 burglary conspiracy  
 case, swore at a magis-  
 trate in a fit of temper  
 during a routine re-  
 mand appearance here  
 yesterday

Swedish freelance jour-  
 nalist Mr Bertil Wedin,  
 41, former Rhodesian  
 pilot Mr Peter Casel-  
 ton, 38, and Mr  
 Aspinall are facing  
 charges brought by the  
 anti-terrorist squad of  
 conspiracy to burgle  
 the offices of Swapo,  
 the ANC, and the PAC  
 and of handling stolen  
 documents.

Mr Wedin is on strict bail  
 but Mr Caselton has  
 been in custody for six  
 weeks and Mr Aspinall  
 for three weeks

The committal (pre-trial)  
 hearing, set last week  
 for December 30, has

now been changed to  
 November 18

Mr Aspinall's outburst  
 came when the magis-  
 trate asked him if he  
 had any objection to  
 custody being ex-  
 tended for a further  
 week.

Mr Aspinall whose lawyer  
 was absent from court,  
 jumped to his feet his  
 face red 'Too true I  
 have But you won't let  
 people speak You  
 jumped all over him  
 (Caselton's counsel) so  
 what chance do I  
 have?'

The magistrate murmured  
 soothingly 'Yes, I see.'  
 But Mr Aspinall  
 stormed out of the  
 dock and said, 'F...  
 you lot.'

He was firmly pushed  
 back into the dock by a  
 court orderly. The  
 magistrate appeared  
 not to have heard his  
 words.

costs over R8  
 just under R  
 Belgium

One distributor  
 sells claims he  
 exactly what is  
 more promptly  
 tributors in B...  
 30 percent below  
 ish price

# SIMPLY INCREDIBLE!

Let's talk. We've got some incredible things to tell  
 you about our NEW DEAL on your choice of the  
 new Opel range of German designed cars. If ever  
 you wanted a change for the  
 best — now's the time!

You've  
 never  
 been in  
 better  
 hands.



## Theatre names chosen

Mercury Reporter

PRIZEWINNERS in the 'name Durban's new theatre  
 complex competition' — which drew 583 entries — will  
 be announced on Monday.

A committee appointed by the Administrator of Natal  
 to sift through the submissions made final decisions  
 this week and officially handed them over yesterday to  
 Mr Ray Haslam, the MEC in charge of education

He confirmed that names had been decided on for  
 each of the four theatres in the complex as well as a  
 name for the overall complex. Various cash prizes  
 would be awarded to those who had submitted the win-  
 ning entries

He said tenders for the construction of the theatre  
 complex would be called for in January and that build-  
 ing was expected to last two years.

A SURPRISE foray to El  
 Alamein by SABC-TV's  
 roving freelance war cor-  
 respondent, Al Venter, in  
 tribute to the anniversary  
 of the battle of El Alamein  
 during World War II, ap-  
 peared virtually unan-  
 nounced after the post-  
 election had dominated the  
 8 p.m. News last night.

For many viewers, my-  
 self included, the 1942 bat-  
 tle which stopped Rom-  
 mel's advancing desert  
 campaign is merely histo-  
 ry and the documentary,  
 although it was concerned  
 more with changes to the  
 area after so many years,  
 illustrated well the  
 struggle.

For those for whom the  
 battle is a memory, I im-  
 agine the film would have  
 provoked some thought of  
 those hard years.

Interviews with officers  
 of both armies gave the

**TELLVIEW**  
 Last night's TV

dominated, with a look at  
 the contribution of the  
 'music corps' to the South  
 African Defence Force. It  
 showed that far from only  
 sombre martial music the  
 musicians and singers  
 were also at home with  
 lighter material

And while on the subject  
 of light material, a little  
 humour in *Die Vlakte*  
*Duskant Hebron* would go  
 a long way, for a more de-  
 pressing and sad saga I  
 have yet to see.

Last night's episode had  
 a rather difficult-to-be-  
 lieve mini-battle between  
 Bushmen, led by Ben Dek-  
 ker, and the impoverished  
 settlers over a puddle of  
 water.

There was also some con-

15

16

18

A  
 B  
 4  
 4  
 7

*Lowetian 16/11/72*

# Miners given up for dead

SIX miners <sup>(31)</sup> who were trapped 3 000m underground at the Vaal Reef Mine last week are believed to be dead.

A spokesperson for VRM said yesterday the men had not been found and that it would take until Wednesday to remove the rocks blocking the tunnel leading to where the workers were buried.

Eight people died and two were injured after part of the mine face collapsed.

The condition of the injured was described as "out of danger".

"There is little hope that the men are still alive and teams of workers are working around the clock to reach them. The rockfall is far greater than anticipated

and the teams are not expected to reach them before Wednesday," the spokesperson said.

The rescue teams' six-hour shifts are being hampered by large rocks which have to be removed by hand.

"It is now just a matter of removing the debris and recovering the bodies," he said.

**Overtime**  
~~1/28~~ 31 ~~1/27~~  
**ruling**  
*Mercury*  
**'outrages'**  
11/2/82  
**women**

**Labour Reporter**

TODAY for the first time women shop workers can be forced to work overtime if their stores decide to stay open late. This is because of the removal of a discriminatory clause in the Wage Board determination covering the distributive trade.

In the past, women workers had the right to refuse to do more than one hour's overtime except in the case of stocktaking, but the Wage Board in making its recent determination dropped this clause on the grounds that it was sexually discriminatory.

The Durban spokesman for the Distributive and Allied Workers' Union and the National Union of Distributive Workers yesterday said their members, most of whom were women, were 'outraged' but there was nothing they could do about it.

**Transport**

Going home to the townships after 5 pm on a Saturday posed a real problem for women workers because it was very dangerous, she said.

'Employers promise to provide transport but they rarely do,' she added.

The general manager of the Durban Chamber of Commerce, Mr Ken Hobson, said most of the larger stores would be open until 5 pm today and next Saturday as well.

Most of the smaller stores would probably follow suit, he said.



COMMERCE: — LABOUR  
1983

JANUARY — DECEMBER

# The ALIENATION of the

(31)

GCP  
30/1/83

# WHITE-COLLAR BLACK

THEY are the new breed of black worker. Most are university-educated and occupy the selected areas that are mushrooming in the townships.

They can be identified by their well-cut three-piece suits and polished brief-cases.

A sizeable number of them ride around in company cars; their children attend mixed private schools.

They are not strangers to overseas travel.

But they are paying a high price for this new life.

The Institute for Industrial Relations sees them like this:

"They are the first people to receive opportunities. They are neither fish nor fowl. They are seen as 'cheeky blacks' by whites, and 'management stooges' by blacks.

"They work in one community and go home to another.

"They earn a salary in one environment, but have to use the facilities and share the lifestyle of another.

"They become 'different' to family and friends through exposure to another world, yet are different in that one too."

"You are in a no-man's land. You are in your Robben Island," says Black Management Forum president Mr Eric Mafuna.

"You are bound by a web of cultural and social ethics which differ markedly from how the business world

operates."

But the greatest problem is in the political arena, says Mr Mafuna.

"The sad thing is to realise that you are this side of the President's Council. Because you are black in the boardroom you are automatically lumped with Inkatha, the ANC, the bantustans, PAC and so on."

This is what happens to the educated and privileged brother who rides to work in a company car. It's a lonely journey.

By ZB MOLEFE



● CONSTANCE NKOSI says "Whites view you as a threat" and ERIC MAFUNYA says "The black community doesn't understand."

ceiving more opportunities and moving into new income groups will form the nucleus of a growing middle-class.

The belief that the creation of a black middle-class will avert a political revolution is strong.

whites will view you as a threat. But you have to show your capabilities to prove a point. After all, you earned your stripes," she chuckled.

A number of companies have reported that blacks in supervisory positions are accused of being "stooges". Ex-colleagues frequently refuse to obey them and instead undermine their authority.

This turn of events confuses management, and results in such statements like: "They bleat when they have no opportunities but when we give them a chance, they don't want

it." "The black community doesn't understand," Mr Mafuna explains.

"When we move up we are suddenly brand-

ed sell-outs. Our success in infiltrating the white business world amounts to us dropping out of the black world."

He says blacks re-

FOOTNOTE: Only 4 040 black men and women out of 5,57-million economically active blacks are in the management category in South Africa.

## They pay a high price

(3)	(2)	(1)
External	Internal	

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK



SECTION A

3

285 + 33 = 318

# PE workers stage protest sit-in

Post Reporter

21/2/83

ABOUT 100 OK Bazaars employees at the Main Street and Greenacres branches staged a sit-in in their cafeterias today, demanding the reinstatement of a dismissed colleague.

The store's industrial relations controller, Mr Keith Hartshorne, said from Johannesburg that between 40 and 50 black workers at each of the branches had staged a "sit-in".

They were demanding the reinstatement of Mrs Betty Dali, who was dismissed on January 27, before they would return to their posts.

Mr Hartshorne said Mr Dali had been dismissed for, among other things, insubordination.

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers Union of SA (CCAWUSA) said union representatives would hold talks with management on the issue today.

However, Mr Hartshorne said the workers had been told talks would only begin once they had returned to work, and the company was attempting to contact the union to convey this to it as well.

# Workers at third OK store join sit-in protest

22/2/83 E Post (31)

Post Reporters

MORE than 100 workers at two branches of OK Bazaars, who are staging a sit-in demanding the reinstatement of a dismissed colleague, have been joined by 10 workers at the store's Walmer branch.

The workers began their sit-in in staff cafeterias yesterday at the Green acres and Main Street branches. They were joined by workers at Walmer yesterday afternoon.

They have refused to return to their posts until Mrs Betty Dali, dismissed last month, gets her job back.

The OK's industrial relations controller, Mr Keith Hartshorne, said she had

been fired for, among other things, insubordination.

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) said that workers felt Mrs Dali had been unfairly dismissed after responding to "a racist insult by her supervisor".

The protesters have resolved to continue their sit-in until the matter is dealt with to their satisfaction.

Mr Hartshorne said management still wanted the workers to return to their posts before talks began.

The union's general secretary, Mrs Emma Mashinini, met management representatives in Johannes-

burg today and "we are asking for her to come back to us", Mr Hartshorne said.

Asked whether temporary staff were being employed to take the place of the strikers, he said this was possible but he was not certain.

One of the strikers said today management had offered to reinstate Mrs Dali if workers returned to their posts and that afterwards she would be officially fired. The workers had not agreed to this.

They had also been refused service at the Main Street branch staff cafeteria yesterday and had sent to a nearby cafe for food.

# OK won't pay strikers while sit-in continues

~~31~~ 31 ~~31~~ E. Post 24/2/83

Post Reporter

THE 113 workers involved in a sit-in strike at three OK bazaars stores in Port Elizabeth will not be paid while they are off work, according to a statement from the firm's management.

The dispute began on Monday when the workers gathered in staff cafeterias, demanding that Mrs Betty Dali be reinstated. They claimed she had been "unfairly dismissed" for alleged insubordination.

A statement released by OK Bazaars management said the firm "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for workers to appeal against their dismissal if they believe this to be unfair".

The procedure provided for reinstatement if the appeal is upheld.

Detailed discussions had been held with officials of the Commercial, Catering and

Allied Workers Union of SA (CCAWUSA) in Johannesburg since the weekend, the statement said.

"These discussions ended when the general secretary of the union notified us that the matter was resolved and workers would return to work on Wednesday morning pending an official appeal being lodged with the company."

The sit-in continued, however.

"The OK views with concern the failure of the workers to deal through the union which purports to represent them," the statement said.

"The company has appealed to the union executive to use the mutually agreed procedures and is currently awaiting their response."

CCAWUSA spokesmen could not be contacted for comment this afternoon.

# Union denies informing store of end to the sit-in

*E. Post*  
*25/2/83*  
*(31)*  
*(12/1)*

Post Reporter

THE Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) today disputed a statement by the management of OK Bazaars, where 113 workers are on strike, that the union had informed the company that workers would return to work on Wednesday.

The workers have staged a five-day sit-in in three OK branches in Port Elizabeth, demanding that Mrs Betty Dali, who they feel was unfairly dismissed, be reinstated.

Management has refused to hold discussions on Mrs Dali's position until workers return to their posts and Mrs Dali lodges an appeal against her sacking.

Yesterday management released a statement which said: "These discussions ended when the general secretary of the union notified us that the matter was resolved and the workers would return to work on Wednesday morning, pending an official appeal being lodged with the company."

The workers did not return to work.

CCAWUSA's East Cape organising secretary, Mr P Maneli, said the union had

agreed to take the management proposal to the workers.

The workers had rejected this course of action.

On the agenda for today's planned talks between management and union in Johannesburg was an allegation of attempted assault on Mr Maneli by a non-striking worker at the Main Street branch.

Mr Maneli alleged the attempted assault by Mr E Mpulampula had been watched by a member of the OK's management.

He had not reported the matter to the police as the union would take it up at today's talks, he said.

The company's industrial relations controller, Mr Keith Hartshorne, said: "We have established that Mr Maneli was not assaulted."

Yesterday strikers at the Main Street branch refused to accept their pay packets because deductions had been made for the period they have been involved in the sit-in.

The East Cape Coordinating Committee (Ecco) today joined the Azanian People's Organisation (Azapo) in expressing solidarity with the strikers.

OK staff

~~31~~ 31 ~~29~~

resolute  
Stan 25/2/83  
on firing

Labour Reporter

The work stoppage by more than 100 OK Bazaars workers at three branches in Port Elizabeth will continue until a dismissed worker is reinstated, union officials have warned.

The stoppage began at the weekend in protest against the dismissal of Mrs Betty Dali, allegedly for being late.

In a statement yesterday, the company announced recognition talks with the Commercial, Catering and Allied Workers Union were being suspended.

The union's general secretary, Mrs Emma Mashinini, said the OK had cancelled talks scheduled for Monday.

Workers have rejected the company's call for them to lodge a formal appeal on Mrs Dali's case in terms of negotiated disciplinary procedures.

RDM  
24/2/83  
(V/A) (31)  
(B/S)

# 'Settled' OK strike resumes

By STEVEN FRIEDMAN  
Labour Correspondent

A STRIKE by more than 100 workers at a Port Elizabeth branch of OK Bazaars ended on Tuesday evening — and then resumed again yesterday morning.

According to OK, the strikers returned late on Tuesday after talks between management and the Commercial, Catering and Allied Workers' Union (Ccawusa) and it was assumed that the strike had been settled.

But yesterday morning they did not begin work and resumed their sit-in in the canteen in protest at the dismissal of a colleague.

However, Sapa reports that workers interviewed at the branch yesterday denied that they had returned to work on Tuesday.

The strike, which began on Saturday, comes as OK and Ccawusa are negotiating a union recognition agreement. Other major commercial groups are also negotiating on recognition with the union. Last year, OK and

Ccawusa negotiated a national wage agreement which is unique in the commercial distributive trade.

Ccawusa grew rapidly last year when a series of strikes by its members shook several leading retail groups. Since then, the companies have been negotiating with the union in an attempt to find a channel for bargaining in the trade.

The OK's industrial relations controller, Mr Keith Hartshorne, told Sapa that negotiations with Ccawusa on the dismissal of the worker, Mrs Betty Dali, could not begin yesterday as management had insisted on a return to work before talks began.

The union's general secretary, Mrs Emma Mashinini, said Ccawusa had put a proposal to management on Monday that both Mrs Dali and a supervisor who is alleged to have made racist remarks, be suspended.

Mr Hartshorne said: "We are not prepared to suspend the supervisor at this stage and the matter will be investigated."



## Sit-in *Gowerton*

THE four-day long dispute between the workers and the management of OK Bazaars took a new twist yesterday with the newly established branch in Port Elizabeth of the Azanian People's Organisation pledging its solidarity with the workers involved in a sit-in protest against the dismissal of a fellow worker.

24/2/83

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# Rand **DAI**

JOHANNESBURG, FRIDAY, F

Chain store conflict looms  
 172 31  
 129  
 RDM 25/2/83

## Inspected Hillbrow 'jawbreaker'

# Drama as Ax curses

By GEOFFREY ALLEN

RODNEY AX and yelling obscenities, bulldozed his way from the dock in Hillbrow magistrate's court yesterday and down to the cells refusing to go to trial on a charge of assault.

Despite all the efforts of six policemen and stern warnings from a prosecutor to bring back into court Rodney Ax, the alleged Hillbrow rapist, a psychiatrist considered him "probably a certifiable psychopath".

Prison  
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Later he stood subdued as a five-year jail sentence was passed on him for assaulting a prison warden.

But as he again surged from the dock after sentence Ax winked at his sister, Mrs Jenny Johnson who was sitting among the spectators, and then pointed an angry finger at a social worker, yelling at him: "Jou ... fark."

Mrs Johnson sounded re-proving as she exclaimed breathlessly "Rodney"

Then as she left the court she threatened a Rand Daily Mail photographer "I'll stick that camera... She then ran across the street towards him, still shouting threats, but was coaxed away by social worker Mr Mathys de Koning

The first of the many trials which Rodney Ax has still to face was a day of high drama

He first appeared in the magistrate's court where he had been found guilty of assaulting prison warden Sergeant Antonie van Wyk with a rubber mallet. He was told by the magistrate Mr G P Button that his crime was "so serious" that he would be moved to the higher regional court for sentence.

Twenty minutes later Ax was led into the regional court and spotted a different



Labour Correspondent  
 PROSPECTS for bargaining in major chain stores suffered a key blow yesterday when OK Bazaars announced that it was "suspending" recognition negotiations with the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA). OK said it had taken this action pending the outcome of a strike at three of its Port Elizabeth stores, in which it alleges CCAWUSA had refused to make use of a disciplinary procedure agreed on with OK.

Recognition negotiations between CCAWUSA and major chain stores are at an advanced stage and the possibility of other stores also suspending talks with the union cannot be ruled out.

This could raise the prospect of serious conflict in the industry

Yesterday CCAWUSA's general secretary, Mrs Emma Mashinini, rejected crucial aspects of OK's statements and said allegations it made against the union were "simply not true".

OK said that, during the strike by 113 of its 637 workers in Port Elizabeth, it had "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for any worker to appeal against dismissal if this is believed to be unfair"

OK charged it had been involved in detailed discussions with the union on the PE strike and that Mrs Mashinini had said workers would return on Wednesday, pending the lodging of an official appeal with OK

But the sit-in had resumed and attempts by the union to persuade workers to abandon it had failed

The OK views with concern the failure of workers to deal through the union which purports to represent them. It has appealed to the union executive to use the mutually agreed procedures and is awaiting their response.

Further discussion on the recognition agreement has been suspended pending the outcome of the current dispute," OK said.

Ms Mashinini described the statement as "very one serious". She said it was "untrue" that she had told the company that workers would return, but had not honoured this. The workers said point-blank they would not go back and I informed the company of this."

Strip poker doing. In

## Drought off

By GERALD Pretoria

DROUGHT will affect Africa a massive lion foreign exchange during the 1983 season, agricultural exports in Pretoria

This will offset gain from the gold price and adverse effect of payments

The SA Agricultural economist Mr Lemse said yesterday exports valued at R2

In 1981 the R2 045-million R588-million R268-million for R245-million for

Agricultural normal year about 20% of all-cluding gold.

The National producers' (Nampo) estimate

## SWA

WINDHOCK of South West has invited with specialist committees.

According to today, the purpose assist the government of mutulate general The chief executive Greebe, said in

COM 26/2/83 31

# Fresh hopes of end to OK Bazaars deadlock

By STEVEN FRIEDMAN  
Labour Correspondent

HOPES of a break in the deadlock between OK Bazaars and the Commercial, Catering, and Allied Workers' Union (CCAWUSA) were raised slightly yesterday, but the strike by some union members in Port Elizabeth remains unresolved.

OK has suspended recognition talks with the union pending the outcome of the strike and there are fears other large chain stores could be considering similar moves.

This would set back hopes of a permanent bargaining agreement between employers and the union.

It would also raise the possibility of serious conflict between stores and the union.

The strike and sit-in at three Port Elizabeth stores concerns the sacking of a union member. OK suspended recognition talks with CCAWUSA after claiming its members

were striking rather than using agreed procedures for appeals against sackings. The union says these procedures are not yet in force because the company has not yet recognised it.

Yesterday the sit-in at the stores continued, but OK announced that CCAWUSA officials in Johannesburg had "agreed to request local union officials in Port Elizabeth to submit evidence in connection with the alleged unfair dismissal of one of their members".

It is understood management regards this as an agreement by the union to use the appeal procedures, which it sees as a breakthrough.

The union insists it is not doing so, but is merely putting "the other side of the story" in an attempt to win the worker's reinstatement and end the strike.

Despite this move, however, there seemed little sign yesterday of an immediate end to the strike and a resumption of negotiations.

# Labour Week ~~By STEVE FRIEDMAN~~ By STEVE FRIEDMAN

## Industrial council victory

20M 28/2/83 31

SUPPORTERS of industrial councils seem to have won a major victory now that the Metal and Allied Workers' Union has applied to join the Metal Council.

For the past three years, MAWU, with other emerging unions, has resisted joining these cornerstones of the Government-approved bargaining system.

It argued that to join the council would be to bargain where it would be weak, rather than in the factories where it was strong.

But "seems" may be the operative word. MAWU's move doesn't automatically imply greater black worker support for councils.

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join: There is almost universal employer resistance to bargaining with it outside the council.

And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use factory muscle to force employers to do so.

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again.

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it and will withdraw if necessary, and while warning workers not to expect great things from the council, confirms this.

Its move may usher in a stormy period on the council and it does not necessarily mean greater grass-roots worker support for the council.

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves.

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and

its scanty resources worsened the problem.

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council.

Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility.

Only if it does will MAWU's move herald a beginning of an end to the battle over councils.

□□□

A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge.

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union.

The stakes are high. Last year CCAWUSA's membership snowballed as its members were involved in a series of strikes at leading stores.

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations. These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage.

Now the entire deal could be in jeopardy. Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached.

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same.

This could lead to all-out conflict between CCAWUSA and employers.

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand. So there is little mileage for CCAWUSA in confrontation.

But in the long-term, stores are vulnerable to walk-outs by key staff and to consumer action and employers need a permanent accommodation with a union.

So there is still incentive aplenty for both sides to rescue matters.

□□□

RETRENCHING or firing workers is becoming a costly business for some employers

Last week a major steel firm, Dunsward Iron and Steel, paid out more than R30 000 to retrenched migrant workers because they were fired before their contracts expired which, lawyers, believe, may entitle workers to damages.

The Durban textile company SA Fabrics, too, shelled out R16 000 to ex-workers on the eve of an industrial court case in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers.

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure.

It also shows that, because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands.

Although the scope for this sort of action is clearly limited, they appear to be doing so with some success.

□□□

THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months

Both Escom and metal employers said as much and they are not alone.

Some tough talking lies ahead. But this punter is backing two near-certainties. There will be negotiated pay rises, but these will be the smallest for some years.

Talks <sup>(31)</sup>  
today ~~(1974)~~  
on OK ~~(1-20-74)~~

sit-in  
<sup>E. Post</sup>  
dispute

28/2/83  
By SANDRA SMITH

A DEADLOCK in the week-long OK Bazaars dispute in three Port Elizabeth branches was broken at talks on Friday when management agreed to listen to reasons advanced by the workers.

The store's industrial relations controller, Mr Keith Hartshorne, flew to Port Elizabeth today to meet Commercial, Catering and Allied Workers Union of SA (CAWUSA) officials.

The dispute began when 113 workers at the OK's Main Street, Greenacres and Walmer branches staged sit-ins in their staff cafeterias in support of a demand that a dismissed colleague, Mrs Betty Dali, be reinstated.

Management has refused to discuss the issue until the workers return to their positions because it feels agreed-upon grievance procedures have been ignored.

However, after a meeting between management and CAWUSA representatives in Johannesburg on Friday, the OK released a statement saying that the union's executive had asked PE officials to submit evidence about the "unfair" dismissal.

A meeting will be held this afternoon.

(3) (15) (129) ROM 1/3/83

# Sacked union man is key in OK strike

By STEVEN FRIEDMAN  
Labour Correspondent

OK BAZAARS management yesterday heard submissions from the Commercial Catering and Allied Workers' Union (CCAWUSA) on the firing of a union member at one of its Port Elizabeth stores which sparked a strike at three OK stores.

Its decision on the fate of the dismissed worker is likely to have a crucial bearing on the outcome of the strike, which is continuing.

The future bargaining relationship between OK and the union may depend on the strike's outcome and the company's decision should be made known today.

The union has issued a statement disputing allegations made against it by OK.

The company alleges that, by refusing to use an appeal procedure against dismissals agreed on between it and CCAWUSA, the union had

broken the terms of an agreement.

It also alleges there is a disputes procedure in existence which CCAWUSA has refused to use.

Although these provisions are contained in an agreement which has not been signed, OK bases its view on the fact that one clause of the agreement — the granting of "stop order" facilities to CCAWUSA — is already being implemented.

The union said yesterday it had broken no agreement. "The recognition agreement — which contains the appeal procedure — is still in the process of being negotiated and has not been signed."

"There is no agreement that any section of the agreement presently under negotiation can be put into practice before the final signing."

It said OK "wished to take out a provision from the agreement that suited them

without first reaching formal agreement on its implementation".

The union again denied that it had promised OK strikers would return to work pending an appeal and also denied that its officials had tried to persuade workers to stop striking.

"As a principled union, CCAWUSA officials always consult with workers and any decision to end the strike would come from the workers," it said.

It rejected management charges that strikers were not negotiating through CCAWUSA. "At all times workers have dealt through the union. All communication by workers to management during the dispute has been through the union."

CCAWUSA said OK's claims were "a deliberate management strategy to undermine the credibility of CCAWUSA"

# OK Bazaars resumes talks with union

Star 1/3/83

Labour Reporter (31) pended recognition talks with the CCAWU until the dispute was settled.

OK Bazaars in Port Elizabeth continued talks today with the Commercial Catering and Allied Workers' Union (CCAWU) in a bid to resolve the week-old strike by more than 100 workers.

The strike centres on the sacking of one worker, allegedly for repeated lateness.

The OK last week sus-

The union yesterday dismissed claims that it had ignored disciplinary procedure by not lodging an appeal for the worker's rehiring.

The CCAWU felt that there was no agreement providing for implementation of any part of the talks until the final settlement was signed.

# Evidence heard on sacking of store worker

Post Reporter

OK BAZAARS management and representatives of striking workers at three of the store's Port Elizabeth branches met today to hear evidence about a dismissal which led to the dispute.

Two officials of the Commercial, Catering and Allied Workers Union (CCAWUSA) and six worker delegates met the OK's industrial relations consultant, Mr Keith Hartshorne, at the company's Deal Party warehouse.

Mr Hartshorne flew to Port Elizabeth yesterday to hear evidence presented by the union and worker representatives as to why they consider the dismissal of Mrs Betty Dali to have been unfair.

A union official said it was likely Mrs Dali would also present evidence at the talks, which began at 10am today.

The OK's general manager of personnel, Mr R T Blackwell, said if Mrs Dali's dismissal — for, among other things, alleged insubordination — was found to be unjust, she would be reinstated.

Disciplinary action would also be taken against the supervisor involved if evidence showed that she had acted unfairly, Mr Blackwell said.

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OK talks (31)

resume

2/3/83  
today

E. Post

Post Reporter

MANAGEMENT and worker representatives and a dismissed woman yesterday aired their views at talks aimed at ending the seven-day-long OK Bazaars dispute.

An official of the Commercial, Catering and Allied Workers' Union (CCAWUSA) said all parties had contributed to yesterday's discussions, and talks would resume today at 2pm after management had conducted further investigations.

REC-11



# PASTOR'S PLEDGE

# I'm no stooge!

City Press 6/3/83

By DERRICK LUTHAYI

**SOWETO** — Vuyisile Peter Rojie has done nearly everything in the 40 years of his life.

He has been a teacher, a priest, secretary of a rugby board, president of a cricket board, a traffic officer, a personnel officer.

But never a spy.

And, he told City Press, he never will.

His trouble, he says, is that the cops don't believe him.

Mr Rojie, a pastor with the Pimville Twelve Apostles Church, says he was first approached by the security police last year, during the OK Bazaars' strike of more than 1 500 workers. Mr Rojie is personnel manager at OK.

"I was staying in a backyard room in Mofolo. A Mr Van Wyk and two black men promised me a house, money and a car if I inform against my colleagues.

"I immediately informed my church elders and officials of the Commercial, Catering and Allied Workers' Unions of South Africa." But due to police pressure for information he resigned from Cawusa.

"Then to my surprise, they came back last week and told me to get them information on the shack meeting at the Orlando Roman Catholic Church.

"I went to the meeting, and could not contain myself. I jumped up and told the people."

There was dead silence in the church hall as Mr Rojie related his experience.

Despite his public statement, the cops turned up at his home on Sunday to ask for a report-back.

"I had had enough. I told them I do not have a statement. But they promised to come and see me on Tuesday anyway. I don't think they will come back now that I have made a statement to the newspapers," said Mr Rojie.

Mr Rojie was a schoolteacher at the Daliwonga High School, Dube before he resigned in 1977 during the Soweto disturbances.

At that time he was the general secretary of the Transvaal African Rugby Board and president of the provincial cricket body.

"For most of my life I had been involved in the liberation struggle. How will my children look at me if I was to sell pit tje nation?" asked Mr Rojie.



● Rev Rojie . . . I'm no spy.

*Handwritten notes:*  
Derrick Luthayi  
City Press  
6/3/83

*Handwritten notes:*  
Security  
Rojie

# 66 of the 113 striking OK workers go back to work

31  
E. Post  
8/3/83

By SANDRA SMITH

SIXTY-SIX of the 113 striking OK Bazaars workers returned to work this week, but the rest have decided to continue their sit-in.

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dali and its decision to reaffirm her sacking.

Workers at three OK branches — Walmer, Main Street and Greenacres — have staged sit-ins in staff cafeterias for more than two weeks.

They have demanded that Mrs Dali be reinstated, and that management recognise the "unfairness" of her dismissal for alleged insubordination.

An official of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mr P Maneli, said today the issue would now be dealt with by the union's head office in Johannesburg.

He said most of the striking workers were dissatis-

fied with the outcome of management's week-long investigation.

Union officials were also unhappy that they had not been given the opportunity to examine the evidence of those who testified against Mrs Dali at the inquiry.

The OK's industrial relations controller, Mr Keith Hartshorne, said management had decided not to reinstate Mrs Dali "after hearing evidence from all quarters".

He said all the strikers at the Walmer branch had returned to work today, and that 29 at Greenacres and nine at the Main Street branch were back at work.

This meant 47 workers were still on strike.

"We are obviously unhappy about the fact that those involved in the sit-in are maintaining their stance."

"Those workers who have returned will be treated no differently than before, although they will not be paid for the period they did not work."

8/31/83 <sup>CDM</sup>  
**OK Bazaars sit-in strike continues** (31/83)

Mall Correspondent

PORT ELIZABETH — The sit-in strike at three OK Bazaar's branches in PE will continue, says an official of the Commercial, Catering and Allied Workers Union of SA.

ern Cape organising secretary of the union, said union members were still stunned by the re-affirmation of the dismissal of OK dishwasher Mrs Betty Dalu for, among other reasons, alleged insubordination.

affirmed their determination to continue their sit-in at OK's Main Street, Greenacres and Walmer branches.

Yesterday, OK's senior industrial relations representatives in Johannesburg Mr Richard Blackwell and Mr Keith Hartshorne were not available for comment

Mr Pindile Maneli, East-

Members had, in turn, re-

# OK strikers back at work

Star 9/3/83 Labour Reporter 31

Striking workers at three Port Elizabeth branches of the OK Bazaars last night decided to end their three-week strike and return to their jobs this morning.

The decision follows the company's announcement on Saturday that it would not reinstate Mrs Betty Dali who had been dismissed at the end of January for alleged repeated lateness. More than 100 workers at the three branches had stopped work and demanded that Mrs Dali be reinstated.

The OK Bazaars suspended its recognition talks

with the Commercial, Catering and Allied Workers' Union because of the strike and talks were held between union officials and management in Port Elizabeth and Johannesburg.

The OK's industrial relations controller, Mr Keith Hartshorne, said that recognition talks would resume when the situation at the three branches had returned to normal.

Since the OK's announcement not to reinstate Mrs Dali, striking workers had been trickling back to their jobs and by yesterday only about 60 were still involved in the protest action

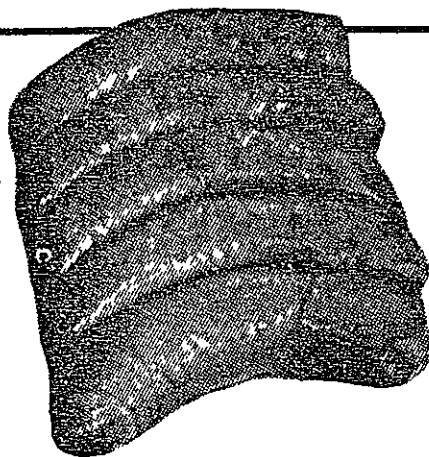
"Let us hear from Koornhof that there forced persuasion, intimidation — including the withholding of pension rights and the al by officials to workers — and all manner of harassment Government official order to violently people from their so that they squeezed into camptined for inclusion some strange home

# oomo

## meat centre

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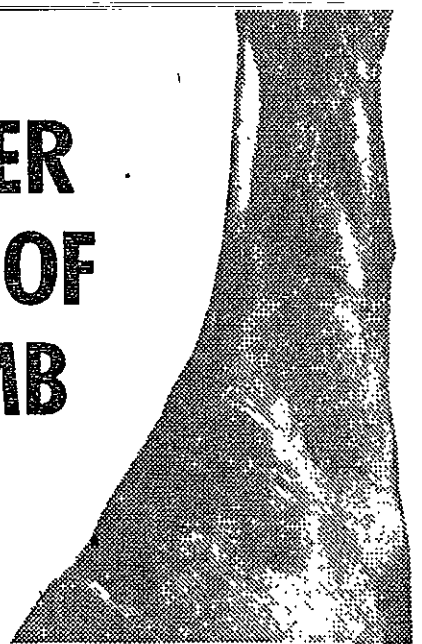
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**SUPER  
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R **3<sup>88</sup>**  
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# OK workers back at their posts

9/13/87  
E.P. ost By SANDRA SMITH

THE strike by more than 100 OK Bazaars workers in Port Elizabeth ended today when the strikers returned to their posts after a three-week protest.

And last night the worker whose dismissal led to the strike, Mrs Betty Dali, was admitted to hospital, apparently suffering from the stress she has been under since the strike began.

The general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashinini, said from Johannesburg that at a meeting last night the workers had decided to return to work on condition that the union continue negotiating for Mrs Dali's reinstatement.

Mrs Dali's dismissal for alleged insubordination led to the sit-ins in three OK Bazaars staff cafeterias by 113 workers.

Last week management held an intensive investigation into Mrs Dali's sacking — including charges that racially offensive remarks had been made to her by a supervisor — and decided not to reinstate her.

The OK's industrial relations controller, Mr Keith Hartshorne, said no disciplinary action would be taken against workers who had been on strike.

31  
~~1/28~~ ~~1/28~~  
**Sit-in  
goes on**

D. Dispatch 9/3/83

PORT ELIZABETH —  
Sixty-six of the 113 striking OK-Bazaars workers in the Eastern Cape returned to work this week, but the rest have decided to continue their sit-in.

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dali, nor its decision to reaffirm her sacking.

They have demanded that Mrs Dali be reinstated, and that management recognises the "unfairness" of her dismissal for alleged insubordination. — SAPA.



# Strikers

at OK

ROOM  
drift

9/3/83  
back

(31)

~~(31)~~

~~(31)~~

By STEVEN FRIEDMAN  
Labour Correspondent

A POTENTIALLY damaging breakdown in bargaining between OK Bazaars and the Commercial, Catering and Allied Workers Union (CCAWUSA) seems to have been averted.

Strikers at three OK stores in Port Elizabeth drifted back to work yesterday.

OK suspended its recognition negotiations with CCAWUSA pending the outcome of the strike. This sparked fears that other major chainstores, which are also discussing recognition with the union, might follow suit, thus triggering off a serious conflict between the union and the stores.

The strike has not yet been formally settled. After a week-long probe, OK confirmed the firing of a woman dish-washer, whose sacking had initiated the stoppage. The suspension of recognition is still in force.

But yesterday, OK's industrial relations controller, Mr Keith Hartshorne, said that all but 47 of the 113 strikers had returned to work and other sources confirmed there were signs that many of these were also returning.

CCAWUSA's general secretary, Mrs Emma Mashini, said the union's Port Elizabeth branch had confirmed that "a few" workers had returned to their jobs. She said she was confident that the recognition talks were not in danger.

She said that OK had continued to hold discussions with the union on the Port Elizabeth strike and added that OK had not withdrawn any of the facilities it had offered CCAWUSA pending the signing of the recognition agreement.

Last week management had agreed to a union request to allow shop stewards time off work to discuss aspects of the recognition issue, she added.

It is understood that there is little likelihood of a permanent break in relations between CCAWUSA and OK, or other stores with which it is bargaining.

While the union has expressed dissatisfaction with the outcome of OK's probe into the worker's sacking, it is unlikely to take further action on the Port Elizabeth strike.

*Cap. Two*  
**Strong union**

(31)

● WHILE the recession has slowed the growth of most of the emerging trade unions, at least one union seems to be going from strength to strength. The Commercial, Catering and Allied Workers' Union (Ccaawusa) has been at the centre of an increasing militancy among shop workers throughout the country. Ccaawusa's main area of operation has been the big chain stores such as OK Bazaars, Pick 'n Pay, Edgars and Woolworths. In Port Elizabeth over

(31) (H) (W) Mercantile

## Job names changed to keep pay low

(1/17/82) Labour Reporter

CERTAIN shops around the country, including shops in Durban, are classifying employees as shop assistants instead of sales assistants to avoid paying them higher wages under the new Wage Determination for the trade.

The minimum wage for shop assistants is nearly R150 less than that for sales assistants.

This allegation was made by the National Union of Commercial, Catering and Allied Workers'. Similar claims were also made by the Durban branch of the Commercial, Catering and Allied Workers' Union, who said they were aware of shops in Durban classifying sales assistants as shop assistants and were investigating the matter.

The secretary of the Nuccaw, Miss D Hartwell, said in Cape Town yesterday that the minimum wages in Durban for a qualified shop assistants (who must have four years' experience) was R244 a month.

### Difference

The minimum wage for sales assistants (who must have five years' experience) was R392 a month.

This was laid down by Wage Determination 406, Miss Hartwell said.

The difference between

a shop assistant and a sales assistant is described by Miss Hartwell in the latest issue of the bulletin for employees in the distributive trade, New Era.

In shops where customers 'serve themselves', such as shoe or clothes shops, the assistants are nevertheless sales assistants and not shop assistants because in these circumstances they must still be able to inform and advise the customer about the article and ascertain the price the customer is prepared to pay.

A shop assistant is handed the articles a customer has selected from the shelves of a shop, as in food supermarkets. Shop assistants may or may not be able to take payments.

### Till operator

In the bulletin Miss Hartwell added that a till operator in a self-service shop must be paid according to the shop assistant rate except that such a worker must start on a shop assistant's third year wage.

The secretary of the Commercial Distributive Trade Industrial Council in Kimberley, Mr Gerald Barnes, said: 'The matter is being investigated and will be the subject of discussion at our next negotiating meeting. — until then I feel I cannot comment,' he said.

W...

# Women's pay is set lower than men's

By STEVEN FRIEDMAN  
Labour Correspondent

AN OFFICIAL wage determination setting minimum pay in the catering trade sets lower minimum wages for women than for men — 16 months after a change in the law scrapped sex discrimination in wage determinations.

The determination was published on Friday and the Wage Amendment Act, which outlawed sex discrimination in official wage determinations, became law on November 1, 1981.

But the determination does contain new minimum rates to come into effect every six months which will ensure that sex discrimination in minimum pay will be scrapped in the trade in just over 18 months' time.

According to a spokesman for the Department of Manpower, the reason for the anomaly is that the Wage Board investigation which led to Friday's determination began before the new law came into effect 16 months ago.

At the time sex discrimination was scrapped, a clause was inserted in the Wage Act exempting determinations from the no-discrimination rule provided that the Wage Board probe which preceded them began before the Act came into force.

The department's spokesman said the exemption was being inserted to give employ-

ers time to adjust to equal minimum pay for the sexes. "After all, they are in business to make a profit," he said.

Wage determinations set minimum pay for groups of workers who are not protected by industrial council agreements. They are legally binding and are set by the Minister of Manpower following a recommendation by the Wage Board.

There is often a long gap between the start of a board probe and the publication of a determination. Trade unionists say this often means that rises in the cost of living make determinations outdated by the time they become law.

The catering determination lays down different minimums for men and women in four job categories — general worker, waiter, grill hand and pantry hand.

The determination sets different minimum rates for various areas.

The lowest minimum is for general workers and the determination sets down a minimum of R21 a week for women and R25 for men in some country towns.

The highest is in the Cape Peninsula where women must receive at least R36 and men R42.

It also sets out a graded scale of new minimum wages which will come into effect every six months.

*Amendment to  
this needs  
to be made*

# Consumer suffers the loss' Thefts to cost supermarket chain R15m

By SIMON WILLSON  
Industrial Editor

SUPERMARKET chain Pick 'n Pay expects to lose R15-million this year from theft and other security losses, a conference on business security was told yesterday.

Its chairman Mr Raymond Ackerman told the conference, organised by the Johannesburg Chamber of Commerce, the company had to regard the loss of 1% of its sales revenue as "acceptable".

"By world standards this is a good figure. Other companies have to budget for losses of 2% or 3% of sales."

Since the chain made just over 2% profit after tax on its sales, its security loss was nearly half the company's net profit, he said.

"So that's R15-million that could be in the consumer's pocket instead. We could have reduced our prices by that amount. These losses are very serious because they hit the consumer as well as business."

The company had to spend a fortune on security measures to keep the security loss down to R15-million.

"There are 32 security officers at each hypermarket alone — highly-paid men just to control our customers and staff to try to save some of this R15-million."

He estimated that more than 75% of the chain's security losses were through theft by staff rather than customers.

"The other day we caught our cleaning staff with five calculators inside the dust bags of their vacuum cleaners. On other occasions we've found hosiery hidden in dirty water."

Mr Ackerman told delegates that two years ago an industrial spy offered him details of his main competitor's 10-year marketing strategy for R1 000.

Mr Ackerman first obtained the spy's name and address, and then rejected the offer. He contacted the competitor, Checkers, and relayed the data on the informant so that he could be caught.

"Business executives don't need industrial espionage to help them do their job," Mr Ackerman said.

Last year some of Pick 'n Pay's advertising material was stolen. The missing material turned up at Checkers, who returned the sealed packet to their arch-competitors.

"I have had people coming to me and saying: 'My wife works in newspaper advertising — I can get you details of your competitors' announcements in advance.' I have always said that anybody who does that in our organisation will be fired instantaneously," Mr Ackerman said.

He said people should not get the impression that the whole of South African business was corrupt.

"I've been around a lot of countries and I have found that our Government and business area, if anything, is less corrupt than others I have seen in the Western world.

"The situation in black Africa doesn't even bear comparison. South Africa is a shining light compared to black Africa and the East."

That did not mean that there was not a lot of corruption going on in South Africa, however, and collusion on price-fixing by manufacturers was rife.

## They fall for fraud easily

Industrial Editor

DETECTIVES in the Commercial Branch of the SA Police never ceased to wonder at the gullibility of some businesses which became victims of fraud and corruption, the Johannesburg Chamber of Commerce business crime conference was told yesterday.

Colonel J A Hulme, commander of the Commercial Branch at John Vorster Square, said he thought managements were taken in too easily and lacked sufficient internal controls.

"For example, credit is

given for thousands of rands after only a cursory check of purchasers' particulars," he said.

Detectives were also often frustrated by the time allowed to lapse between the commission of corruption and the reporting of the incident.

Col Hulme also pointed out that there was, as yet, no legislation to counter industrial espionage, often simply the theft of pieces of paper, blueprints or magnetic tape.

"The only charge we can bring in such a case is the

theft of the piece of paper, which has a minimal value."

Industrial espionage and corruption convictions were difficult to bring because the police had to look inside the minds of the alleged wrongdoers, Col Hulme said.

Between June 1981 and March 1983, the Commercial Branch investigated 14 cases involving the contravention of the Prevention of Corruption Act.

Only three convictions were achieved and three cases are still under investigation.

# 24%<sup>(31) RWM</sup> wage ~~hike~~<sup>(137)</sup> after ~~mediation~~<sup>(207)</sup> 19/4/83

## Labour Correspondent

IN AN unusual move, wage negotiations between a newspaper distribution company and the Commercial, Catering and Allied Workers Union have been settled with the help of mediation.

Allied Publishing, which recognises the union, has now reached a wage agreement with it which will see minimum pay for the company's 1 500 workers rise by 23,8% and wages for the highest paid rise by 16,3%.

The union's general secretary, Mrs Emma Mashinini, hailed the agreement, saying it was "excellent, bearing in mind that employers always raise the recession when we negotiate wages".

Mediation, in which a third party intervenes to settle a dispute, but does not try to dictate a settlement to either side, is attracting increased interest from local managements, although some unionists and managements reject the idea.

The Government is also introducing a mediation service in labour law, but the Allied mediation took place independent of this service.

Allied's managing director, Mr R J Mitchell, said the negotiations had begun about a month ago and that the two sides had initially been far apart.

"The union initially demanded a 57% rise which we could not accede to and we decided that a third party could help

to bring the two parties together."

The mediator, Mr Paul Pretorius, had been called in a week ago and had "done an excellent job in bringing the two parties together", Mr Mitchell said.

He stressed, however, that the negotiations had "taken place extremely amicably, even when we were in dispute".

According to the union, the new agreement will push minimum wages up to R64,35 a week for workers who started at Allied after January 1 this year. The minimum for other workers will be R65,10.

It said the increases ranged between R12,50 and R19,50 a week.

Mr Mitchell confirmed these figures.

...on Saturday.

# Women sacked 'for refusing to strip'

31 ~~22~~ ~~23~~ ROM

By STEVEN FRIEDMAN  
Labour Correspondent

28/4/83

to strip on April 19, and had been fired on April 20

WORKERS at Pep Stores in Vereeniging are forced to strip to undergo security checks — and yesterday their union claimed that five of its women members had been fired for refusing to do so.

He said management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses".

The Commercial, Catering and Allied Workers' Union (Ccawusa) said the five were fired the day after they refused to strip naked. It said workers have been forced to strip at the store for some months, that this is continuing and that it is "humiliating and degrading".

Mr Radebe said management had also defended asking women to remove their underwear "because they claimed that some workers came to work without underwear and left wearing the firm's underwear".

A company official confirmed yesterday that workers were forced to strip for "security reasons". But he said the five women were fired for "refusing to obey orders", not for refusing to strip.

He said management had since claimed that the women were not fired for refusing to strip, but for "disobeying an order" and because "they didn't do their best".

He also denied a claim by the union that workers are forced to remove their underwear. He said they only had to remove some garments.

"But I examined the store's disciplinary book and could find no other reason for their firing than their refusal to strip," Mr Radebe said.

Ccawusa's Vereeniging organiser, Mr Mongezi Radebe, claimed yesterday that workers had been forced to strip naked since January when a new manageress was transferred to the store from Orkney.

He said the stripping rule was "contrary to any acceptable human standards" and the union planned to take further action against Pep Stores.

A spokesman for Pep Stores confirmed yesterday that workers were forced to strip. However, the five women had been fired for refusing to obey orders, not because they had refused to strip.

He said five women at the store had refused

"It is not true that they are forced to take their underwear off — that's just their story," he said.

31 1983  
**Dispute over  
security strip**

Own Correspondent

**JOHANNESBURG.** — Workers at Pep Stores in Vereeniging are forced to strip in security checks — and yesterday their union said that five of its female members had been fired for refusing to.

The Commercial, Catering and Allied Workers' Union (CCAWUSA) says the five were fired the day after they had refused to strip naked. It says workers have for some months been forced to strip at the store; that this is continuing; and that it is "humiliating and degrading".

A company official yesterday confirmed that workers were forced to strip for "security reasons". But he said the five women had been fired for "refusing to obey orders", not for refusing to strip.

He also denied a union accusation that workers had been forced to remove their underwear. He said they only had to remove some clothes.

CCAWUSA's Vereeniging organizer, Mr Mongezi Radebe, said yesterday that workers had been forced to strip naked since January.

He said that on April 19 five women at the store had refused to strip. They had been fired on April 20.

He said the management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses".

Mr Radebe said the store had also defended asking women to remove their underwear "because, they claimed, some workers came to work without underwear and left wearing the firm's".

He said the management had since said that the women were not fired for refusing to strip, but for "disobeying an order".



# Union wants shorter hours

16/5/83

JOHANNESBURG

Members of the country's largest black union in the commercial and catering trades have called for a 35-hour, five-day working week.

About 1 000 members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) attended the union's annual meeting in Orlando, Soweto, at the weekend where the working week demands were voiced.

"Workers do not support the extending of trading hours," CCAWUSA's general secretary, Mrs Emma Mashinini, said.

Workers in these trades worked a 5½-day week, she said.

Union members voiced their demand for direct negotiations over wages and working conditions with employers and strongly supported plans for unity talks among emergent trade unions.

Mrs Mashinini said CCAWUSA was also concerned with the fate of the "tent people" and the attitude of the administration board.

Mrs Mashinini was re-elected general secretary and Mr Isaac Padi was re-elected chairman. Sapa

# Search row now settled and staff fully reinstated

ROOM  
20/7/83

## Labour Correspondent

PEP Stores yesterday agreed to reinstate six women workers who were fired by one of its Vereeniging stores, allegedly for refusing to strip naked in a security check.

All body searches on Pep workers have been suspended pending an inquiry into search methods and Pep's group human resources executive, Mr Hein Ehlers, has agreed to discuss a request by the women's husbands for redress with the company's chairman, Mr Christo Wiese.

This was agreed yesterday at a meeting between Mr Ehlers and the Commercial, Catering and Allied Workers Union (CCAWUSA), to which the six women belong.

The dispute over body searches at the store attracted attention when CCAWUSA charged that five of its women members had been fired after refusing to strip naked, adding that a sixth woman had been similarly fired.

It said the company had defended the searches, saying they were necessary to prevent stock losses. The union rejected this.

A company official in Vereeniging confirmed then that women were required to strip, but said they did not have to take off all their clothes. He added that the women had been sacked for

refusing to obey orders, not for refusing to strip. Pep's head office intervened and undertook to investigate the incident.

CCAWUSA's general secretary, Mrs Emma Mashinini, said yesterday that Pep had agreed to reinstate the workers without loss of pay. She said they would be placed in stores other than the one they had been fired from.

She said the company had undertaken not to victimise them.

Mrs Mashinini said body searches would be suspended pending an inquiry and added "Mr Ehlers has agreed to take up with his chairman the request of the women's husbands for redress to compensate for the indignity they suffered."

Mr Ehlers confirmed the agreement, but said body searches had been suspended some time ago — not as a result of yesterday's meeting.

"He said it had been difficult to establish what exactly occurred at the store... but we decided it would be humane to give the workers the benefit of the doubt and to reinstate them."

Mr Ehlers said there was "a great deal of confusion" about events leading up to the sackings.

He added that Pep had sought a "just and humane" settlement to the dispute.

Alleged  
assault  
leads to  
stoppage

2/6/87 RDM

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 50 workers at Checkers' Southdale store staged a brief work stoppage yesterday prompted by an alleged assault on a worker by the store's manager.

A Commercial, Catering and Allied Workers' Union spokesman, Mr William Ditshaba said the stoppage came in the wake of several grievances raised by workers about the manager. They had returned to work, but were demanding action be taken to remove him from the store.

Management comment could not be obtained yesterday.

Mr Ditshaba said workers began a sit-in in the canteen after the manager allegedly slapped a woman worker after complaining to workers in several departments about their alleged use of company telephones.

But the manager ordered them out of the canteen and they gathered outside the store. After about an hour, they decided to return to work and to ask union officials to intervene.

After negotiations with the union, Checkers management asked the manager to apologise to the worker he allegedly slapped and said they would give him a disciplinary warning, Mr Ditshaba said.

But he said workers had raised other grievances prior to the strike including claims that their work load was too heavy and they were forced to work overtime without proper notice.

"They have made it clear that they cannot work with this manager and that they want him promoted, demoted or dismissed," he said.

He added management was investigating the complaints and the union would await its response.

19 (128) (15) (31) RPM 7/6/83

# Union is poised for twin victory

## Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (Cawusa) has won a second key bargaining foothold at a major chain store — and is expected to make another major gain within a week.

The union announced yesterday it had signed a recognition agreement with the Woolworths chain which grants it bargaining rights at all Woolworths stores throughout the country at which it has majority

membership.

And yesterday it was locked in final negotiations with OK Bazaars which are expected to lead to the signing of a recognition agreement within a week.

Cawusa has already been formally recognised by the Edgars chain.

Agreements with OK Woolworths and Edgars would give the union a substantial permanent presence in major chain stores and could open the way for fur-

ther agreements with other retail groups.

Its general secretary, Mrs Emma Mashinini, said yesterday the Woolworths agreement had been signed on Friday after more than 10 months of negotiation.

The union was also negotiating several substantive agreements with Woolworths — particularly one on maternity leave — and wage negotiations with the chain would begin on July 1.

At OK Edgars Cawusa

and company officials met yesterday to finalise negotiations on a recognition agreement.

Mrs Mashinini said she expected the OK agreement to be signed within a week.

The two sides are likely to reach a maternity leave agreement which has been described as "the most progressive yet negotiated in this country".

The union is hoping to win a similar agreement at Woolworths.



Striking Checkers workers, who gathered at their union's Johannesburg office yesterday, hail management's decision to transfer a store manager whose removal they were demanding.

Labour Correspondent

WORKERS from several Checkers stores, including some from Potchefstroom and Krugersdorp, struck yesterday — and then returned to work in the early afternoon when management met their demand for the removal of a store manager.

The company had initially refused to remove him.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa), said 10 stores were affected, including that at Eastgate, as well as stores in Benoni, Krugersdorp and Potchefstroom.

But a Checkers spokesman, Mr Peter Wicks, said only five had been hit and in some of those only some workers had taken part.

The strike was a sequel to one at Checkers' Southdale store last week, sparked by an incident in which the manager allegedly slapped a

**Strikers return after pledge to move manager**

(31) ROM (130) 7/6/83

worker. Ccawusa charges that workers also had a range of other grievances against him.

Workers returned pending talks between management and Ccawusa and, in the wake of the strike, the company instructed the manager to apologise to the woman worker concerned. It also agreed to investigate workers' complaints.

Workers struck again on Friday, when the company indicated it planned no further action against the man-

ager. Checkers said then it would not negotiate further unless the strikers returned.

Yesterday morning, workers at other stores stopped work in support of the Southdale workers and about 400 workers gathered at the union's offices in central Johannesburg.

According to Mrs Mashinini, management addressed workers at the offices and told them the manager would be sent on two months' leave.

"But workers rejected this and management returned later to say they had agreed

he would not be in charge of this or any other store. Workers at the other stores are not prepared to work under him either," she added.

As a result, workers had returned, she said. Workers from other stores had arrived at the office later to join the strike, but had been sent back to work by union officials who explained the dispute had been settled, she added.

Mr Wicks denied management had suggested the manager go on leave. "He is already on leave which is not connected with this incident and we said we would investigate and wait for his return," he said.

He confirmed the manager had been transferred but denied that Checkers had given an assurance he would not be placed in charge of another store. "We said he would be given another job in the company. We will decide what job when he returns from leave," he said.

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Man tells court of dismissal

A TEMBISA man yesterday told a Rand Supreme Court judge that he was unfairly dismissed from his job at the giant 3M (PTY) Limited in Elandsfontein after being accused of theft.

Mr Tau Diale (35) was testifying before Mr Acting Justice Schutz how on January 8 last year two whites at the company took him to the Bedfordview Police Station and laid a charge of theft against him. He was accused of stealing video cassettes which were stored in a place called "high security area".

Mr Diale said he had been employed by the company for about 18 months when the incident took place. He had been in charge of the high security area for five days before the video cassettes were discovered missing.

He said that on January 8, at about 5pm, when he was leaving for home, a security guard at the company stopped him and said Mr Hanna would like to see him. He was later taken to the Bedfordview Police Station by two other white employees. At the police station he was surprised when the two told the police they had come to lay a charge of theft against him.

After the police had written down what one of the two whites was telling them, he was told to furnish his particulars. Mr Diale alleged that when he got closer to one of the policemen he was slapped on the cheek and when he turned, another bumped him on the buttocks with his knee. The two whites who came with him did not intervene, he said.



**UNFAIR DISMISSAL:**  
Mr Tau Diale.

*Supra*  
*1/6/83*  
*(3)*

(31)  
~~No notice:~~  
~~employee~~  
11/6/83  
must pay

D. Dispatch  
EAST LONDON — An  
Mdantsane man was  
found guilty of  
failing to give two  
weeks notice to his for-  
mer place of employ-  
ment:

Mr David Phindani, 37,  
of NU 9, pleaded not  
guilty to leaving Eller-  
ines Holding Limited on  
April 30, 1982, without  
giving proper notice.

Mr Phindani said he  
left his work because  
R10 had been deducted  
from his salary.

Mr Phindani's evi-  
dence was rejected and  
he was made to pay his  
former employers  
R131,54 in monthly in-  
stalments.

He was also fined an  
additional R100 or 50  
days imprisonment. —  
DDR

# Union is founded for garage attendants

Labour Reporter  
Sund 07/6/83

The National and General Workers Union, a Pretoria-based organisation, has formed a trade union for garage attendants.

The Petroleum, Garage and Allied Workers Union will be run by Mr Solly Masemole, an NGWU official. A union spokesman said the new union was needed to fill a demand by unorganised workers at garages across the country.

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The National Productivity Institute (NPI) has drawn up a draft code of practice to professionalise training methods in South Africa. The code will be reviewed by the South African Society for Training and Development when it meets at its first annual congress in August.

An NPI statement said there was a need to reach an acceptable standard of professionalism in training through a set of realistic standards. This would help the country's economic growth, the statement said.



# Unions 'here to stay'

C. Herald 23/7/82

EMPLOYERS must learn to live with organised labour in a more constructive manner, says the President of Cape Chamber of Commerce, Mr R W Stern

He was commenting on an important industrial court ruling last week in terms of which Fodens (SA) was found to have committed several unfair labour practises.

The company has been ordered to compensate three workers, refrain from using derogatory words such as, *boy* and *kaffir* and to meet the terms of a settlement with the United African and Allied Workers Union.

The application was brought by the three workers and the union, an affiliate of the Council of Unions of South Africa (Cusa).

"Despite labour legislation, relations between employer and staff need to be regularised so that retrenchment procedures, grievence and disciplinary procedures should become standard practice for any firm whether there is a union involved or not.

"It is against the law to victimise someone because he belongs to a union and, equally so, someone who does not belong to a union.

"Retrenchment must be an acceptable procedure with employees," Mr Stern said.

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b

# Unions join boycott call

By JOSHUA RABOROKO

MAJOR trade union movements have joined the anti-community council campaign by asking workers to boycott the forthcoming elections which they maintain support apartheid.

The movements are the Council of Unions of South Africa (CUSA) the South African Allied Workers' Union (SAAWU) and the independent Commercial, Catering and Allied Workers' Union of SA (CCAWUSA).

In pamphlets distributed in the city, CUSA says it wishes to call on its members to boycott the forthcoming community council elections because they are "not in

the interests of workers".

The union says it endorses the call of the Soweto Anti-Community Council Committee to boycott the elections.

SAAWU's national organiser, Mr Herbert Barnabas, said they supported the anti-community council campaign by various committees in the country.

The union will in future mobilise this idea through shop stewards in various industries and distribute pamphlets, Mr Barnabas said.

CCAWUSA's general secretary, Mrs Emma Mashinini said that they supported those who were against the council elections.

*Sowetan 17/11/83*

(31)

# Racial Union 'Leans On' Liberty Associate

By STEVEN FRIEDMAN  
Labour Correspondent

THE Insurance and Assurance Workers Union of SA (IAWUSA) says it launched its campaign to boycott the chainstore, Sales House, yesterday and will continue the boycott — despite a company statement charging that a boycott would be unfair.

The union has called the boycott to help win the reinstatement of 90 of its members who were fired after striking at the insurance gi-

ant, Liberty Life, and to win recognition at Liberty. The company refuses to recognise IAWUSA because it is open to blacks only.

The union says it launched its campaign against Sales House with pamphlets at the Bree Street branch yesterday and by urging consumers not to buy there. It was satisfied with the results.

It says Sales House is an associated company of Liberty Life and has also called a boycott of the United Build-

ing Society and Liberty itself.

On Tuesday, Edgars Stores, which owns Sales House, denied it was an associated company of Liberty. Though there was an investment relationship between the two companies this was "extended and immaterial", Edgars said.

It said the dispute between IAWUSA and Liberty did not concern Sales House. Edgars' divisions, including Sales House, had been dealing "amicably" with a black

union for two years.

IAWUSA yesterday rejected this argument and vowed to continue the boycott. It also said it planned to "make life unbearable" for Liberty's chairman, Mr Donald Gordon, by "following him and facing him out".

The union said it was "not so much interested" in the extent of the links between Sales House and Liberty. Its campaign, it said, was to get "Liberty Life associates" to pressurise the company to

recognise IAWUSA.

"If they fail, they must cut links with Liberty Life as a symbolic rejection of its failure to recognise workers' freedom of association".

IAWUSA claimed it was busy "nationalising" its campaign against Sales House and UBS and said that, if its dispute with Liberty was not settled by the end of the month, it would campaign against the two companies "as long as they are in business".

17/11/83  
31

# Nationwide boycott threatened

Labour Reporter

The Insurance and Assurance Workers Union of South Africa is preparing for a nationwide boycott of the United Building Society and Edgars' Sales House stores in a bid for recognition by Liberty Life Association.

This arises from the dismissal of 90 black workers by Liberty Life after they refused to end a strike over recognition demands. Liberty Life said the group was unwilling to grant recognition to any union which represented only one race group.

A statement released by the union said: "The union decided to launch a campaign against these associate companies to pressure them to change Liberty Life's attitude to our demands.

"We are not interested in the extent of the ties or whether the links between these companies are limited or extensive. If Edgars and its subsidiary, Sales House, cannot exert the necessary pressure, they must cut links with Liberty Life as a symbolic rejection of its racist practices in refusing to recognise workers' rights in the choice of a union."

## NOVEMBER DEADLINE

"If the dispute is not resolved by the end of November we will make our boycott of the UBS and Sales House stores nationwide," a spokesman for the union added.

But Edgars has reiterated that it is in no position to influence Liberty Life.

"The boycott is unfair and likely to be ineffective," said Mr G G Barnett, group public affairs director.

"The association between Liberty Life and Edgars is tenuous. Liberty Life has an investment in the Premier Group which has a minority shareholding in S A Breweries which, in turn, controls Edgars Stores. Thus Liberty Life has no say in what we do — nor have we any influence over what they do," he emphasised.

Despite these protestations, the union went ahead with its local boycott of Sales House Stores in central Johannesburg yesterday.

This followed the same pattern as the launch of the boycott against the United Building Society two weeks ago, with workers speaking to prospective customers and handing out pamphlets in front of the stores.

# Union threat to call boycott of Champion of Champions

By  
**JOSHUA RABOROKO**  
THE Sales House  
Champion of Champions  
Competition may  
be boycotted following a  
decision to nationalise  
the boycott against the

giant Liberty Life Insurance Company. 31

This warning was given by the president of the Insurance and Assurance Worker's Union, Mr Joe Seoka, who said the boycott against the company has received local and international support.

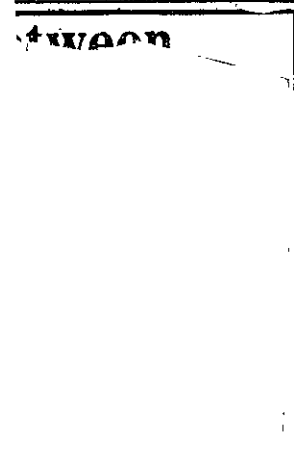
Speaking at a Press conference in Johannesburg yesterday, he said that several trade unions, including the Zimbabwean Associated Mineworkers' Union, the Stop Loans to South Africa Organisation in London and the Union Federation in the United States, had pledged solidarity with

the workers.

In another move announced at the conference, K-Mart Company, which has thousands of rands worth of policy with Liberty Life, said it had removed certain group insurance policies from Liberty and had placed these with an organisation which "we feel is more compatible with our policy."

The boycott against the Champion of Champions competition has been called because the company that sponsors the competition has links with Liberty Life although Sales House has denied this claim, according to Mr Seoka.

Sowetan  
Nov. 1983



# Black worker

(31)

## 'abuses trust'

The Star

Black people in recent years had been taking over jobs previously held by whites but were abusing positions of trust, a Randburg magistrate said yesterday.

Every week black people in these positions appeared in court charged with theft from their employers, he said. Sentences with an option of a fine did not seem to curb the situation.

The remarks were made by Mr P J du Plessis, in the Randburg Magistrate Court yesterday before he jailed Portia Gxeba for eight months (four months suspended for five years) for theft.

Mr du Plessis said Gxeba, who stole goods worth R107,98 from a clothing store where she was a shop-assistant in the jewellery department, had reflected no remorse in her evidence, although she had pleaded guilty to the charge.

"The reason for the plea was that there was enough evidence against her as the goods were recovered", Mr du Plessis said.

He said there was no reason for Gxeba to steal the goods. She earned a good salary of R270 a month.

He said that by sending such offenders to jail without the option of a fine or a suspended sentence he in the past had helped to reduce this type of offence in the Randburg area.

The magistrate said chain stores, to recover huge deficits, had to increase prices. The public suffered as a result. People such as Gxeba aggravated matters for black people in particular and the public in general.

# Key advance for OK's working mums

By STEVEN FRIEDMAN  
Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Ccawusa) has been recognised by OK Bazaars — and the two sides have also signed a ground-breaking maternity agreement believed to be the most generous yet negotiated by an emerging union.

The maternity agreement has been described as a key advance for working women's rights.

The signing of the OK agreement gives Ccawusa, which is also recognised by Woolworths and Edgars, a further important bargaining foothold in the major chainstores.

A key feature of the maternity agree-

ment is that it applies to all OK women employees of all races. This means, according to Ccawusa general secretary Mrs Emma Mashinini, that a union representing black workers has managed to win a major advance from which white workers will benefit.

"The days when we relied on the crumbs from negotiations between white managements and white unions are over," Mrs Mashinini said.

Mrs Mashinini said that three agreements between the union and OK, covering recognition, maternity and time off, were signed on Friday.

The recognition agreement gives the union wage bargaining rights, a retrenchment procedure, access to company premises and allows for the recognition of Ccawusa shop stewards.

It applies to any store where the union

has majority membership.

But Mrs Mashinini described the maternity agreement as "by far the most important of the three".

This applies to any worker who falls pregnant three months after beginning work at OK or thereafter.

Workers will be entitled to up to a year's maternity leave and will be guaranteed a job when they return.

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment.

Mrs Mashinini said workers on maternity leave would still be entitled to OK staff discounts, some medical aid facilities, and pension rights.

On their return, these workers would benefit from any pay increases negotiated or awarded for their jobs.

UNIONS

## Organising stores

Recognition agreements achieved in recent weeks by the Commercial, Catering and Allied Workers' Union (Ccawusa) testify to the union's strong growth. Total membership is now about 30 000, having increased by some 10 000 during the past year, according to the union's general secretary Emma Mashinini.

This month Ccawusa has signed recognition agreements with Woolworths and OK Bazaars. Of particular interest is the generous maternity leave agreement concluded between OK and the union. Workers will be allowed to take up to a year's maternity leave — and will be guaranteed a job when they return.

Ccawusa also has recognition agreements with Edgars and Allied Publishing. Mashinini says the union is strongly represented at CNA, Checkers, Makro, 3M SA and Gallo, and is confident of being formally recognised by these companies during the coming year.

A singular feature of industrial relations in SA in the past year has been the growing militancy of black workers in the retail trade. Indeed, Mashinini attributes Ccawusa's growth to "the awareness of the

workers themselves and their willingness to stand up for their rights. Workers made life easy for the union by organising themselves."

Like many other black unions which have grown rapidly in recent years, Ccawusa has suffered from a shortage of experienced and adequately trained administrative staff. It has also been hit by the detention of some of its leaders. However, the union now appears to be creating an effective administrative structure. Not only will this result in better service to union members, but it will obviously also provide a stable foundation for further growth.

Ccawusa's constitution restricts its membership to black workers. However, it seems likely that workers of other race groups may be attracted to the union as it achieves gains such as the maternity leave agreement. Will it be willing to change its constitution and accept them as members?

"That is a matter which will have to be decided within Ccawusa," says Mashinini. She does, however, point out that the union has agreed to take part in unity talks being held among emerging unions — some of which have members of all race groups.



Mashinini ... recognition agreements signed



# Maternity benefits

Union wages war for working women — and wins



• Emma Mashinini.

A historic agreement concerning maternity benefits for women was reached between the Commercial, Catering and Allied Workers Union of South Africa (Cca-wusa) and OK Bazaars last month.

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus safeguarding their jobs when they return.

Cca-wusa, which has a large female membership in department stores and other retail establishments, found that pregnant women suffered particularly from discrimination in the work place.

Problems and hardships experienced by the union's members, were, among others, that pregnant women usually lost their jobs. They were unlikely to get back the same job or even a job in the same company.

If they were re-employed, they usually suffered a drop in salary or position. Their absence while they had children was treated as broken service, and they received no wage increase that usually goes with length of service.

When allocating work, management did not consider the physical needs of a pregnant woman. Even women in advanced stages of pregnancy were often moved off the shop floor and into less visible positions

like warehouses which usually require heavier work in unhealthy conditions.

The Shops and Offices Act states that shops have seats available for workers to sit at 'reasonable intervals'. This regulation is seldom adhered to, and even when pregnant workers are seldom given jobs with seats.

Women also had problems claiming maternity benefits. Pregnant women need to go for check-ups at clinics and managements often do not recognise this need, nor do

By

**ZODWA MSHIBE**

they count days taken off as sick leave. Women cannot take time off to attend to their children, and no thought was given to breast feeding.

The union's secretary, Emma Mashinini said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given 'tough tasks or jobs that will be a 'danger to their lives' during pregnancy.

"Hats off to Cca-wusa," said SACC's Sophie Mazibuko.

"I hope people will realise how effective it is to belong to a union and we hope for better things to come," she added.

Sheena Duncan of the Black Sash said that this was an enlightened ap-

proach which would benefit not only black women.

A female journalist said she was thankful to be part of a generation that realised the worth and power of unions.

"Unions are doing wonders. Who would have thought that labourers would be considered, where professionals failed. People should support unions for they will give us a brighter and better working atmosphere. It is time we made employers aware of our economic power and rights and showed them that by granting us those rights, they are not doing us a favour," she said.

A community worker with the Domestic Workers and Employment Project (Dwep), Nombulelo Makhubu, applauded the agreement and expressed hopes for the 'forgotten masses'—domestic workers—who have no benefits at all

# Ccawusa gains in stature

BLACK shopworkers' union Ccawusa is establishing itself as a permanent fixture on the bargaining landscape.

It has now been granted recognition at Edgars, OK Bazaars and Woolworths. Further agreements with other major stores and with companies in other areas of commerce may be due soon.

The OK agreement is the union's most significant thus far, including as it does a maternity agreement which is a major advance for working women's rights.

At a time when most companies still insist women resign from their jobs to have children, the agreement allows up to a year's maternity leave and other benefits for women who leave to have babies.

These agreements are a sign not only of Ccawusa's growing presence in the trade, but of the willingness of big employers to reach an accommodation with it.

The maternity agreement raises one other issue: white women will benefit from this advance, which was negotiated by a black union.

This confirms a trend which has been noticeable for some time. Mainly black unions are raising issues that established unions have generally ignored.

In some cases these affect black workers only but in key areas — like retrenchment — they are of direct concern to some white workers too.

In these areas, black unions are setting an agenda from which white workers also stand to benefit.

## Labour



## Week

By STEPHEN  
FRIEDMAN

# Workers clinch big deal

THE Commercial, Catering and Allied Workers Union (CCAWU) of South Africa's membership has increased from 10 000 to 30 000 in the past year — indicating that the union is growing from strength to strength.

According to the union's secretary Mrs Emma Mashinini, recognition agreements signed by the union and managements in recent weeks also testify to this fact.

Ccawusa has signed

recognition agreements with Woolworths and OK Bazaars, the most significant being the one at Ok Bazaars where a generous maternity leave agreement was concluded between the union and management this month.

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus guaranteeing them a job when they return.

Mrs Mashinini said the agreement was a ma-

ajor breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given "tough tasks" or jobs that will be a "danger to their lives" while they are pregnant.

The union has recognition agreements with Edgars and Allied Publishing and is due to conclude other agreements at CNA, Checkers, Makro, 3M SA and

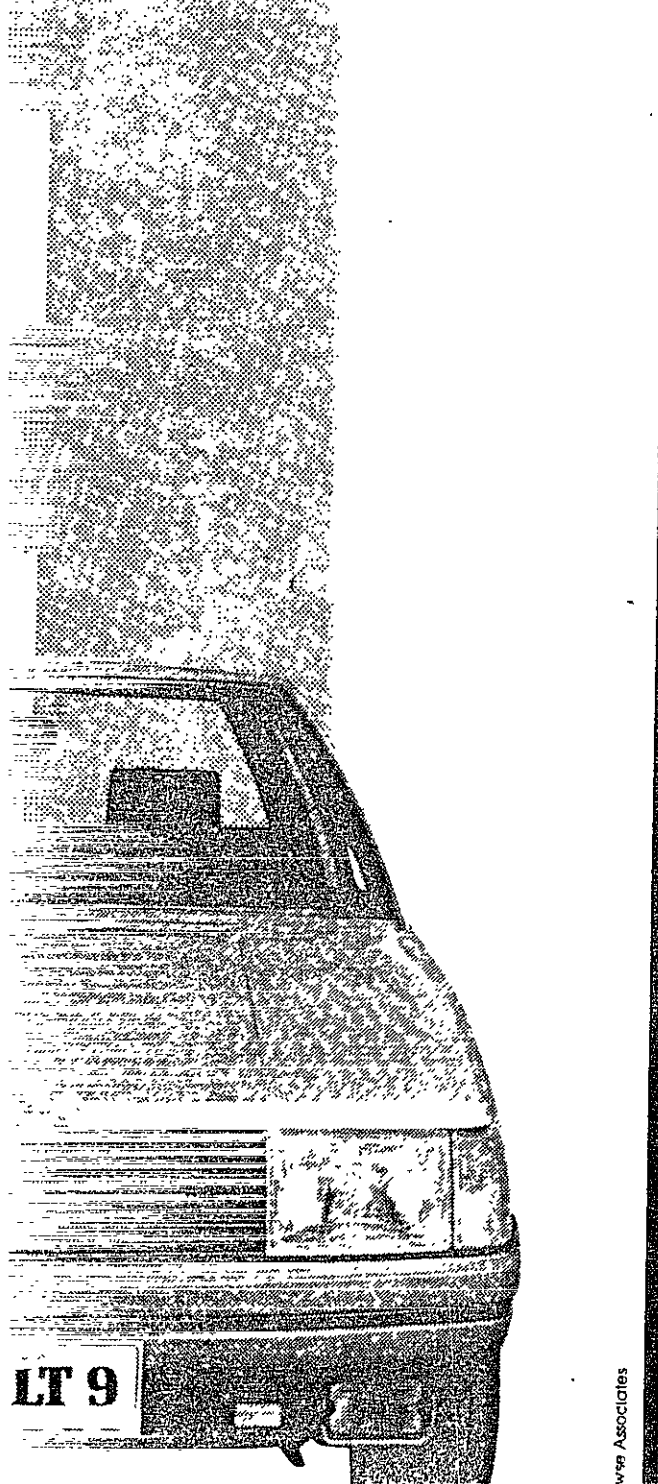
Gallo.

"We hope we shall be recognised at these companies so that we can represent our workers fully," Mrs Mashinini said.

A significant feature of industrial relations in South Africa's retail trade has been the number of labour unrests which hit companies such as Woolworth and OK Bazaar last year.

Mrs Mashinini said that workers' willingness to fight for their rights has played a vital role.

# Atlantic rents figure ULT



LT 9

W&A Associates

## Rikhoto finding: Chamber warns on possible labour wrangles

Amkus 30/6/88  
31 200/201 202 310

THE lack of homes for families of black workers who now qualify for permanent residence in the Western Cape may cause problems in the field of labour relations, the Cape Town Chamber of Commerce warns.

In the current issue of its newsletter it advises city firms to check the position of employees who might be affected by the Rikhoto case, which gives the right of permanent residence to workers who have had the same employer for 10 years or more.

Firms should help such employees to apply for permanent residence and look into the possibility of finding accommodation for families.

But the newsletter also suggests they should "advise such employees not to bring their families to town until such accommodation is available"

An estimated 12 000 workers in the Western Cape now qualify for permanent residence, according to a statement made in Parliament by the Minister of Co-operation and Development, Dr P G J Koornhof.

The chamber of commerce newsletter says that Assocom's policy is that influx control should be phased out.

The only criteria for permanent residence should be employment and housing.

"The problems of finding accommodation for the families of the employees concerned will be a major issue in many cases.

"If this is not available the disappointment caused might give rise to problems in the labour relations field."

### Crude steel output rises

BRUSSELS — Crude steel output in the United States, Argentina and Brazil has risen since April last year, against trends in most other countries.

US production rose 7.3 percent to 6.8-million tons, the International Iron and Steel Institute says. Brazil's was up 18.9 percent to 1.2-million tons and Argentina's 22.8 percent to 253 000 tons.

By contrast, the European Community's steel output fell 14.8 percent to 9-million tons, while Japan's dropped 9.3 percent to 8-million tons — Sapa-Reuter

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# Checkers staff still on strike

Jan 4 1973  
31  
Labour Reporter

Black staff at the Kallar-  
hey branch of Checkers  
were still out on strike  
this morning over com-  
plaints against a manage-  
ment official at the store.

About 70 workers  
began their strike on Fri-  
day.

A Checkers spokesman  
said the company had un-  
dertaken to consider the  
grievances when workers  
returned to their jobs.

~~18~~ ~~18~~ 31 ~~18~~ Swelley

# Reef strikes go on 4/7/83

MORE than 1 000 workers who went on strike at four different factories on the Reef have vowed not to return unless their managements meet their demands today.

And, managements have urged workers to return and open negotiations or be sacked.

At D and DH Limited in Cleveland, about 200 workers downed tools on Friday after management refused to meet their demands for an R80 wage increase.

About 200 workers employed by Golf Steel near Katlehong went on strike

after management had refused to listen to their demands for higher pay. Management urged workers to return today.

More than 70 workers, mostly women, employed at Checkers in Killarney, stopped work on Friday after a colleague was allegedly threatened with assault and complained of ill-treatment by a white supervisor. They called for his replacement.

The Commercial, Catering and Allied Workers Union of SA intervened on behalf of the workers, but manage-

ment has declined to replace the supervisor and warned that workers would not be paid while on strike.

In Randfontein, Patons and Baldwins' management has warned about 500 workers on strike to return and to negotiate. They had also stopped work because of pay demands.

More than 450 workers at Barlows Manufacturing Company, Kew Site, near Johannesburg striking over wages increases have vowed that they will not return unless management meet their demands.

5/7/83

Strike to  
be probed

*Sweeten*

(31)

5/7/86  
THE MANAGEMENT

of Checkers in Killarney  
is to make a full scale in-  
vestigation into the  
grievances of about 70  
black workers who went  
out on strike demanding  
the replacement of a  
white supervisor.

# Strike hits nine Checkers outlets as 400 more quit

By Tony Davis,  
Labour Reporter

A strike that started last Friday at a Johannesburg branch of Checkers has snowballed. About 400 workers from eight other stores joined in this week.

About 70 struck at Checkers in Killarney after presenting management with a list of grievances, mainly centring on complaints against a senior white staff member.

Checkers agreed to talk to shop stewards of the Commercial, Catering and Allied Workers Union while staff were still out on strike. Talks yesterday ended in deadlock and workers from other Johannesburg and Reef branches joined the strike.

A Checkers spokesman said at least five branches had reported staff out on strike this morning but talks with the union were still going on.

A union spokesman said workers were now demanding an R80 across-the-board monthly increase and had grievances such as an alleged unfair dismissal.

Many strikers gathered at the union's Johannesburg offices early today.



(31) (11/11) DOM 7/1/72

# 400 more join Checkers strike

By HARRY MASHABELA  
THE strike at the Killarney, Johannesburg, branch of Checkers which began last Friday when 70 black employees, most of them women, downed tools, spread yesterday with more than 400 workers from eight other branches joining the work stoppage.  
A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) said yes-

terday the original cause of the mass strike was "solidarity with the Killarney strikers", but new grievances about "poor pay and bad treatment" of workers had now cropped up.  
Workers at the main branch in Commissioner Street, Johannesburg, the Sandton City branch, the Cresta branch, also in Johannesburg, the Princess Avenue branch in Benoni on the East Rand, two branches in

Roodepoort and another two branches in Krugersdorp are all said to have joined the strike.  
The 70 Checkers workers at Killarney struck after a colleague was fired. The worker claimed he had been threatened with assault, and he also complained of ill-treatment by a supervisor.  
Checkers' management was not available for comment yesterday

South Africa  
8/7/83

# Checkers workers on strike

ABOUT 600 Checkers' workers at 17 stores in the Witwatersrand yesterday joined the strike by 70 employees at one Johannesburg branch.

The workers downed tools after presenting a list of grievances inter alia the re-instatement of a sacked colleague and an R80 across-the-board monthly increase, according to a spokesman for the Commercial, Catering and Allied Workers' Union of South Africa (Ccausa) yesterday.

The stores affected include the head office store in Johannesburg, Krugersdorp, Benoni, Potchefstroom, Kempton Park, Roodepoort and Northcliff.

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Strikers  
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me DM  
6/17/83  
worker

Mail Reporter

A JOHANNESBURG magistrate heard yesterday how members of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) had allegedly intimidated a worker in an attempt to stop him from returning to work at a Johannesburg factory.

Mr Jacob Rafapa, Mr Jack Mangwane, Mr Josiah Podile, Mrs Joyce Mokola and Mr Victor Damoed appeared in the Johannesburg Magistrate's Court yesterday on charges of assault and inciting people to strike.

The hearing follows a strike at the Teltron factory in Faraday Street, Johannesburg, on November 16 last year.

Yesterday Mr Christopher Hlongwane told the court Mr Mangwane, Mr Podile, Mrs Mokola, and other union members approached him at Faraday station on November 18 when he wanted to return to work.

He said they told him not to go back to work because there would be "a fight" if he did.

Mr Hlongwane said he was taken to work in a police van after asking a Railways policeman to escort him.

Mr Trevor Kieck, personnel manager at Teltron, told the court about 200 black workers had gathered outside the factory on November 16.

He said some employees had walked towards the factory but did not enter the building after they were approached and spoken to by other blacks - whom he could not positively identify.

The trial continues today.



● One of the temporary cashiers helping out at the Checkers store in Killarney.

## Temps take to Checkers tills

S. Express <sup>31</sup> ~~4~~ <sup>10/7/83</sup>  
By DEENA SHAPIRO

TEMPORARY staff are manning the tills at several Checkers stores as the week-long strike continues.

Checkers said 600 workers from 12 branches were on strike but the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) claimed that 700 workers from 20 branches were involved.

The workers want the dismissal of the assistant manager of the Killarney branch, Mr J Epstein, pay while on strike,

re-instatement of a dismissed worker at Checkers's head office and an R80 a month across-the-board increase.

None of these demands would be agreed to although the pay increase would be discussed with CCAWUSA later, said Checkers public relations officer, Ms Peta Lomberg.

Workers allege that Mr Epstein manhandled a female cashier and that he had a racist poster in his office.

Ms Lomberg said yesterday a company investigation had shown the grievances against Mr Epstein did not warrant his dismissal.

"I think he is being used as a scapegoat. However, we have issued him with a formal warning in terms of the company's disciplinary procedure. He has appealed against the warning," Ms Lomberg said.

Mr Epstein would not talk to the Sunday Express yesterday.

# Settlement on strike still eludes Checkers

By Tony Davis  
Labour Reporter

*Star 11/1/83*  
The strike by several hundred workers at more than a dozen Checkers branches in the Johannesburg area and on the Reef continued today with no hope of an immediate settlement.

At a meeting on Friday, the Commercial, Catering and Allied Workers' Union, on behalf of Checkers workers, presented management with several demands before workers would return to their jobs.

These were:

- That the assistant manager at Checkers Killarney be dismissed.
- That workers be paid for the period out on strike.
- That a head office worker who was dismissed earlier this year be reinstated.
- That workers receive a new across-the-board wage increase.

A Checkers spokesman today said the demands were not acceptable but that management was investigating worker grievances.

A union spokesman said the union was reporting back to the striking workers on Friday's talks.

He said that about 20 stores involving about 700 workers were affected.

Checkers has said that about 12 stores are affected with more than 600 workers out on strike.

Casual staff, including holidaying schoolchildren, are being employed to man the tills.

(31)  
Checkers  
strikers  
demand  
sacking

Mall Reporter

SEVEN-HUNDRED striking Checkers workers will return to work only if management meets two of their demands immediately and agrees to continue negotiations on others, their union said yesterday.

A spokesman for the Commercial, Catering and Allied Workers' Union said the workers wanted Checkers' management to sack the assistant manager at the group's Killarney store and to undertake to pay them for the period they were on strike.

"The last two demands on which they want an assurance that negotiations will continue before they can return to work, are the reinstatement of a dismissed colleague at Checkers' head office and salary increases," the spokesman said.

Checkers, however, indicated on Friday that evidence did not warrant the dismissal of the Killarney assistant manager, although it said he had been given a warning.

The company also indicated that workers would not be paid anything for the time they have stayed away from work.

Miss Peta Lumberg, Checkers' public relations manager, said yesterday there had been no new developments in negotiations with the union.

She said: "We are still waiting for the union to come to us."

The week-old strike, which began at the Killarney branch when workers accused the assistant manager of racism, spread to 20 branches when workers at other stores walked out in sympathy.

Although the strike initially centred on the Killarney dispute, the workers subsequently added other grievances to their demands to management.

(31) (578) (207)  
Checkers  
12/7/83  
meets union

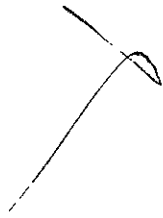
**Mall Reporter**

THE management of Checkers stores and leaders of the Commercial, Catering and Allied Workers Union (CCAWUSA) were yesterday locked in lengthy talks in an attempt to break the deadlock that has led to a strike of over 600 workers.

At the end of the afternoon, a Checkers spokesman issued a statement saying the talks would be continued today and she was hopeful of an early settlement.

Meanwhile, casual staff has been hired to man the tills at the stores.

The strike began 10 days ago. On Friday, the union presented management with a number of demands, including the sacking of an assistant manager, the reinstatement of a worker, an across-the-board increase and payment for the time they have been on strike.



# Litemaster fires 260 strikers

SOME of the 260 workers at Litemaster Products in Wadeville who went on strike over the replacement of 44 retrenched colleagues were yesterday "summarily dismissed" by the management.

In a statement to The SOWETAN the management said the workers were offered interviews individually to determine whether they were prepared to go back to work or not.

The statement said that due to the economic downturn the company has found it necessary to retrench 44 workers.

Meanwhile after lengthy negotiations, Checkers management and the union have settled the strike and the workers will return to work immediately.

Workers have been assured that they will not be victimized on returning to work, but as stated before, workers will not be paid for time out on strike.

About 200 workers at

Universal Lace and Fabric Mills in Pinetown Durban yesterday downed tools in support of their demand for more pay, reports Sapa.

AECI's public relations officer Mr Vermondt said that about 350 workers who had downed tools after an explosion at the factory in Sasolburg two weeks back, have all agreed to start work today.

And, at AECI Paints in Alrode the entire labour force that had downed tools have returned to work after agreement with the management.

Sowetan 13/7/83

31



(30) (E) RDM  
13/7/83

# Strikers return as race row is resolved

By HARRY MASHABELA

A WEEK'S strike by more than 700 black employees of Checkers ended yesterday when management assured union leaders that an assistant manager at the Killarney branch would be moved to another post at the same branch.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWU), said yesterday the assistant manager, a Mr Epstein, would have minimal contact with workers, according to management.

The branch's 70 workers struck on July 1, alleging Mr Epstein was "racist". Staff at 22 other branches struck in sympathy with their colleagues and added three

more demands to management

The strikers wanted the assistant manager sacked, workers paid while on strike, the reinstatement of a dismissed Checkers head office worker and an R80 across-the-board increase

A statement from Checkers last night said the assistant manager would no longer be responsible for the workers involved in the incident, strikers would not be victimised on returning to work but would not be paid for time out on strike

When Checkers' managing director returned from abroad, wage increases would be considered, but other grievances would be addressed through established grievance procedures, it said.



This is part of the group of 25 squatters who were arrested during a raid in Kliptown on Tuesday. Here they pose with the secretary of the Witwatersrand Council of Churches, the Reverend Cecil Begbie, after being granted bail at the Johannesburg Commissioner's Court yesterday. They will live at the Good Shepherd Community Centre in Eldorado Park until their fate is decided by the magistrate.

Pic: ROBERT MAGWAZA

## Union lauds strike victory

THE 10 000-strong Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) regards the labour dispute by over 600 Checkers workers, who returned to work today after a 10-day strike, a "major demonstration of workers unity."

The union's general secretary, Mrs Emma Mashinini, told the SO-WETAN yesterday that the workers had made a "great impact" in con-

scientising other workers to "stand and fight for your rights".

About 700 striking Checkers workers have returned to work after a settlement was reached following nearly two weeks of a labour dispute.

Johannesburg's management of Checkers has agreed to transfer the assistant manager of their Killarney store to another post where he would have "minimal

contact with workers," according to Mrs Mashinini.

She said about 70 workers had protested against the manager's ill-treatment of staff and also accused him of a "racist attitude" towards workers.

Other workers' grievances, such as a R80 wage increase and the reinstatement of a dismissed colleague, will be discussed at a later stage.

However, she said, workers' demands that they be paid while out on strike has been turned down. The workers have been given an assurance that they would not be victimised on return.

Mrs Mashinini also said that about 10 workers at Jet Store in Sasolburg who went out on a three-day strike, returned to work yesterday.

July 1983

# 700 strikers return at the Checkers stores

Labour Reporter

Star

About 700 strikers at Checkers returned to work this morning after management reached an agreement yesterday with the Commercial, Catering and Allied Workers' Union.

The agreement is:

- The assistant manager concerned has been moved to another department in the same store where he will not be responsible for the workers involved.
- Workers were assured

they would not be victimised, but will not be paid for the period they were on strike.

● When Checkers' managing director returns from abroad the company will consider proposals for pay talks.

● All other grievances will be addressed through established procedures.

About 70 workers went on strike on July 1, accusing the assistant manager at the Killarney branch of racism.

The strike spread to 20 other Checkers branches

as workers walked out in sympathy.

Among their demands, the strikers had sought payment for the time they did not work, the reinstatement of a dismissed colleague, and the dismissal of the assistant manager.

The union claims the strike affected operations at 20 Checkers branches in Johannesburg and on the Reef.

Management used casual labour and holidaying schoolchildren to man the tills.

# Union and CNA sign agreement

By Tony Davis,  
Labour Reporter

The Commercial, Catering and Allied Workers' Union signed a comprehensive procedural agreement with the Central News Agency yesterday.

The agreement covers union members at the hundreds of CNA branches throughout the country.

Important features of the agreement include union and shop steward recognition, union access to stores, the right to negotiate wages and working conditions, disciplinary, retrenchment and grievance procedures, a dispute agreement, and a time-off agreement.

## PREGNANCY

A maternity agreement provides for time off during pregnancy, automatic salary adjustments during these times as well as 12 paid days off a year for members to see to the medical needs of their children.

A major feature of the retrenchment agreement provides that management must negotiate any pending retrenchments with union officials well in advance.

White employees are likely to benefit from some of the agreements.

# The cartoon that mi

AN OFFICE poster saying "They can't fire us! Slaves have to be sold!" was one of the major issues that led to a 12-day strike involving 700 workers and a cost to them of R80 000.

The poster was pinned to a board in the office of Mr Robert Epstein, an assistant manager of Check-

ers' branch in Killarney, Johannesburg.

Black staff claimed the poster was racist and their different interpretations became a major issue in their immediate demands to the management to have Mr Epstein removed. One black worker saw the poster this way: "A cartoon of a black man with

a Checkers' push-cart. The cartoon won't be fired; blacks will remain

In the end, when the poster was these accusations suddenly fell and moved to other, unrelated issues. That Mr Epstein be removed did not

# Anatomy of a

## DAY ONE

Thursday, June 30, 5.50pm

Mrs Lettie Mabaso, cashier at Checkers, Killarney, closes till No 19 after 20 minutes overtime and prepares to leave. Mr Robert Epstein, assistant manager in charge of floor staff points to customers still queuing at tills. A dispute ensues. Mrs Mabaso leaves.

## DAY TWO

Friday, July 1

Staff start arriving from 6am. Shortly after 8am all 70 cashiers, till packers and shelf packers walk out. Checkers head office telephones the Commercial, Catering and Allied Workers Union, asking: "Where are our staff?" "On their way here," the union official answers.

A skeleton staff of trainee managers and staff drawn from other branches fills in at the store.

Checkers in-house labour relations consultant Mr Humphrey Oliphant is recovering from injuries sustained in a road accident. The union's general secretary, Mrs Emma Mashini is in Cape Town. A Checkers personnel officer, Mr Reggie Machaba goes to the union offices in Khotse House, Johannesburg, to speak to officials and workers.

He returns at 4pm with a list of grievances embracing overtime pay and the sacking of pregnant women. The main issue, he reports, is a demand that Mr Epstein be suspended because of a racist poster in his office and because he had manhandled the cashier.

A number of union officials become involved in subsequent negotiations, including Mr William Dichaba, Mr Oscar Malgas, Mr Macks Ngubene and Mr Jeremy

Daphne.

A Checkers executive goes to Killarney and returns with a photostat poster which he found pinned on a board. He could find no other poster.

Miss Gerda Faure, personnel executive, speaks to the union, promising that all grievances will be investigated. She asks the workers to return, and adds that they will not be paid while on strike.

## DAY FOUR

Monday, July 4

Mr Daphne asks for a meeting and for Checkers' views on the matter. Miss Faure says Mr Epstein has denied the complaints and Checkers finds no grounds for suspension. Repeats that striking workers will not be paid.

A meeting of almost three hours is held at Checkers head office. Present are Miss Faure, Mr Chris Niehaus (a divisional executive general manager), two union officials and a group of at least 15 representatives of Checkers workers.

The issues of overtime pay and pregnant women fall away. The main issue is the assistant manager. Mr Niehaus says if workers return he will come to the store and speak to everyone to try to clarify precisely what happened. Workers do not go back. This idea falls away.

Mr Daphne reports back to workers and asks Checkers for another meeting. Arranged for Wednesday.

## DAY FIVE

Tuesday, July 5

Staff at Checkers' New Krugersdorp

branch stay-away in sympathy Packers lock their price marking guns in lockers, their normal practice to guard against theft. Strike starts spreading to branches in Roodepoort, Randburg, Benoni, Blackheath, Sandton and eventually to Springs.

## DAY SIX

Wednesday, July 6

Meeting from 12 noon to 2.30pm again attended by union officials and workers' representatives. Mr Epstein is still the main issue, but today workers demand he be removed from the store, not suspended. They claim Mr Epstein grabbed the cashier's shoulder. Checkers says Mr Epstein denies this, admits he lost patience and became angry and banged his fist on the counter but did not touch the cashier.

Union produces evidence of witnesses who claim to have seen racist poster.

WITNESS No 1: "I saw a paper on the board next to the desk. The poster shows a black man and a white man and the writing says blacks will be slaves."

WITNESS No 2: "I saw a cartoon of a black man with a Checkers pushcart. The cartoon said whites won't be fired, blacks will remain slaves."

WITNESS No 3: "I saw a picture of a black man, fat and bent."

WITNESS No 4: "I saw a picture that whites won't be fired. The man is standing in an awkward position and he is a black person."

WITNESS No 5: "I saw this paper. The man is standing stooped, but I could not say if he was black or white."

The poster from Killarney is produced

and shown to discussion, no issue is discussed.

Mr Niehaus interview Mr Epstein take a final

Two fresh workers: they woman clerk office because tory. A second ment at New K. staff lockers.

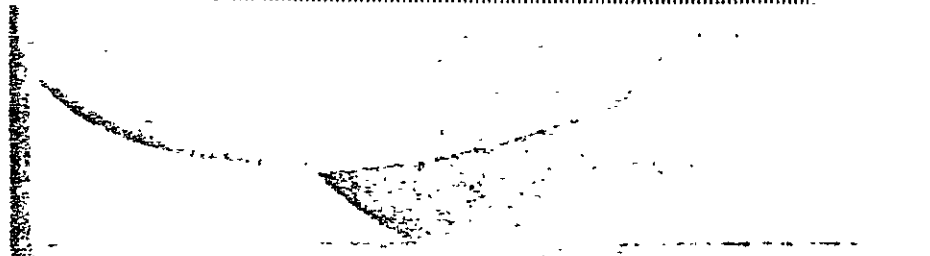
After the meeting to Checkers go back the assistant

A newspaper striking over to more more muddled.

Mr Niehaus presence of Checkers come across in is verbally, but Checkers that they now and explaining the New Krugers they needed

Union asks for

This sorry tale of debates in... been consulted and did not approve... months, because the President had... campaign was ended abruptly after... its image internationally. It... Editors public relations firm... Transkel Government hired... In the post-betwe... to its aid with a massive financial... to pay civil servants. South...



# sfired

said: "Whites slaves."

produced, all The dispute the demand change during

the 12 days of negotiations between workers, union and management that followed an incident at the store on Thursday, June 30.

The Sunday Express has traced the development of the strike through all its twists and turns, through all its misunderstandings, from the dispute that began it to the agreement that ended it.

# strike

the meeting. There is no explanation offered, and the... says he will personally... about the cashier and... complaints are raised by... want the re-instatement of a... was dismissed from head... her work was not satisfac... grievance is that manage... rgedorp have broken into... a union official reports... of workers are prepared to... Mr Niehaus's decision on... manager.

## DAY SEVEN

Monday, July 7  
report, saying workers are... firing of a colleague, leads... Negotiations become... speaks to Mr Epstein, in the... her executive. Mr Epstein... touching the cashier. He... he acted sternly and had... a very aggressive way. He... formally warned. Official notice to union... have two sides to the story, that they had to break into... staff lockers because... price-marking equipment.

## DAY EIGHT

Friday, July 8  
meeting to clarify the actual

items of grievance. Again workers representatives, union officials and Checkers team attend.

Workers now demand:

- Dismissal of the assistant manager.
- Pay while on strike.
- Reinstatement of the sacked head office worker.

To this they add another fresh demand: R80 a month across-the-board increases. They also demand that all their grievances be investigated. The issue of the Krugersdorp lockers is dropped.

Checkers repeats its stand on Mr Epstein and again says it will not pay strikers. It says this is not the right time to discuss increases, but promises to look into grievances.

## DAY ELEVEN

Monday, July 9

Mrs Mashinini returns from Cape Town. Another meeting is held with four union officials, four shop stewards representing the workers, Miss Faure and Mr Niehaus.

Workers now demand only the dismissal of Mr Epstein and pay while they are on strike.

The entire story is repeated for the benefit of Mrs Mashinini. She asks why Checkers has not spoken to Mr Epstein and Mrs Mabaso together. Mr Niehaus says he is still prepared to do this. Workers agree. Checkers repeats no pay for strikers.

## DAY TWELVE

Tuesday, July 10

Meeting at Checkers. Present are three union officials, three shop stewards, five Checkers executives, Mr Epstein and his witness, (a casual-work supervisor), Mrs Mabaso and three witnesses (a till packer and two cashiers). Everybody talks. Meeting starts 10.30am and finishes 4pm, when Checkers offers to move Mr Epstein to another position in the store.

Workers' team accepts this in principle, leaves to report back. At 5pm union official telephones to say workers will return to stores the next day or as soon as they are informed.

Strike ends.



THE POSTER: Black staff claimed the poster was racist. One cartoon of a black man with a Checkers push-cart. The cartoon: 'fired; blacks will remain slaves.'

# The aftermath: Bosses

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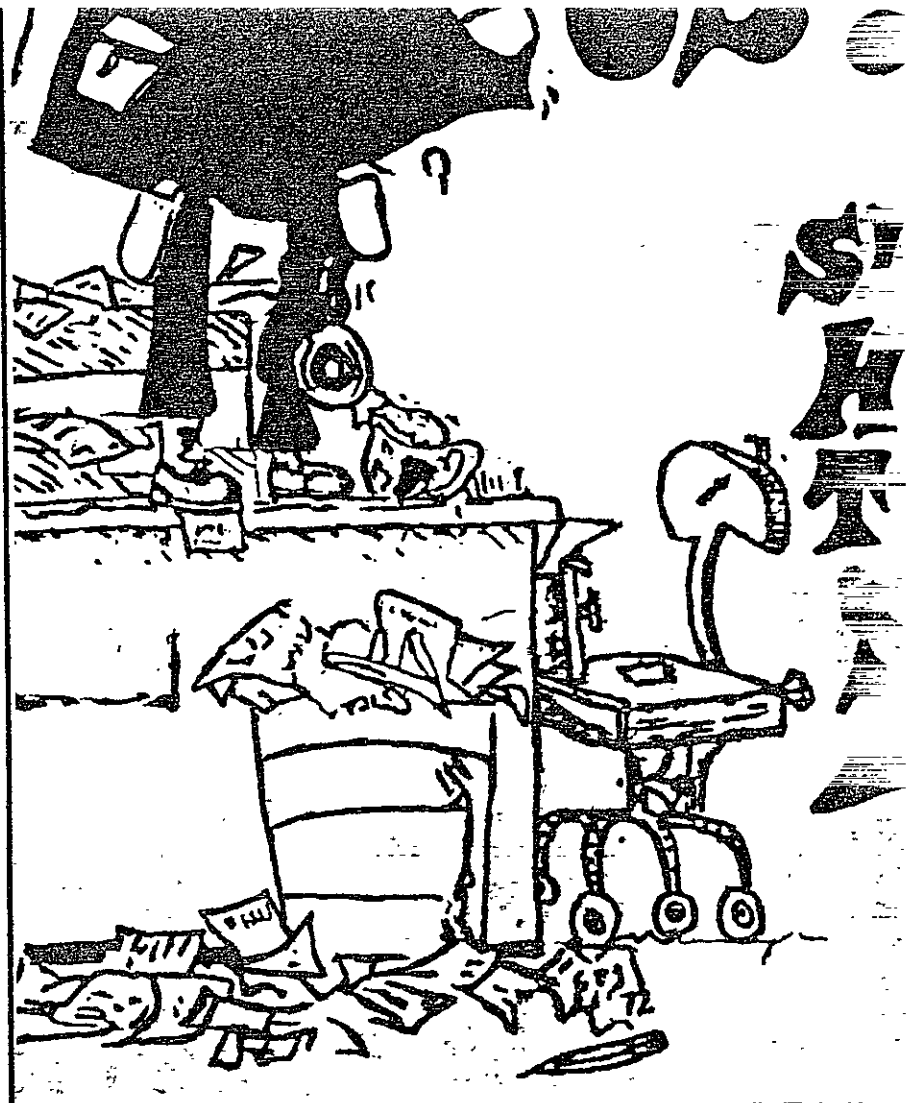
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**THE POSTER:** Black staff claimed the poster was racist. One saw toon of a black man with a Checkers push-cart. The cartoon said: "fired; blacks will remain slaves."

# The aftermath: Bosses and union bury hatchet

MR ROBERT Epstein and Miss Lettie Mabaso, central figures in the Checkers 12-day strike drama, refuse to discuss the parts they played.

But Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, to which the Checkers workers belong, said: "The lengthy negotiations show no progress was made by either party.

"There were delays by both sides. The strike has proved that over a long time there has been a lack of communication between management and workers. We think this has been resolved.

"The workers did not state their grievances clearly," she said.

A spokesman for Checkers, Ms Peta Lomborg, said: "The strike was an expensive exercise for everyone. But on the credit side, it showed how vital it is that during direct negotiations the channel of communication between the parties be kept open and that they



**THE STORE:** A poster sparked the trouble, but then other issues at the Checkers branch were raised.

continue talking in an effort to find a common solution.

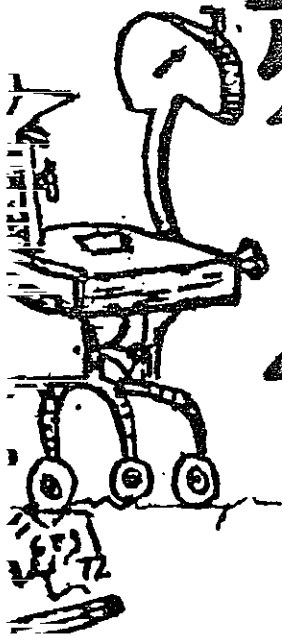
"One of the things one learns is how easily misunderstandings can occur when one is in a tense situation and how there can be

difficulties in truly communicating.

"Another good thing that has emerged is that the spirit of our negotiations with the union can only be beneficial in the future."

THEY  
CAN'T  
FIRE  
US!

SLAVES  
HAVE  
TO BE  
SOLD



poster was racist. One saw it this way: "A car-ush-cart. The cartoon said: 'Whites won't be will remain slaves.'"



AT ODDS: Miss Lettie Mabaso, who sparked the strike, and Mr Robert Epstein, Checkers' assistant manager. A poster on his wall was one of the grievances that led 7 00 Checkers workers striking.

## Checkers tots up the bill

THE cost to Checkers of the 12-day 'Poster Strike' has been described as inestimable — and the cost to the strikers, whose minimum salary is R220 a month, is the R80 000 that will be missing from this month's pay packets.

The strike started at 5.50pm when Miss Lettie Mabaso, a cashier at the Killarney branch, Johannesburg, closed her till after 20 minutes' overtime and said it was time to go home.

Her action prompted a dispute with assistant manager Mr Robert Epstein, who pointed out that queues of customers were still in the store.

And so began the first round in a major industrial dispute.

Within 14 hours, 70 co-workers had backed Miss Mabaso in a protest walkout, which was to snowball into the 12-day stayaway.

Soon the list of workers' grievances extended to other issues and a truce was called only on Tuesday night.

The strike at Killarney was one of more than 1 000 that have taken place in South Africa from 1980.

Last year alone industrial strike actions totalled 394, with a loss of 365 337 man-hours.

In the case of Checkers, reconciliation was delayed by confusion over basic complaints — including the offensive 'Slaves' poster — misunderstanding and misinterpretation.

Negotiations started immediately at the offices of the Commercial, Catering and Allied Union offices.

But bargaining became confused — with grievances dropped, fresh complaints added and claims and counterclaims — until on Wednesday the strikers went back to work.



PC 10-19 22/7/83

# Court clears five union members

## Mail Reporter

FIVE members of the Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA) were acquitted in the Johannesburg Regional Court yesterday on three charges under the Intimidation Act of 1982.

After evidence of 12 State witnesses, Mr Jacob Rafapa, 31, Mr Josiah Bodile, 55, Mrs Joyce Mokola, 27, Mr Victor Damoied, 44, all of Soweto

and Mr Jack Mangwane, 45, of Alexandra, were acquitted on all charges.

The magistrate, Mr T Kleinmans, said the evidence was not acceptable to convict any of the accused.

The trial followed a strike involving 300 workers at the Teltron factory in Village Main, Johannesburg, in November last year.

The State alleged the accused forced several work-

ers of Teltron to take part in a strike on November 16 last year and threatened employees with assault.

They were also charged with two counts of forcing Mr Christiaan Sibisi and Mr Moses Mosia to join the strike.

Both these counts had alternative charges of assault.

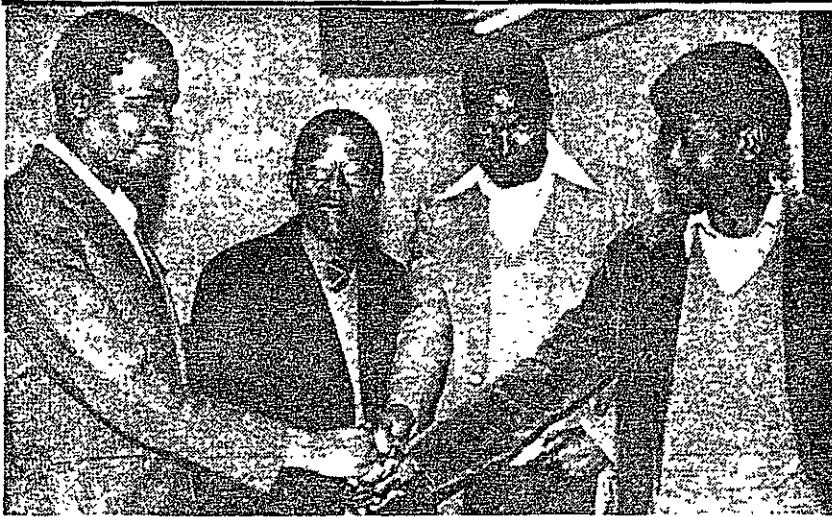
At a previous hearing, Mr Sibisi and Mr Mosia claimed they were assaulted by members of CCAWUSA on Decem-

ber 1 and 2 respectively, for not taking part.

At the end of the State's case, advocate J N de Vos applied for a discharge of the accused, arguing that the evidence was insufficient and unreliable to convict them.

A warrant for the arrest of a sixth CCAWUSA member, Mrs Stella Mashigo, 21, of Meadowlands, has been issued and she will be tried separately.

22/7/83



ACQUITTED: Mr Jacob Rafapa, Mr Josiah Podile, Mr Jack Mangwane and Mr Victor Damoeid.

## Cca wusa 5 cleared

# UNION TO SEEK LEGAL ADVICE

By NKOPANE MAKOBANE

FIVE OF THE six Commercial, Catering and Allied Workers' Union of South Africa (Cca-wusa) members acquitted in the Johannesburg Regional Court yesterday under the Intimidation Act are to seek legal advice.

The sixth accused, Miss Stella Mashigo (21), of Meadowlands, was again not present in court and has since had a warrant of arrest issued against her.

Appearing before Mr T Kleinhans were: Mr Jacob Rafapa (31) of Diepkloof, Mr Jack Mangwane (45) of Alexandra, Mr Josiah Podile (55) of Naledi, Miss Joyce Mokola (27) of Rockville, and Mr Victor Damoied (44) of Emdeni.

The union members, all employees of an electronics firm, Taltron, in Newton, Johannesburg, had pleaded not guilty to charges of intimidation and assault on their co-workers.

The State had alleged that between November and December last year they had compelled several employees to abstain from going to work and to participate in a strike. During that period they had stoned one employee and assaulted another by sjambokking him.

In an application for the acquittal of his clients who he did not call to testify, Advocate J N de Vos argued that evidence before the court was insufficient.

He said some of the witnesses had contradicted themselves and were unreliable. Some had said they were not threatened while others said although they were threatened, it was not by the accused.

Before freeing the accused, the magistrate, dealing with Mr Mangwane, said evidence had been that he had approached an employee and spoke to him when other people started to stone the employee and then ran away. Mr Kleinhans said he had no reason to convict him on this evidence.

# NGWU signs on white

IN a historic move, the newly formed black National General Workers Union has signed on a white woman as a full-time member.

The union's general secretary, Mr Donsie Khumalo, told The SOWETAN yesterday that they were expecting more whites and other race groups to join the

union.

The union, which was formed in March this year and boasts a membership of approximately 4 000, is one of the few black unions in the country that has made provision for whites in its constitution.

Most unions are opposed to white membership as they contend that whites have different aspirations than blacks in South Africa.

"We regard this step as vital in that there are several white workers

who benefit from recognition agreements concluded between unions and management.

"As a result we felt that whites should be included in our ranks so that they could also help in building a non-racial South Africa," Mr Khumalo said.

Mr Khumalo said the union's shop-stewards would meet a delegation from the Department of Manpower to discuss various grievances at a meeting to be held in Pretoria today.

*Sowetan 20/7/87*

# White woman quits black trade union

Pretoria Correspondent

After making history as the first white woman in Pretoria to join a black workers' union, Mrs Maria Barnard has resigned.

She said today she joined the National General Workers' Union as she believed it would be able to help her if she ever lost her job. Now, however, she has written her letter of resignation after being a member for less than a week, amid accusations that she was intimidated.

Mrs Barnard works for a Pick 'n Pay supermarket in Pretoria. Yesterday when union officials visited Mrs Barnard at the centre, the manager, who refused to disclose his name, originally denied she was a union member. He refused to allow union officials to talk to her in private.

The NGWU's general secretary, Mr Don SiKhumalo, issued a statement saying: "This is nothing less than blatant intimidation of a member of our union."

Mrs Barnard said she would hand in her resignation to union officials when they visited the supermarket tomorrow.

The manager denied he intimidated anyone and said he would not do anything to harm the union.

After repeated attempts the national personnel director, Mr Rene de Wet, the Transvaal director, Mr N Els, and head of Pick 'n Pay, Mr Raymond Ackermann, could not be reached for comment.

Mr Nic Els, a director of Pick 'n Pay, challenged Mr SiKhumalo to prove the company had ever intimidated anyone.

stud  
2/17/83  
(31)

31

# A shebeenier who cares

By NKOPANE MAKOBANE



**EASY GOING:** Mr Sidwell Molefe on the (right) having a good time with some of the patrons of his shebeen.

**MR SIDWELL**, Lekwete Molefe, a businessman in Mohlakeng near Randfontein who attained success from humble beginnings, has come to be known as a man of the people.

Like other people of a similar standing one would imagine him to be mixing with the elite, but he boldly says he prefers the company of down to earth people because "these are the people that have made me what I am today, and many of them have been

my friends since childhood."

Besides being a businessman-cum-shebeen owner, Mr Molefe, popularly known as "Four Boys", is an active member of his community.

He is the chairman of the Mohlakeng Chamber of Commerce, public relations officer of the Mohlakeng Tavern Association, chairman of the Sedimosang Higher Primary School

and an official of a bur-  
sary club formed some two years ago to cater for local students.

He is also former secretary of both Phahama High School and Tswelelo Lower Primary School as well as a former official of Randfontein Young Zebras.

Talking to Mr Molefe, one realises that his love for education is immense. On his own accord, apart from the activities of the bursary

## SPOTLIGHT

# ON MOHLAKENG

club, he has been sponsoring 15 high school students every year since 1981.

"I took this upon my-

self because, as a person running a tuck shop at Phahama High School, I felt it was proper that I should plough back a little towards the needy school children. I am pleased to say that some of these students have gone into teaching while others are at university," he said.

### Bursary

Turning to the bursary club, he said it was an idea that was formulated after 40 residents clubbed together to form a company called Raikagala (Pty) Limited.

For the last two years, the 40 residents — comprising shopkeepers, teachers and ordinary people — have contributed R100 a month an individual and their coffers now contain about R80 000.

The company, whose chairman is Mr S Maribe, has already obtained a site to build a complex costing about R1-million. The complex will have an administration block for the company, a supermarket and offices to let for businessmen and other professional people.

### Proud

Mr Molefe is also proud that his chamber of commerce, with 35 members in the township, donated an amount of R350 to the local Methodist Church choir before they departed to London on June 30 following their success last year in winning the Ford Choirs/music competition. They also organised a welcome party last year when the Phahama Boys Choir returned from a trip in Switzerland where they fared quite well.

And last weekend, Mr Molefe officially opened his re-zoned shebeen and threw a party for hundreds of his patrons. He is one of the 16 of the 25 tavern members who are awaiting the approval of their liquor licences.

"I welcome the idea of legalising the shebeens because children under the age of 18 will not be allowed in. As a parent I am also concerned about the high rate of drinking among youngsters in the 40 shebeens scattered around the township. At least with the normalisation of these drinking places, we will be able to halt this practice," he said.

# Unionist resigning

*Barnard*  
*8/7/83*  
*(3)*  
*(2)*

THE National General Workers' Union will today visit Mrs Maria Barnard, the white woman who made history by joining the all-black union in the wake of pressure being brought upon her to resign from the union.

The general-secretary of the union, Mr Donsie Khumalo, said Mrs Barnard had not as yet resigned from the union but things were being made difficult for her.


The NGWU was able

to enjoy the success of having a white member for only a week before they received news that Mrs Barnard intends resigning today.

When union officials went to see Mrs Barnard on Tuesday at the Supermarket where she works the manager refused the union permission to speak to Mrs Barnard privately.

Prior to joining the NGWU, Mrs Barnard did not belong to any other union.

# NGWU agreement

<sup>6.12.1968</sup>  
THE National General  
Workers' Union  
(NGWU) has come to  
an agreement with the  
Department of Man-  
power. 

At a meeting held in  
Pretoria this week to  
discuss payment proce-  
dures affecting employ-  
ees and the National  
Training testing centre,  
Kempton Park, the  
union was assured by of-  
ficials from the depart-  
ment that the matter  
would be attended to.

Mr Donsie Khumalo,  
organising secretary of  
the union, said the  
centre was attached to  
the department of man-  
power and that employ-  
ees were dissatisfied  
about the pay slips  
which were different  
from those issued by the  
head office.

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# Union signs up its first white member

28/7/87  
31

By STEVEN FRIEDMAN  
Labour Correspondent

THE National General Workers Union, an emerging union which has hitherto had only black members, signed up its first white member late last week.

But it is not clear whether the white worker who joined the union, Ms Maria Barnard — a cashier at Pick n Pay's store in Doornkop, Pretoria — plans to remain a member of the NGWU.

There are indications that she may have resigned or be planning to resign in the wake of an incident earlier this week in which Pressmen, accompanied by union officials, attempted to interview Ms Barnard at the store.

The NGWU general secretary, Mr Donsie Kumalo, said Ms Barnard joined the union late last week and he hailed her decision as a "break-through" for the NGWU, which has a non-racial constitution.

But Mr Kumalo alleges that, when he took Pressmen to the store to interview and photograph Ms Barnard, they were turned away by its manager who also, he alleges, persuaded Ms Barnard not to talk to them.

He accused the manager of "intimidating a member of our union".

A Pick 'n Pay spokesman denied this yesterday. He said Mr Kumalo, with Pressmen and photographers, had visited the store and asked to speak to Ms Barnard.

He said they were told they could not talk to her during working hours, but were welcome to interview her at 2pm, when she took her lunch break.

"It seems Ms Barnard became flustered at this point and wanted to know why the Press wanted to interview her and why everyone was making a fuss of her decision to join the union. She then declined to be interviewed," he added.

The spokesman said Pick 'n Pay had a "completely open" policy towards unions and any of its employees were free to join the union of their choice.

"We do not know whether Ms Barnard is a member of the union or not — but that is entirely her decision," he added.

There have been indications, however, that she may have reconsidered her decision in the wake of the incident at the store.

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# OK to aid employees in buying homes

AS a means of encouraging loyalty and rewarding long service employees, the OK Bazaars is to launch a home-ownership scheme to help its employees in buying their houses under the 99-year leasehold.

(31) This was announced this week by the giant supermarket's Chief Executive, Mr Gordon Hood, who said his company was going to take advantage of the Government's recent decision to sell off hundreds

*Sowetan* By SAM MABE 3/8/83

of thousands of houses in black townships throughout the country.

The move is seen as the first by a major company in the wake of the Government's decision. Mr Hood believes it should set an example to other companies.

"I believe this is the direction that any right-thinking group of businessmen should take. It will not only encourage loyalty but it will also be

a form of reward for those who have been with us for some time," Mr Hood said.

He added that the aid could take the form of an investment in a building society which would in turn guarantee the employee a 100 percent home loan.

"If for example, the final selling price is determined at R1 000 and our staff member is offered, say a 75 percent loan by the building so-

ciety, we would invest the further 25 percent, provided the society gave our employee a 100 percent loan," added Mr Hood.

In the light of the number of the supermarket's employees likely to use the company's scheme, it is predicted that the investment commitment, which could run to over R500 000, would last for as long as it took for the employees to pay off that portion of their housing loan.

# Barnard leaves NGWU

THE FIRST white woman to join an all-black union, Mrs Maria Barnard, yesterday officially resigned from the National General Workers' Union (NGWU).

The organising secretary of the union, Mr Donsie Khumalo, said his organisation had received Mrs Barnard's resignation letter but pointed out that no reasons for her resignation were stated in it.

Mrs Barnard is employed by a large chain store in Doornkloof, Pretoria, and was a member for only a week.

31  
SOUTHERN 29/1/88

important letters to Prime Minister" what the letters contain. Mr Nkomo said they will be seen later. He knows this, and I have been expecting a reply to those letters. He had paid someone to deliver the letters to Mugabe. This was on June 27. The leader added "The issue of my parliamentary seat is not a problem. It is just a consequence of the problem of Zimbabwe. The most important thing is to solve the problem, and I have been trying to do that, as it will be revealed."

He claimed he could be expelled from Parliament because the constitution said nothing about expulsion. It said the seat would be "vacant" — and it would be filled by Zapu. He claimed he wrote to the Speaker of the Zimbabwe Parliament on June 27 explaining why it had been possible for him to attend Parliament for "a time", but did not give a reply until July

# Help for OK workers in Big House Sale



MR FRANS YAZBEK Home-buying a priority

By LIN MENGE 5/18/83  
STAFF of all races who work for OK Bazaars branches throughout South Africa will be assisted to buy their rented houses from the Government during the Big House Sale.

This first move by a major employer in the wake of the Government's decision to sell off 500 000 houses to their tenants, was first announced through Sapa by the firm's chief executive, Mr Gordon Hood.

Mr Frans Yazbek, the personnel division executive, told HOMEFRONT yesterday how the firm was going about it.

Because they have 25 000 employees working at OK Bazaars and Hyperamas around the country, the company first had to create a national network to handle the home-buying programme.

After circulating their personnel division countrywide, they sent circulars to their employees asking whether they were entitled to buy the house they were living in and, if so, to discuss the matter with the company.

Employees would be explained the benefits of buying now rather than facing higher rentals in the future, Mr Yazbek said.

The company also undertook to help sort out any snags that might arise during the buying procedure.

Most important of all, the company would invest considerable funds so that an OK employee wanting to buy his house would be guaranteed a 100% building society loan.

The firm is deeply committed, in several ways, to assisting their employees to become homeowners, Mr Yazbek said.

DURBAN. — The trial of a former herdsman who is alleged to have strangled his employer, Lady Noreen MacLaine, and buried her in a shallow grave at her smallholding in Kloof, Natal, in January, began in the Supreme Court, Durban, yesterday.

Mr Michael Siphon Nzimande, 34, pleaded not guilty to the murder of Lady MacLaine, 59, and to robbery with aggravating circumstances.

# Herdsman killed Lady Noreen

The State alleges that on January 28, about midday, Lady MacLaine left her smallholding in her car to sell eggs and milk and to get wages for her four farm workers. She returned about 7pm and was seen talking to Mr Nzimande.

Later that night she was strangled, and money, clothing and other articles were

removed from her house. Her body was buried in a shallow grave near the house.

The next day Mr Nzimande told the other farmworkers, who were expecting to be paid, that Lady MacLaine had left for Maritzburg early that morning. He was seen in possession of two R10 notes, although he had not been paid, the State alleged.

Mr Nzimande is alleged then to have gone to his girlfriend's kraal at Molweni. He had with him the articles allegedly stolen from the Kloof home.

Mr V O'Connell, defending, put it to Mr Lorne MacLaine, the victim's son, that Lady MacLaine had been drinking with Mr Nzimande on the

# Unita claims big anti-MPLA success

UNITA. — Anti-government forces claim to have launched a major offensive killing 10 000 guerrillas throughout central and east-Angola and to have inflicted heavy casualties on government forces. A statement issued in UNITA said the operation began at midnight on 31 and was centred on provinces of Moxico, Malange, Huambo and Cuanza-Sul — about half Angola. It was designed to force the ruling MPLA to negotiate with Unita.

The statement claimed guerrillas had destroyed the 21st brigade of the Angolan Army, killing 273 soldiers and 15 Cuban advisers. They also claim to have:

- Besieged two government brigades and a Cuban brigade in Cangumbe.
- Shot down three MiG 21 fighter aircraft.
- Captured two assault vehicles, 43 trucks and arms.
- Taken an army post and training school in Cuanza-Sul and captured the town of Mungo. — Sapa-AP.

# Number of jobless up

LONDON. — Unemployment in Britain climbed back to three million last year to reach 3 020 600, 7% of the workforce, the Department of Employment said yesterday. The opposition Labour Party immediately attacked the ruling Conservative Party over the latest figures, condemning the government's "relentless and inhumane economic policy". — Reuter

# UN scheme for Swaziland

MBABANE. — The United Nations Conference on Trade and Development has completed a study for the construction of a container terminal in Swaziland.

An UNCTAD team arrived in Mbabane in May and started the study for a terminal for products produced in Swaziland, including wood pulp, beef and canned fruit.

A government official said the terminal would most likely be situated at Matsapa. — Sapa.

# ANC show of solidarity for SA women's day

LONDON. — The women's section of the African National Congress will dominate this year's celebration of South African Women's Day on Tuesday.

The ANC women have organised a meeting-cum-cultural event to be held in a hall in London's Red Lion Square.

A number of songs by the ANC choir, and a dramatic presentation of the "women's struggle against oppression and exploitation in Southern Africa".

The speakers include Eleanor Khanyile, Shirley Mashiane, former Labour MP Joan Lester, and Bience Gawanda of Swapo.

August 9 marks the anni-

GROUND CITY ON

# DION

## HOUSEHOLD SAVINGS!



**STA-SOFT**  
2 LITRES

- Spring fresh softener
- Makes your clothes baby soft
- Clothes smell fresh

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750 ML

- Non-scratch formula
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**177** **89c**

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**SUNBEAM RED POLISH**

- Contains 400 ml polish
- With wondershine

**89c**

Dion's Low Price

**COBRA WHITE POLISH**

- 400 ml white polish
- Easy shine formula

**95c**

Dion's Low Price

**SUNLIGHT SOAP (TOILET SOAP 150 g)**..... **37c**

Dion's Low Price

**BINGO LAUNDRY S (150g)**..... **95c**

Dion's Low Price

(31) ROM  
2/8/83

# Unionists decry arrests and police 'intimidation'

By STEVEN FRIEDMAN  
Labour Correspondent

THREE members of the Commercial, Catering and Allied Workers Union (CCAWUSA) at OK Bazaars's Johannesburg warehouse were raided by police yesterday morning and held briefly, the union alleged yesterday.

It also charged that this was part of a campaign of "intimidation" by the police against CCAWUSA members.

The union has also called on major employers in the commercial distributive trade to join it in taking a stand on police action against unionists in the interests of "peaceful labour relations" in their stores.

The union said a shop steward at OK Bazaars in Newcastle, as well as a steward at Checkers in Potchefstroom, were detained last month.

In all the cases, the union charged, police questioned the arrested workers about the union's activities.

A detailed account of the union's allegations was put to the SA Police's public relations division yesterday. However, by late yesterday no reply had been received.

According to CCAWUSA, three of its members at OK Bazaars, Ms Lindy Nyoka, Ms Nora Ntshoke and Mr Ephraim Ntsetle, were raided by police at their homes at 2am yesterday.

Their homes were allegedly searched and they were then taken to Protea Police Station in Soweto.

From there they were taken to work and their warehouse was also searched. After finding no incriminating evidence, the police left, the statement added.

It is understood that the workers were taken to the warehouse in their nightclothes and had to return home to change.

It said this had followed the brief detention of the Potchefstroom shop steward during the weekend of July 9 and 10 and the Newcastle detention at about the same time.

The union branded the arrests "intimidation". It said CCAWUSA was an open union working only for the benefit of its members and that it had nothing to hide.

It urged the Ministers of Manpower and Police to act to end police action against union members.

Police  
deny  
'harass  
claim

Rand Daily Mail had put them to the Police Directorate of Public Relations.

The reply said the SAP "do not intimidate people".

It went on to say: "However, we are duty bound to carry out the functions prescribed to us in Section 5 of the South African Police Act (Act 7 of 1958)."

Section 5 of the Act spells out the functions of the police. These are, it says, to:

- Preserve internal security.
- Maintain law and order.
- Investigate any offence or alleged offence; and to
- Prevent crime.

The police statement did not comment further on the union's allegations.

13/8/83  
31

# New OK in Uitenhage will create more jobs

THE opening of Uitenhage's new OK Bazaars complex in November this year will create many new job opportunities.

"The staff complement should increase from 108 to about 400 when the store is opened," said Mr Maurice Hardwich, district manager of the company.

Jobs in all fields, from top management to cleaning staff, will be offered and Mr L R Genlound, the chief architect and project leader, said there would be no discrimination between race or sex.

Top management jobs will increase from the present three people to nine, supervisor posts from 10 to 25, administrative jobs from two to six, office staff from five to nine and people receiving the goods will be increased to nine.

There will also be major expansion in the personnel

department, with three new staff members, while sixteen staff will be increased from one to six people.

Newly-created jobs for eight security guards and three jobs in the display department will be offered.

A large increase in the number of staff in the "do it yourself" section is expected and initially 24 people will be employed.

Another major increase will be in the food department, where 78 staff members will work. At present there are 21.

Six cleaning staff will be offered jobs and staff numbers in the general merchandise section will increase from 12 to 66.

The locker staff will increase from one to 11.

Mr Hardwich said training of security guards would start before opening date and all staff would be fully trained.

ca Latina, CEPAL, núm. 264, mericano de Demografía

	1960	1975	1985	2000
Argentina	73,6	80,7	84,6	89,1
Bolivia	29,9	39,2	44,0	51,1
Brasil	40,2	60,1	68,1	78,3
Colombia	47,0	63,3	71,1	80,8
Costa Rica	31,2	42,2	49,0	59,0
Cuba	52,1	62,0	66,7	73,2
Chile	63,8	78,1	83,1	88,8
Ecuador	-	-	47,7	56,0
El Salvador	-	-	47,0	54,6
Guatemala	-	-	41,0	48,6
Haiti	-	-	27,9	37,6
Honduras	-	-	43,9	55,2
México	-	-	69,9	79,0
Nicaragua	-	-	57,9	68,2
Panamá	-	-	57,4	66,6
Paraguay	-	-	44,5	52,3
Perú	-	-	68,9	77,8
República Dominicana	-	-	50,9	62,4
Uruguay	-	-	88,1	91,7
Venezuela	-	-	81,7	88,5
PROMEDIO AMÉRICA LATINA	67,6	76,2		

EN AMÉRICA LATINA

PORCENTAJE DE POBLACION URBANA

CUADRO NUM. 2

# Seventy workers strike over wages 17/8/83

By JOSHUA RABO

*ROKO*  
*Spokesman*  
MORE than 70 workers employed by Indo-Atlantic International (Pty) Ltd in City Deep, Johannesburg, yesterday went on strike in support of wage demands and better working conditions.

The workers said that they had made representations to the management concerning their grievances, but their employers had ignored them.

A company spokesman said that the workers did not make representations to them and that they had decided to leave the premises on Tuesday.

The spokesman said that the workers had violated their contracts of employment by leaving the premises and as such they had "automatically dismissed themselves."

"They left on their own free will and there is nothing we can do at this stage," the spokesman said.



# A breakthrough for union

Labour Reporter

31

8722 1/9/13

After months of pressure from workers at its six Witwatersrand hotels, Southern Sun last month agreed to recognition talks with the Commercial Catering and Allied Workers' Union.

The first meeting between union officials and management took place on August 12, says a union spokesman.

In another breakthrough for the union, 3M South Africa agreed to recognition talks after 18 months of persistent requests by the union. In a ballot held by the company in July, 82 per-

cent of the workers who voted said they wished to be represented by CCAWUSA.

The union is involved in recognition negotiations with five companies: Checkers, Makro, the Foschini Group, Pick 'n Pay and Game (Johannesburg).

In wage negotiations with Woolworths, the union secured monthly increases of R55 a worker, which will take effect from the end of August. At Edgars, CCAWUSA reached agreement on increases of between R50 and R54 a month. New minimum wages negotiated are between R220 and R250.



# Work stoppages resolved

By Carolyn Dempster,  
Labour Reporter

9/19/83  
Work stoppages at two major supermarkets yesterday were rapidly resolved when management agreed to rectify worker grievances before the end of the day.

At Checkers in Primrose, Germiston, 45 members of the Commercial Catering and Allied Workers Union refused to begin work yesterday morning and presented a long list of grievances.

Chief among these was a complaint that a new manager had been forcing the workers to stay on and work overtime. As the supermarket was in an isolated area, the workers were only able to get home very late.

The 45 workers returned to work by 12.30pm.

The second stoppage occurred at the OK Bazaars store in Randburg.

18

# Lowest living wage figure is fixed

Sept. 1983

Mercury Correspondent

JOHANNESBURG—A Richards Bay civil engineering company has struck an unusual wage deal with the Metal and Allied Workers' Union.

In terms of the agreement, the union and Stone Bay Sales have agreed on a minimum figure which both sides see as an 'acceptable living wage'.

The gap between this figure and the minimum presently being paid by the company will not, however, be bridged immediately. Instead, a series of negotiations will determine how quickly the minimum will be increased to enable the 'living wage' target to be met. This must be done within a fixed period.

## First step

The first step in this process is a 30 c-an-hour increase which will come into effect on October 1. Six-monthly negotiations will then be held to achieve the 'living wage' figure.

The company is a member of the Grinaker group, in which Murray and Roberts and Duiker Investments also have a shareholding.

The deal follows demands by Federation of South African Trade Union members that employers pay a minimum 'living wage'. It is believed to be an attempt to balance this demand with companies' ability to afford increases.

In a statement yesterday Mawu's secretary in Richards Bay, Mr Willis Mchunu, said the agreement followed negotiations in Empangeni on September 22.

## Desirable

The union and the company agreed to set what they considered to be an acceptable minimum wage and also agreed that it would be desirable to close the gap between the present minimum wage and the accepted minimum. This is, however, difficult to implement, the statement added.

It had therefore been agreed to follow certain steps to reach the target within the period fixed.

The 30 c increase would apply until March next year and the balance would be negotiated in the six-monthly stages.

Benefits presently enjoyed by workers would not be affected by the increase.

At the conclusion of negotiations, both parties expressed satisfaction at the positive attitude displayed, the statement said.

ROOM 1/10/83

# 3 companies hit by strikes, says union

By STEVEN FRIEDMAN  
Labour Correspondent

THREE companies were hit by strikes by members of the Commercial, Catering and Allied Workers Union of SA (CCAWUSA) yesterday, said the union's general secretary, Mrs Emma Mashinini.

Mrs Mashinini said a strike at Checkers Monument Park store had been settled, while stoppages at Game Discount World's Eastgate store and at African Sales in the city centre were still unresolved.

But an African Sales spokesman denied there had been a stoppage at the company.

At Game, said Mrs Mashinini, about 70 workers had been on strike since Thursday after rejecting a 10% wage offer by management. The company was refusing to negotiate with the union because it did not recognise it.

"This is the same stance they took during a strike by our members at their Durban store. Then it led to a lengthy dispute," she said.

According to one source, Game strikers have been fired, but this could not be confirmed. Repeated attempts to obtain management comment were unsuccessful yesterday.

At Checkers, CCAWUSA said workers downed tools

yesterday morning in protest at "consistently abusive and insulting behaviour" by the store's manager. This is the latest in a series of strikes at Checkers stores prompted by clashes between workers and store managers.

A union spokesman said workers returned after Checkers representatives conceded their grievances were legitimate and said the company would monitor the manager's behaviour to ensure there were no further incidents.

The manager's behaviour would be reviewed after three weeks, he added.

A Checkers representative, Ms Peta Lomborg, confirmed there had been a strike and said 60 workers were involved. It had lasted from 10am until 1.30pm.

"There was a problem. We have agreed to investigate and report back in about a month," she said.

At African Sales, said Mrs Mashinini, about 50 workers had struck in protest at the retrenchment of a colleague.

The retrenched worker would receive severance pay until December, but workers were unhappy because they had not been consulted, she said.

A company spokesman denied any knowledge of a strike.

# Strike enters seventh day

ABOUT 70 workers employed at Game Discount yesterday entered the seventh day of a strike in support of wage demands.

The workers, members of the Commercial Catering and Allied Workers' Union, downed tools after management had refused to hold talks with the union.

The workers had earlier made wage demands to the management which had given them a 10 percent wage increase. The workers demanded an extra 10 percent rise after they had claimed that the previous amount was not enough.

According to a

spokesman for the union, the workers have said that they will not return to their jobs until management decides to meet their demands.

A spokesman for management confirmed that the workers were on strike.

Meanwhile CCA-WUSA has confirmed that about 50 workers at African Sales have returned to work after their dispute with management was resolved.

The workers had gone on strike in support of a worker who was retrenched. The worker has since been promised severance pay until December on condition she does not find other employment during the period.

Some fan

6/10/83

(31) (32) (33) 2004 8/10/83

# Retrenchments spark strike at store

**Labour Correspondent**  
**WORKERS** at Grand Bazaar's Rosettenville store have been on strike since Thursday in protest at the retrenchment of several colleagues, Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), said yesterday.

Mrs Mashinini said the workers allege that those retrenched lost their jobs for raising worker grievances. She said 54 workers were on strike and the company was refusing to hold discussions on the strike with CCAWUSA. A spokesman for the store referred all queries about the strike to an official at Grand

Bazaar's Cape Town head office. But attempts to reach the Cape Town office were unsuccessful yesterday.

CCAWUSA members struck recently at Grand Bazaar in protest at a dismissal. The dispute, however, was settled.

Mrs Mashinini said the re-

trenchments had occurred after workers had met a member of the store's management to raise grievances.

"He reacted by saying he was going to retrench 12 of the workers immediately. He then fired four and promptly began recruiting new workers to replace them," she said.

# 1300 on strike

AT LEAST 1300 workers went out on strike yesterday as labour disputes continue to rock industries countrywide.

More than 900 workers employed by Union Carriage and Wagons in Nigel yesterday downed tools in support of several of their colleagues who have been retrenched by management.

The workers, all members of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), claim that their union was not informed about the retrenchments which management alleges were necessitated by the recession.

The company's public relations officer confirmed the strike, but declined to comment on

the issues involved.

About 300 workers at Pool Industries in Rosslyn went on strike yesterday morning over pay demands.

The employees, all members of the National General Workers' Union, also demanded that the company stop deducting R3 per week from their wages which goes towards their pension fund. Mr Donsie Khumalo, secretary of the union, said yesterday. He said the workers who went on strike at 7.30 am a few minutes after reporting for work, also demanded that the company cease deducting about 40 cents from the respective salaries for the washing of their overalls every week.

A source close to the

workers said the strike was sparked off by the company's general increase last Friday "which had a lot of disparity" and varied between 2 cents and 22 cents per hour.

"The increases were very unfair and all the workers felt there should be a uniform increment for all employees," the source said.

A spokesman for the company, a Mr Pool, yesterday declined to comment on the strike and promised to release a press statement soon.

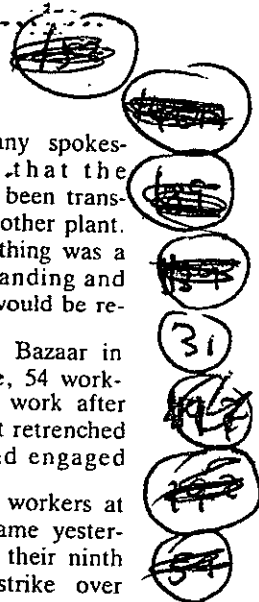
At Checkers Stores in Primrose, about 50 black and white workers went on strike after a white member of staff was dismissed without the workers' knowledge.

A company spokesman said that the worker had been transferred to another plant. The whole thing was a misunderstanding and the matter would be resolved soon.

At Grand Bazaar in Rosettenville, 54 workers stopped work after management retrenched workers and engaged others.

About 70 workers at Discount Game yesterday entered their ninth day of a strike over wages. Management has said that the workers have been dismissed.

The 90 workers at Liberty Life Insurance who are demanding the recognition of their union, the Insurance and Assurance Workers' Union, were still on strike yesterday.



October 12 83

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③  
④

Sweeten

# Racial slurs storm at furniture store

WORKERS employed by a furniture shop in Meyerton have complained of being ill-treated by their bosses and that a salesman was dismissed following "racial discrimination" at the plant.

Dissatisfied workers say a white credit controller often referred to them as "Bantus" and that their manager favours her if they voice their grievances.

Matters came to a head last week when an employee, Mr Arthur Maine, a salesman, objected when the credit controller referred to a client as a "Bantu."

According to Mr Maine, after he raised an objection, the credit controller insisted on the usage of the word and actually shouted: "Ag julle is maar Bantus."

This soon developed into a bitter clash between Mr Maine and the credit controller who refused to apologise whereupon Mr Maine went to the manager to lodge a complaint.

The manager apparently took sides with the controller and asked Mr Maine to resign.

When Mr Maine refused to resign he was summarily dismissed.

ROM  
Black,  
white  
unite  
in strike

Labour Correspondent

ABOUT 50 black and white workers at Checkers' Primrose store struck yesterday in protest at the alleged dismissal of a white worker.

It is believed that this is the first time in recent labour history black and white workers have struck jointly and the first time black workers have taken strike action in support of a white colleague.

However, a Checkers' representative said yesterday the worker whose "dismissal" sparked the strike had not been fired.

"She was merely transferred to another department in the store. She was not at work this morning and workers appear to have got the impression that she had been sacked," she said.

She added Checkers was attempting to "get to the bottom" of the dispute.

She confirmed that white workers were taking part in the strike.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, which is negotiating on behalf of the strikers, said yesterday that a union official was still attempting to settle the strike and full details were not available.

She said, however, that coloured workers at the store had not joined their white and black colleagues in stopping work.

"I have been contacted by management to say that there is a misunderstanding and that the worker has not been fired.

"If this is the case, it is interesting to note that there appear to be communication problems between Checkers management and its white workers, as well as between it and black workers," she said.



# Black, white workers at store settle dispute

Labour Correspondent

THE strike by about fifty black and white workers at Checkers' Primrose store was settled yesterday afternoon and workers are to return to work today.

The stoppage was seen as significant because black workers downed tools in protest at the transfer of a white woman worker and because both white and black workers joined the strike.

A spokesman for the Commercial, Catering and Allied Workers Union (CAWUSA), which negotiated on behalf of workers, yesterday hailed this development.

"It is good to see all workers co-operating regardless of race and we hope that this will set a pattern for the future," he said.

Workers originally said the worker whose alleged dismissal sparked the strike had been fired.

She had, however, been transferred to another job. According to CCAWUSA, this was seen by workers as a "demotion".

A CCAWUSA spokesman said yesterday management had agreed to reinstate the worker in her previous job. He said she had originally been transferred because management said she was unable to "do her previous job properly".

But he added that a settlement had been delayed because workers had demanded the dismissal of the store's manager as well.

This issue was eventually resolved, he said, when the

manager apologised for "certain incidents for which he had been responsible in the past" and agreed to "work at improving his attitude to workers and his relationship with the workforce".

Workers had agreed to return on the basis of this assurance, he said.

The spokesman added that Checkers had agreed to conduct an investigation into allegations about management's attitude to workers at the store and would report back on November 1.

This is the second strike at the Primrose store in the past few weeks. The first was prompted by allegations that workers were forced to work overtime.

A Checkers representative confirmed the strike had been settled.

# Store takes back fired employees

Sowetan 14/10/83



By JOSHUA RABOROKO

SIX women employees of Pep Stores in Vereeniging, who were sacked after refusing to strip naked so that their manageress could search them, have been reinstated.

The workers, all of whom are members of the Commercial, Catering and Allied Workers Union (CCAWUSA), have been paid for the time they were unemployed after an agreement between management and the union.

They claimed that a white manageress at the company forced them to strip almost naked in an attempt to recover goods stolen from the shop floor.

They had also contended that they could no longer tolerate this

"debasement process" as it humiliated and caused them embarrassment whenever they were to go off duty.

"Thinking about the whole exercise, we felt inhuman and raised the matter with the top management officials, who did not give us a hearing. We were then sacked from our jobs for refusing to strip," the workers said.

A CCAWUSA spokesman said that after hearing the grievances of the workers the union asked for an audience with the company's head office in Cape Town.

The union stressed to management that workers would not tolerate

being stripped and searched as they found this degrading.

After discussions management eventually agreed that the workers had been unfairly treated and that they should all be reinstated and be paid for the time they were out of work.

The union welcomed the management's stance that they would in future stop the searching of workers until a more suitable policy was found in securing that property was not stolen from the premises.

A company spokesman confirmed the reinstatement and said the practice was no longer being pursued.

Black bosses abuse us, say Pretoria workers

203 31

# BLACK EXPLOITATION

*Sowetan* By MONK NKOMO 4/10/83

SCORES of workers in business centres around the Pretoria townships have claimed they are subjected to exploitation by their black bosses who make them work up to 12 hours daily while paying them low wages.

Investigations by The SOWETAN revealed that the workers were also refused leave and if they did go on leave they were not given leave pay.

Further investigations

also revealed that about 98 percent of the workers were not registered at the labour bureau.

Employees at shops and filling stations in Mamelodi and Atteridgeville/Saulsville told The SOWETAN they were afraid to go to town because their reference books were not in order, despite having worked for the same employer

for periods of between two and five years.

A young man employed at a filling station in Atteridgeville for almost two years said he was not registered and earned R25 per week and had to work from 7 am to 8 pm daily, including Sundays. "We get no days off or leave. We do not even have time to have lunch. We just

work until you feel like a non-person," said the worker who refused to have his name published for fear of reprisal.

The presidents of the Atteridgeville/Saulsville Chamber of Commerce and Industries. Mr Z Z Mashao, yesterday condemned the exploitation "in the strongest possible terms" and demanded "the redress of this inhuman practice".

Mr Mashao, who is also deputy-chairman of the local community council, appealed to all black businessmen to stop frustrating their own people and instead improve their working conditions.

Mr X, a labourer, told The SOWETAN he was fired when he refused to go into hiding when inspectors from the Department of Manpower came to the business complex early this year. He had worked for about 10 months without being registered and earned R20 per week.

He added: "I was fired immediately after the inspector left. Because I was not registered I cannot claim

anything from the Unemployment Insurance Fund. It is terrible to be subjected to these inhuman conditions by your brother "

Mr L J Grobler, the divisional inspector of the Department of Manpower, yesterday promised to launch an intensive investigation into labour malpractices in the township. "We also appeal to workers to come forward and report to us so that we can help them," he said.

A labourer at a dry cleaning factory told The SOWETAN he was assaulted for almost two days after he was accused of having stolen two pairs of trousers.

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135 (31) 152  
Labour Correspondent

ROW 19/10/83

# Strike 'sparked by managers' racism'

ABOUT 50 workers at Checkers' Virginia store went on strike yesterday, demanding that three women in the store's management be dismissed, a union spokesman

said yesterday. The spokesman, Mr Mongezi Radebe of the Commercial, Catering and Allied Workers Union, said workers alleged the three woman managers had addressed

workers in racially insulting terms.

Representatives of Checkers' Johannesburg head office had reacted to the dispute by offering to give the three a final written warning,

but workers insisted that this was inadequate, he said.

Mr Radebe said the workers downed tools in protest at what they alleged was the three women's habit of calling them "baboons" and "k...rs".

WJ (31) RAY 17/10/83

# South African retail industry facing severe skills shortage

BY MIKE JENSEN

THE shortage of skilled management staff in South Africa is becoming a major issue in the mushrooming retail industry.

Checkers, which plans to open 10 stores by December as part of its R120m expansion effort, is facing severe shortages of store and sales managers.

As a result, it is looking to recruit overseas, particularly in the UK.

OK Bazaars expects to open about nine stores this year and is

facing similar difficulties.

The managing director of Checkers, Mr Gordon Utian, said the necessary broad-based management skills could not be easily found in South Africa.

Mr Nicholas Allix, national recruitment manager for OK, said: "We experience similar problems in the need to staff new stores and to replace the natural turnover in existing operations."

The personnel manager for Pick'n Pay, Mrs Linda Sax-Morris, said:

"We have seven stores opening within a year and so the demand for good people is very heavy."

Professor Karl Hofmeyr, of Unisa's School for Business Leadership, believes the problem is largely caused by insufficient attention being paid to the management potential of SA's women and blacks.

"There is a sleeping giant on our doorstep which is being ignored. We have the potential in the country but as yet it is not being developed," he said.

"There is no question that there are many competent women and blacks who could be trained for these positions but it needs top management to make an effort to overcome the barriers.

"Enough examples of these groups holding down fully-fledged line management positions are available to show that it works."

Recent figures from the University of Stellenbosch indicate that far more black executives will have to

be employed to maintain SA's projected economic growth.

About 82% of higher level management positions are already occupied by white males and Prof Hofmeyr believes this can not be stretched much further.

Between 1959 and 1979, SA produced only 300 black executives a year. To meet SA's economic targets, about 3 800 will have to be produced every year for the next 20 years.

# 12 Caltex drivers on strike

East Rand Bureau  
20/10/63

Drivers at the Benoni depot of Caltex Oil went on strike today following the dismissal of three drivers.

The head of public relations for Caltex South Africa, Mr Keith Bewick, confirmed that 12 drivers had gone on strike this morning.

He said that a meeting between management and employees would take place tomorrow morning.

## GRIEVANCES

"At this stage we do not know what their grievances are, but we have asked them to prepare a list by tomorrow."

Mr Bewick said that three drivers had been fired yesterday for clocking in each others' work-time cards.

"These drivers were warned over a period of time about this malpractice. They chose to ignore warnings and we had no choice but to fire them."

Mr Bewick said the strike would not effect petrol deliveries to the East Rand as drivers from their other depots would help out.

# Queenstown store closed by strike

31  
D. D. D. D. D.  
21/10/83

QUEENSTOWN — Black workers at the Checkers store here struck for some four hours on Wednesday morning.

Details of the strike could not be obtained from the company yesterday, but it is understood that early morning shoppers found the doors of the store closed.

Workers apparently refused to start work until certain grievances had been resolved. They went back to work at noon after a management representative agreed to talk to an elected spokesman.

The grievances reportedly included dissatisfaction about wages, over-time work at short notice and the "ill-treatment" of workers by a staff member.

The manager of the store, Mr Mike McNamara, referred inquiries to the regional manager in East London, Mr D. McManus, who in turn referred inquiries to the company's personnel department in Port Elizabeth.

A personnel spokesman suggested that the company's public rela-

tions chief in Johannesburg, Miss Peta Lomborg, be approached for details of the incident.

Miss Lomborg said that the incident arose after several staff were given a verbal warning over a certain matter by the store manager on Tuesday evening.

As a result of this warning, there was a work stoppage and 16 members of staff left the store early.

"The following morning the 16 workers involved went to work early and prevented other workers from entering the store," Miss Lomborg said.

"They were approached by the manager and asked what their grievances were but refused to tell him. After some time they gave him a list of grievances but refused to enlarge on them."

Miss Lomborg said the 16 finally agreed to a meeting with the regional manager for Checkers.

"I should imagine that the regional manager will undertake to investigate these grievances," Miss Lomborg said. — DDR.

# Workers return after two-day stoppage

Picture: RAYMOND PRESTON and other countries," he said.

**By STEVEN FRIEDMAN**  
**Labour Correspondent**  
 ABOUT 70 workers at Gallo Africa's Bedfordview warehouse struck for two days this week in protest at the dismissal of two Commercial Catering and Allied Workers Union (CAWUSA) shop stewards.  
 The workers returned to work

after management agreed to suspend the workers with full pay until the issue was resolved. According to the company, the dismissals are now subject to Gallo's appeal procedure. The two sides met yesterday morning and will meet again today. A Gallo spokesman said the company had agreed to suspend the work-

ers while they made use of the appeals procedure laid down at Gallo. If they were dissatisfied with the warehouse management, who were handling the appeal, they could appeal to head office.

In a separate incident, a Brakpan metal company, VSP Steel Strip, had fired its workforce after it went on strike this week, a spokesman for the Metal and Allied Workers Union said yesterday.

Few details of the strike are available. According to the union spokesman, management has refused to discuss it with MAWU, beyond saying that all the workers have been dismissed.

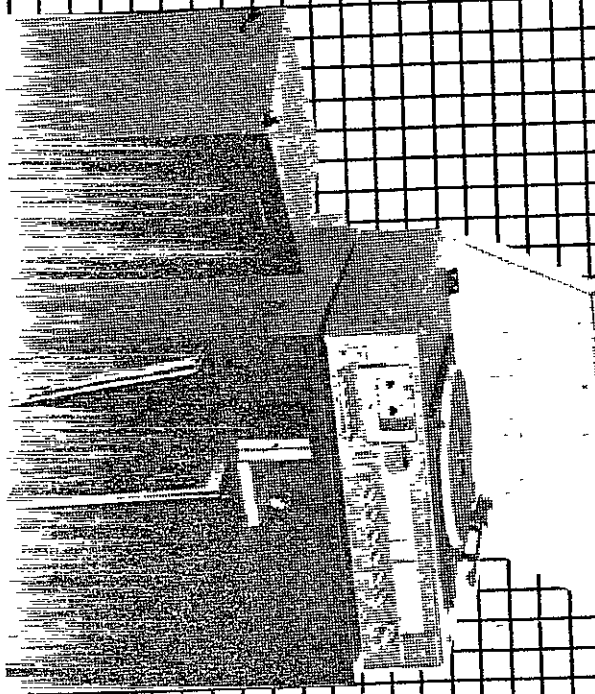
LABOUR'S secretary at 749-2111 between 9am and 5pm on weekdays.  
 If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by R A Gibson, Ben Jonson, Pogson, Peter Bunkle; cartoons by Michael Scott; headlines and sub-headings by Bryan Pearson; cartoon by David Anderson, all of 171 Main Street, Johannesburg.

# Tomorrow's special



**Beta**  
**Room Divider**  
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 Deposit **15.00**  
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**Supersonic**  
**Music Centre**  
**299**  
 Deposit **30.00**  
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# 12 Caltex drivers <sup>(3)</sup> on strike <sup>(1)</sup>

East Rand Bureau  
20/10/83

Drivers at the Benoni depot of Caltex Oil went on strike today following the dismissal of three drivers.

The head of public relations for Caltex South Africa, Mr Keith Bewick, confirmed that 12 drivers had gone on strike this morning.

He said that a meeting between management and employees would take place tomorrow morning.

## GRIEVANCES

"At this stage we do not know what their grievances are, but we have asked them to prepare a list by tomorrow."

Mr Bewick said that three drivers had been fired yesterday for clocking in each others' work-time cards.

"These drivers were warned over a period of time about this malpractice. They chose to ignore warnings and we had no choice but to fire them."

Mr Bewick said the strike would not effect petrol deliveries to the East Rand as drivers from their other depots would help out.

RM 19  
29/10/83  
Garlick's  
wage levels  
slated (31)

Labour Correspondent

WAGE LEVELS at Garlick's department store in Johannesburg have come under fire from the Commercial, Catering and Allied Workers Union (CCAWUSA)

The union's general secretary, Mrs Emma Mashinini, said she had been approached by a former Garlicks worker, Ms Lena Fiska, who was dismissed this month after working for the company for 13 years. At the time she was fired, Ms Fiska was earning R200 a month, Mrs Mashinini said.

She said this wage was well below the minimum pay rate set out in the wage determination for the commercial distributive trade.

In most job categories, the determination, which is legally binding, sets out higher minimum rates for longer-serving workers and Mrs Mashinini said that Ms Fiska's wage was below that prescribed for a worker with 13 years' service.

A Garlicks representative confirmed yesterday that Ms Fiska had been receiving R200 a month, but denied that this was below the minimum in the determination.

She said Ms Fiska had been working as a "general assistant" for which the minimum is R186 a month, regardless of length of service, unlike other categories where rates rose with the length of service.

"We were therefore paying Ms Fiska above the minimum for this rate," she added.

Mrs Mashinini charged that, regardless of the legal minimum set out in the wage determination, "R200 a month for a worker who has served a company for 13 years is simply not morally justifiable".

# Sacked — over a coleslaw complaint

C. Herald  
Plainsman 3/11/83

31

A TAFELSIG mother claims that she was unfairly dismissed from a leading supermarket chain store because she could not offer a customer a container for coleslaw that had just been ordered.

Mrs Cynthia Brenner, who worked as a delicatessen counter hand at the Pinelands branch of Pick 'n Pay, says that the Deputy Mayoress of Pinelands, Mrs A Barrett, was present at the time of the incident and backed her claim that she was not rude to the customer.

A Pick 'n Pay spokesman has confirmed that Mrs Barrett had spoken to him about the incident.

## RUN OUT

Mrs Brenner of Roodberg Street, Tafelsig, told the story of her dismissal to the Plainsman: "Last Friday, I told the perishables manager that our stock of plastic salad containers had run out. He promised us we would have containers by



● **MRS Cynthia Brenner — "I was sacked unfairly"**

Monday.

"By the time this unfortunate incident took place, the containers had not yet arrived.

"Then, on Monday, between 5 pm and 6 pm,

a customer came to the delicatessen and asked for cold meats. I served her cold meats and then she asked for coleslaw.

"I told her politely that we had no containers. She abruptly asked me why I didn't tell her that in the first place. The customer turned around and rushed to the acting store manager's office to lay a complaint.

"Mrs Barrett, the Deputy Mayoress, told me that the customer had been very unreasonable and when Mrs Barrett saw that the woman was going to the manager's office, she told me that she would intervene should I be fired.

"I went to the perishables manager, and told him that the customer had gone to complain because there were no containers.

## "MUST GO"

"Instead of defending me, he went to the store to scratch around and came back with one salad container. As I approached the office where the customer was, I heard the acting store manager telling her: 'She must go!' and I knew he was referring to me.

"The customer apparently said that I had been rude to her.

"The acting store manager telephoned the Pick 'n Pay head office and after that he told me that he had received a complaint.

"Just before 6 pm, he called me to his office again and told me that he had just spoken to the person in charge of personnel and that she had said I should go. I had no choice and left."

Pick 'n Pay director Mr John Barry confirmed on Tuesday morning that Mrs Barrett had been in touch with him, but promised to call back to give further comment.

# Union declares dispute with OK

By STEVEN FRIEDMAN  
Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (CCAWUSA) has declared a formal dispute with the giant OK Bazaars chainstore over wages — the first time the union has ever made use of the country's official disputes machinery.

The declaration of a dispute means the union has applied for a conciliation board to settle the matter and is the first step on the way to a legal strike.

The OK dispute, which follows a recent breakdown in wage talks between the two sides, affects the pay of 20 000 workers nationally.

It was also learnt yesterday that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers (NUDAW), also plans to declare a dispute with OK on the same issue.

Although CCAWUSA represents only black workers, increases negotiated by it are passed on to all workers and the NUDAW therefore argues that its members are directly affected by the dispute.

CCAWUSA declared the dispute late last week and Department of Manpower officials visited its offices yesterday to verify the union's membership.

At the same time, OK, which is not opposing CCAWUSA's request for a conciliation board, yesterday submitted its reply to the department on points raised by CCAWUSA in

its application for a board.

The company's industrial relations director, Mr Roger Blackwell, said yesterday that CCAWUSA's demands "add up to more than our profits over the past year — they would literally put us into the red".

CCAWUSA's general secretary, Mrs Emma Mashinini, said the union had demanded a R50 a month increase to come into effect from last month.

OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month and the offer was unacceptable to workers.

Mr Blackwell said that, besides offering two rises, OK was also offering the union new negotiations in March, which could lead to further increases.

He added that the offer applied only to workers earning below R350 a month — those earning above it would receive R35 a month from April, he said.

Mr Blackwell said OK had no knowledge of a dispute with the NUDAW. "We have not negotiated wages with them for as long as I can remember, so it is unclear what grounds they would have for a dispute," he said.

But, the union's general secretary, Miss Dulcie Hartwell, confirmed that it planned to declare a dispute. OK were due to be informed of this yesterday.

"Although we have not negotiated with OK on CCAWUSA's demands, they affect our members and we also want a conciliation board," she said.

## Labour Correspondent

ATTEMPTS to weld emerging trade unions representing more than 250 000 workers into a powerful new federation may face a "make or break" test at the weekend, according to union sources.

The unions are due to meet in Johannesburg to continue unity talks and unionists said yesterday they believed the meeting could be a watershed.

They believe long-existing tensions between older and newer unions may well come to a head at the meeting.

A unity meeting last month ended in acrimony and only last-minute intervention by delegates from the Council of Unions of SA ensured that the unions would meet again.

Unionists said yesterday that there had been little or no change in the relationship between the two camps since

31 (31) care times 9/1/83

# Wage dispute at OK

**Own Correspondent**  
**JOHANNESBURG.**— The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a formal dispute with the giant OK Bazaars chain store over wages — the first time the union has ever made use of the country's official disputes machinery. The declaration means the union has applied for a conciliation board to settle the matter, and is the first step to a legal strike. The OK dispute, which follows a recent wage-talks breakdown, affects the pay of 20 000 workers nationally. The white and coloured shop workers' union, the National Union of Distributive

and Allied Workers (Nudaw), also plans to declare a dispute with OK on the same issue. Although Ccawusa represents only black workers, increases negotiated by it are passed on to all workers. Nudaw argues that its members are directly affected by the dispute. Ccawusa declared the dispute late last week, and Department of Manpower officials visited its offices yesterday to verify the union's membership. OK, which is not opposing Ccawusa's request for a conciliation board, yesterday submitted its reply to the department. The company's industrial relations director,

Mr Roger Blackwell, said yesterday that Ccawusa's demands exceeded OK's profits over the past year. Ccawusa's general secretary, Mrs Emma Mashinini, said the union had demanded a R50-a-month increase. OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month. Mr Blackwell said OK was also offering the union new negotiations in March, which could lead to further increases. "We want to have annual negotiations, so that we can budget accordingly," he said.



of "you can win some but you definitely lose" pre-primary schoolteacher worked hard of keeping a class together while on yesterday. The children were instructed to hold on to the rope. Picture: John van der Linden

## Handicapped given 'kars'

**Staff Reporter**  
**TEN** Cape Town children who cannot use their legs experienced the joy of movement yesterday when they were presented with the first of 100 "Ro-kars" — four-wheeled cars propelled by hand. The cars were presented on behalf of the Rotary Club of Constantia by the Mayor, Mr Sol Kreiner, at a function in the Civic Centre. The idea was set in motion by a similar vehicle in Australia and has been developed by the Rotary Club over the past four years. The Ro-kars have a single-crank back axle with two rowing levers. Apart from the enjoyment they give, the cars also teach handicapped children co-ordination and perspective, and give them a sense of independence.



Gerhard van Niekerk, 9, of St Joseph's Home in Philippi, enjoys his first try on a hand-propelled "Ro-kar". The first ten of 100 cars were presented to homes and institutions yesterday for use by children who do not have the use of their legs.

## plans nberg theme

ed that the plan should be undertaken over a five-year period. Mr Brand stated that access points to the park should have colourful arches or signposts to define its boundaries. A section of

## Farmer loses appeal

**Staff Reporter**  
**THE** Appeal Court in Bloemfontein has dismissed an appeal by Ivan Burger, of Bonnievale, against his conviction and sentence for assault with intent to seriously injure a man who had raped a woman on November 22, 1980. Burger was found guilty of shooting Mr

# IN GOD'S NAME

# Chain store in wage dispute

Argus Bureau

PORT ELIZABETH. — The 9,000-member National Union of Distributive and Allied Workers (Nudaw) joined the Commercial, Catering and Allied Workers' Union (Ccawusa) today in declaring a formal dispute over wages with the giant OK Bazaars chain.

The breakdown in wage talks is expected to affect about 20,000 workers countrywide.

Miss Dulcie Hartwell, secretary of Nudaw, said today she had just told the personnel director of OK Bazaars, South Africa, Mr Richard Black-

well, that the union was declaring a dispute with them and had applied for a conciliation board to settle the matter.

## Strike

She said the conciliation board would consist of union and management representatives and a legal strike would not necessarily be declared if an agreement was not reached.

Union members would still have to be balloted before such a decision was made.

Nudaw, a registered and unaffiliated union, would ask the Minister of Manpower, Mr Fanie Botha, to handle the two conciliation board applications jointly, she said.

Mrs Emma Mashinini, secretary of Ccawusa, confirmed the joint request today and said it was the first time Ccawusa had made use of the country's official dispute machinery.

She said Ccawusa represented only 6,000 black workers, but the recent breakdown in wage talks would affect 20,000 workers nationally.

This was because increases negotiated by Ccawusa and Nudaw would be passed on to all OK Bazaars employees in the country.

Management and union representatives were engaged in talks and could not be contacted for comment.

31 70 129 105 19/11/83

# Retail boycott threat against 'wrong' man

By STEVEN FRIEDMAN  
Labour Correspondent

A SOWETO store to be opened by Mr Richard Maponya faces a boycott because of its links with chain-store Grand Bazaars.

The boycott call has been threatened by shop stewards of the Commercial, Catering and Allied Workers' Union.

About 40 CCAWUSA members were fired after a strike at Grand Bazaars, Rosettenville, recently and the union is demanding their reinstatement at either Grand Bazaars or Mr Maponya's store.

CCAWUSA says the shop stewards will call a boycott of the store — due to open on December 1 — unless the workers are placed in jobs.

Mr Maponya said on the union was campaigning against "the wrong man" because he, not Grand Bazaars, was the sole owner of the store.

Grand Bazaars' chairman, Mr Manny Sachar, rejected union charges that the workers had not been reinstated because of the company's attitude. He said the company was prepared to place them

in jobs when there were vacancies.

The workers were fired after striking in protest at four lay-offs. CCAWUSA says workers believe the four were victimised. The four were later rehired but not the strikers.

CCAWUSA's general secretary, Mrs Emma Mashinini, said all attempts to negotiate the workers' reinstatement with Grand Bazaars had failed.

When stewards learned that Grand Bazaars was to launch a "joint venture" with Mr Maponya they asked him

to intervene. As a result, she said, the company offered to reinstate only 21 workers temporarily.

This was unacceptable and stewards had decided that, if all the workers were not placed permanently in either Grand Bazaars or Mr Maponya's store, they would urge a boycott.

Mr Sachar said Grand Bazaars was not worried about a boycott. "But these things are always unpleasant and we feel we should set the record straight," he added.

He said Grand Bazaars had a management contract with

Mr Maponya at the store but that Mr Maponya was sole owner and shareholder.

Mr Sachar said, Grand Bazaars had told CCAWUSA it was willing to place the workers in jobs when these became available. But it could not fire the workers who had replaced them.

"The union is working against its own interests if it expects us to fire people to make way for strikers. Retail labour turnover is high and, if they agreed to our proposal, they would have their jobs back soon," he added.

# All is not so OK

~~31~~ Soweta  
31 12/11/83  
~~31~~

THE Commercial Catering and Allied Workers Union of SA (Ccawusa) has applied for a conciliation board hearing to settle a dispute with the giant OK chainstore group which employs 20 000 workers nationally.

This was confirmed by the union's secretary Mrs Emma Mashinini who also said that officials from the Department of Manpower had visited the union offices to check on their membership.

And in another major move the white and coloured shop workers' union, the National Union of Distributive and Allied Workers, plans to declare a dispute with the same company.

The dispute by Ccawusa follows a deadlock in wage talks and it is the first time that the union has made use of the country's official dispute machinery since the parties signed a recognition agreement earlier.



31  
11/83  
JUST as union-called consumer boycotts seemed to have become a thing of the past, the Liberty Life boycott was called. Now another one could be on the way.

This time the boycott, if it happens, will be centred on a store in Soweto which businessman Mr Richard Maponya is to open soon.

It might be recalled that about 40 Commercial, Catering and Allied Workers Union strikers were fired from a Grand Bazaars' (GB) store a while back. Union attempts to win their reinstatement have failed.

Recently, shop stewards representing the strikers got wind that Mr Maponya was undertaking his new venture in association with GB.

They approached Mr Maponya and said they wanted reinstatement at GB — or the hiring of the strikers by the Soweto store. Otherwise, they would urge a boycott of the Soweto store.

Mr Maponya took the matter up with GB, which then offered to hire 21 strikers as temporary staff only — which workers turned down.

There has been no further movement and Ccawusa says the stewards are now planning a boycott.

Both Mr Maponya and GB say the store is an inappropriate target because Mr Ma-

ponya is the sole owner. He simply has a management contract with GB to run the store, and to train and select staff, they say.

Ccawusa seems unimpressed with this argument.

GB's chairman Mr Manny Sachar doesn't believe the boycott will harm his company. GB, he says, is willing to take back the strikers — but only when vacancies arise because it won't fire the workers who replaced them.

A boycott would be Ccawusa's first and would test whether it can organise enough consumer muscle in Soweto to make a boycott stick.

# Call to shun Soweto shop

24/11/83 ROOM

By STEVEN FRIEDMAN  
Labour Correspondent

COMMERCIAL, Catering and Allied Workers Union members have begun distributing pamphlets in Soweto calling for a boycott of a shop to be opened soon by Mr Richard Maponya.

The 57 workers, who were fired recently after a strike at Grand Bazaars' (GB) Rosettenville, have called a boycott because GB is involved with Mr Maponya in the shop's launching.

They are demanding their jobs backs at either the GB Rosettenville or Soweto outlets.

Shop stewards representing the fired workers say they have also held talks with church and community groups, traders and taxi associations in Soweto — and they have agreed to support the boycott.

They also challenged statements by both GB and Mr Maponya, who say GB has no financial stake in the new shop, but simply has a contract to manage it.

GB's chairman, Mr M Sachar, this week revealed the company was shortly to begin its own leaflet campaign in Soweto on behalf of the new shop.

Besides offering various promotions, the leaflet — to be distributed in Soweto — would state that the new shop was "in no way whatsoever a part of the GB group".

The company says it is willing to take the strikers back, but only if vacancies arise. It says there are no vacancies at present, and that it is not prepared to fire workers hired in place of the strikers.

However, shop stewards have claimed there are still vacancies at GB in Rosettenville.

Stewards also charged that application forms for workers wishing to work at the Soweto shop had GB's name on them and that a GB manager had told workers that it was owned by GB.

"They are hiding behind Mr Maponya — so the boycott goes on," they said.

Mr Sachar denied this. He said the application forms bore only the name of Maponya's Retail Discount Store and reiterated an earlier statement that the company was merely being paid by Mr Maponya to manage the shop.

In its planned leaflet, GB will tell Soweto householders that the new shop is "100% owned" by Mr Maponya and that GB will merely "train staff and provide manage-

25/11/83

# Pickets delay store opening

By Carolyn Dempster,  
Labour Reporter

The opening of the R2 million discount store owned by Soweto businessman Mr Richard Maponya was postponed for a week as picketers gathered outside the Dube complex today.

The picketers were members of the Commercial Catering and Allied Workers Union which had called for a boycott of the store because of Mr Maponya's business links with Grand Bazaar.

The boycott is the sequel to the dismissal of 59 union members who went on strike at Grand Bazaar's Rosettenville store on October 6.

## RETRENCHED

Four employees were retrenched by the store and, when the 59 workers went on strike to secure their reinstatement, they were also dismissed.

Negotiations between union representatives and management subsequently broke down.

One of the dismissed shop stewards said that Grand Bazaar had a management contract with Mr Maponya and was training and supplying the staff for the Dube store.

"Our demands are for the reinstatement of the 59 workers and recognition of our union. We demand full negotiations with Grand Bazaar," read the picketers' placards.

Mr Maponya has denied these claims but was not available today for comment.

# Union official 'harassed'

ARCA 25/11/83 (31)  
Labour Reporter

AN OFFICIAL of a newly formed trade union in the retail sector has claimed she was harassed by authorities while organising shop workers outside a branch of a major retail store.

Miss Justine Quince of the Retail and Allied Workers' Union said she was talking to workers outside the store in Bellville this week when two Railways policemen arrived and asked her what she was doing.

According to Miss Quince, the policemen told her a member of the public had complained that she was "talking to non-Europeans in the parking lot".

She agreed to accompany them to the nearby Bellville Railway Police charge office.

"But there was no member of the public there. I was questioned by the police about political matters for some time and then they asked me to wait until Security Police from Cape Town arrived.

"Two Security policemen arrived. I told them I was a trade union official and I was eventually released after one and a half hours," Miss Quince said.

A spokesman for the South African Transport Services in Johannesburg has promised to investigate the incident. He confirmed that a formal complaint had been made.



JOMO: Kentucky Franchise.

# Kentucky — an appeal to Jomo

By JOSHUA RABOROKO

THE Commercial Catering and Allied Workers' Union (CCAWUSA) is planning to meet soccer star Jomo Sono in an attempt to resolve the labour dispute at several Kentucky outlets in Johannesburg and the Reef.

A union official said that Sono, who has bought a Kentucky franchise operating in Soweto, might use his influence in persuading the "recalcitrant management" to change their

minds. If he refuses, the official continued, then "we shall call on his staff in Soweto to join the strikers because he uses the name of the people who are oppressing black workers."

About 80 workers employed at Kentucky outlets in Johannesburg, Roodepoort, Krugersdorp and other areas have downed tools demanding the reinstatement of a colleague, better wages and improved working con-

ditions.

Sono said that he was prepared to meet the union officials but this would have to be in two weeks' time because "I am going on holiday soon."

He was not against his workers joining the union because they knew their rights. "I cannot pull workers by their noses, they know what is good for them," he said. Kentucky workers were talking to

management about their grievances which led to the strike and which had left many outlets empty yesterday.

Meanwhile, workers at Grand Bazaar have called on the public to boycott the Maponya Shopping Centre in Soweto because of links between it and the bazaar.

The sacked workers demand that their union (Cawusa) be recognised. The shopping complex is to open today.

# Strikers go back to work

31

Labour Reporter  
30/11/83

The strike by workers at 16 Kentucky Fried Chicken outlets on the Reef ended yesterday afternoon after negotiations between management and the Commercial Catering and Allied Workers' Union.

A Kentucky spokesman said the strikers had returned to work but would not comment on the discussions.

A Ccawusa spokesman said the two-day strike was sparked by a wage dispute and workers had complained that they had to ask permission to go to the toilet.

Outlets affected were at Randburg, Randfontein, Alexandra township, various parts of the West Rand, Orange Grove, Joubert Park, Melville, Jeppe Station and Victory Park.

Ccawusa said it was negotiating for a basic wage for employees and was also trying to resolve other work grievances.

# 30 picket Maponya supermarket

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 30 workers who were fired from Grand Bazaars' Rosettenville store recently, yesterday picketed the opening of a new Soweto supermarket owned by businessman Mr Richard Maponya as part of a campaign to urge a boycott of the shop — but failed to prevent a large crowd of shoppers buying at the store.

The workers are urging a boycott because, they claim, the store has links with Grand Bazaars which, they say, refuses to reinstate them.

However, Mr Maponya said yesterday the picket had had no effect on business at the store. He said thousands of Soweto residents had visited the store yesterday and the opening had been "a great success".

Some shoppers had wanted to take action against the boycotters, but he had advised them not to, Mr Maponya said.

Pickets conceded that large crowds visited the store yesterday, but claimed



Some of the thousands of bargain-seekers who flocked to the opening of Soweto's first discount store — owned by Mr Richard Maponya — yesterday.

Picture: ROBERT TSHABALALA

that Maponya's had been forced to offer "massive discounts" in an attempt to "break the boycott".

The workers, who belong to the Commercial, Catering and Allied Workers' Union, called the boycott after talks aimed at winning their reinstatement had deadlocked.

Mr Maponya and Grand Bazaars say that Mr Maponya is the sole owner of the Soweto store, but that he and Grand Bazaars have signed a

management contract empowering Grand Bazaars to run the store.

However, the workers claim that Grand Bazaars has a stake in the store. They say they want reinstatement either at the Grand Bazaars store or at the Soweto store.

Yesterday's picket lasted from 7am until 8.30am and a contingent of police arrived to keep watch over it. There were no incidents.

After the picket, workers also alleged that garments

being sold in the store bore the label "Grandware", which they say is used only in Grand Bazaars stores. Mr Maponya denied this.

They also claimed the store had opened late because of the picket.

Mr Maponya said "about six thousand" people had been waiting outside the store yesterday morning and that "the queue of those who could not get in stretched around the block".

Unions No  
OK offer  
Mail Correspondent  
7/12/83

DURBAN. — The Minister of Manpower has appointed a conciliation board to resolve a wage dispute between workers and management of OK Bazaars.

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), representing black workers, and the National Union of Distributive and Allied Workers (NUDAW), representing Indian, coloured and white workers, declared a dispute with the company recently.

The workers are demanding an increase of R50 across the board, but the company offered R20 at the end of this month and R15 in February to all workers earning less than R350.

A spokesman for CCAWUSA said workers had rejected the offer and were sticking to their demand.



# A dispute at

By JOSHUA RABOROKO

THE Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers Union of SA (CC Awusa) and the giant OK Bazaars which employs over 20 000 people.

This was confirmed by the union's general secretary, Mrs Emma Mashinini, who told **The SOWETAN** that the conciliation board would sit this week.

The dispute by CC Awusa follows a deadlock in wage talks. This is the first time that the union has made use of the official dispute machinery since the parties signed a recognition agreement earlier.

Mrs Mashinini said that officials from the Department of Manpower had visited the union's offices to check on their membership. The union represents 6 000 of the 20 000 workers at all stores in the country.

The union has demanded a R50 a month increase to come into effect as from October and the company has come with an offer of R20 a month from December and a further R15 from next Feb-

# the OK

*Sowetan*  
5/12/83

ruary.

Mrs Mashinini said that the minimum wage at the store was R240 a month and the offer had not been accepted by the workers.

The declaration of a dispute means that the union has to apply for a conciliation board to settle the matter and is the first step on the way to a legal strike. Failure by the board to settle a dispute can open the door to a legal strike, according to Manpower officials.

OK management has said that they intend to offer another salary increase next year, despite the two other offers.

Meanwhile it is understood that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers has plans to declare a dispute with OK Bazaars

on the same issue, but the management has denied any knowledge of the dispute.

31

*[Handwritten scribble]*

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*[Handwritten scribble]*

# Employers get tough with trade unions

EMPLOYER attitudes to workers are hardening. Confirmation came in last week's Barlow Rand annual report.

Barlows has as an image of commitment to dealing with black unions. But there was a marked change of tone in the report.

Fosatu and its Metal and Allied Workers Union were singled out for attack and Fosatu was accused of making demands which threatened free enterprise.

Some unions were also accused of destroying trust in factories and of singling out progressive firms as targets.

Tension between Barlows and Fosatu unions has been evident for some time. Besides a series of heated disputes between MAWU and Barlow metal firms, there have been clashes in the textile and paper industries.

Barlows chairman, Mr Mike Rosholt, believes unions are responsible for the confrontation. But MAWU insists he is being fed incorrect information.

Indeed, unionists argue that the disputes arise because Barlows is using them as guinea pigs to test how far it can go in limiting the

## LABOUR WEEK

BY STEVEN FRIEDMAN



issues it will have to negotiate with them.

The battle is about management prerogatives — the decisions which management should be able to take without negotiation.

Mr Rosholt says managers see freedom to take decisions affecting workers as an integral part of free enterprise. The Barlow battle thus reflects what is going on in many unionised factories.

The main focus of union activity this year has been to whittle away at these "prerogatives", which the unions see as a licence for managers to take decisions on issues directly affecting workers without consulting them.

Retrenchment and safety are two examples of issues on which unions are challenging management's right to take decisions alone.

It is this trend to which Barlows appears to be reacting — as are employers who are irked by industrial court decisions curtailing

their right to take key decisions without negotiation.

It seems many managements recognised black unions in the belief that their decision-making power would not be curtailed and are now reacting against the discovery that this is not so.

But the battle over which decisions should remain the domain of employers is what unionism is all about in the West and the Barlows report pinpoints the area of conflict which will dominate bargaining in future.

□□□

THE attempt by sacked Grand Bazaars workers to enforce a boycott of a Soweto store owned by Mr Richard Maponya got off to an inauspicious start last week.

About 30 of the workers picketed the store's opening, but failed to prevent thousands of shoppers from buying at it.

The key factor was that the store offered special offers to shoppers — either because this is

standard practice when a new store opens or, as the workers allege, to dent the boycott.

Although the boycotters lost the first round, the store will not offer these specials for ever and it will be a while before the strength of the boycott can be judged.

Ccawusa, the union to which the dismissed workers belong, has been careful not to allow the boycott to become a test of strength for it. It has left the boycott's organisation mainly to the sacked workers and has stressed that whether the boycott will continue is up to the Grandbaz workers alone.

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PARALLEL unionism — once a standard method used by white-led unions to organise black workers — has fallen on hard times.

Most non-black unions have abandoned this strategy and one of the last surviving parallel setups — among the electrical unions — has collapsed.

Parallel unionism was devised by Thusa. A non-black union would organise a separate black union and install its general secretary at its helm.

Until the 1980s, this was seen by emerging unions as a key strategy to weaken them. They argued that the non-black union controlled the black union through this device.

Although most established unions now recruit all races into one union by means of the closed shop, the electrical unions have retained this type of unionism.

Three unions, one each for blacks, coloureds and whites, were linked by a federation and Mr Ben Nicholson, general secretary of the white union, fulfilled this function in the other two as well.

Mr Nicholson denied this was a form of control and insisted it was a unique form of federation which prevented any race from dominating another. The black and coloured unions have decided to amalgamate into a non-racial union which will operate independently.

They say they have been branded parallel unions to their cost, that they asked the white union to join them, but that it refused.

2014 5/12/83

5/12/83  
2014

**No orders,  
so black  
salesmen  
dismissed**

By Carolyn Dempster,  
Labour Reporter

The total complement of black sales representatives at SA Cultural Investments was dismissed last week for failing to bring in orders.

The 20 representatives, who are all members of the Commercial, Catering and Allied Workers Union, were allegedly told to bring in "at least one order" by a certain date or face dismissal.

In the interim, union organisers met with management to discuss grievances voiced by the representatives over basic salaries and field trip allowances.

Mr H W Payne, director of Cultural Investments, said management had agreed to consider the union's demands, but was unaware of the threat by the branch manager.

Mr Payne confirmed that when the employees reported for work on Monday — without an order between them — they were fired on the spot.

The company has now offered to reinstate the representatives on a freelance basis only, and is demanding a R200 down-payment on the sales kit and the training course.

A spokesman for the union alleges the new conditions of employment constitute nothing less than selective re-employment.

The union has also taken the issue of basic pay to the Department of Manpower, holding that the employees should be awarded backpay for the period they were told to report to work on a daily basis.

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(31)  
Book sellers  
in protest  
2004 8/12/03

**Labour Correspondent**

ABOUT 20 sales workers, recently fired from SA Cultural Investments, staged a lunch-hour protest picket outside the company's branch in Eloff Street, Johannesburg, yesterday.

The company distributes a well-known encyclopedia which the fired workers had been selling. This is the first time it has opened a black sales office.

Police arrived at the protest and confiscated posters, but there were no other incidents.

A company spokesman yesterday denied claims by the Commercial, Catering and Allied Workers Union (Ccaawusa) that management had called the police.

The union alleges the workers were sacked because they joined Ccaawusa. It says they were fired after the union held talks with the company over workers' demands for a basic wage instead of the commission they had been receiving.

But the company says they are freelance workers. It adds that they were fired for not bringing in sufficient orders, not for joining the union.

(31) ~~17~~  
OK and  
unions ~~130~~ ~~248~~  
in key ~~451~~  
meeting  
9/12/83

By STEVEN FRIEDMAN

THE OK Bazaars and two shop workers' unions yesterday met at an official conciliation board in an attempt to avert a legal strike at the chainstore, but the meeting failed to settle the wage dispute between the two sides.

However, OK and the unions have agreed to meet again on Tuesday to continue discussions, and another meeting will be held on Thursday if necessary.

OK's industrial relations director, Mr Richard Blackwell, said neither side had made new offers at the meeting but added "We are still talking".

The fact that further meetings have been arranged is seen as a sign the two sides believe a settlement of the dispute is still possible.

The dispute centres around wage demands by the Commercial, Catering and Allied Workers Union (Ccawusa) which OK alleges would cost the company more than its total profits for this year.

Ccawusa argues that OK can pay more than it has offered union members.

As a result of this deadlock, the union declared a dispute with OK — the first time it has used the country's official disputes machinery.

If the conciliation board fails to settle the dispute, union members can strike legally if they vote to do so in a secret ballot.

The National Union of Distributive and Allied Workers, which represents white and coloured workers, has also declared a dispute with OK on the wage issue.



# OK wage talks limp on

Labour Correspondent

OK BAZAARS and two shop workers unions met again yesterday with an official conciliation board in an attempt to avert a legal strike at the store — but made "little progress", according to the general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashinini.

She added, however, that both sides had made new proposals in an attempt to end their wage dispute and that they were due to meet again tomorrow to continue talks.

Yesterday's meeting was the second between OK and the unions since a conciliation board was appointed to attempt to settle the dispute.

The board's appointment follows CCAWUSA's decision to declare a formal dispute with

OK after the two sides deadlocked over wages.

The National Union of Distributive and Allied Workers, which represents white and coloured workers, also declared a dispute with OK, arguing that its members were affected by the dispute between CCAWUSA and the company.

Yesterday, Mrs Mashinini said that OK had made a new wage offer to the union, which proposed increases over an 18-month period.

However, she added, CCAWUSA was insisting that the agreement cover a six month period only, as this has already been agreed between the two sides in previous negotiations.

She said CCAWUSA had also made new proposals at yesterday's meeting, but was pessimistic about the prospects for a settlement.

# Workers strike for R85 increase

14/12/83  
Vereniging Bureau

About 500 black workers at the Pick 'n Pay Hypermarket here are on strike for the third day over a demand of a wage increase of R85 a week.

A Commercial Catering and Allied Workers' Union organiser, Mr Mongezi Radebe, said most general workers were paid less than R50 a week.

White casual workers were being paid more for working two days than black permanent staff working a week.

He also said "white personalities" were being invited to give performances or make appearances at the store every week for large sums of money.

Management and union negotiations came to a deadlock yesterday on the issue.

A director, Mr J de Wet, told workers and union officials that the company was going to increase the wages of all the workers on January 11, but that it was impossible to meet demands for R135 a week.

He said the store was not doing well because of the opening of a similar store in Three Rivers.

Mr Radebe said the company was offering "nothing to the workers and not meeting their wage demands, therefore the strike will continue until the company comes up with something".

"The company is making a monthly turn-over of R4 million, so it is possible for it to meet our demands."

Mr de Wet said he would be holding a meeting with the workers at 3 pm today to try to end the strike but it was impossible to meet a request that the chairman, Mr Raymond Ackerman, attend the meeting.

The workers told Mr de Wet that if Mr Ackerman did not attend they would not go back to work.

The store's general manager, Mr Mike van der Merwe, tried to persuade the workers to return yesterday so the matter could be settled "peacefully".

He said the R85 wage demand would be considered during negotiations.



# Garage owner says Erab used 'Gestapo tactics'

By Erik Larsen,  
East Rand Bureau

14/12/33

A Germiston filling station owner has slated the East Rand Administration Board for using, what he terms "Gestapo tactics".

Mr John Rawlins of Homestead Motors in Rietfontein Road, Primrose, said Erab inspectors carried out a raid at his premises early yesterday and arrested all his pump attendants.

"They (Erab officials) did not even have the decency to telephone me to tell me what they had done."

Mr Rawlins said he arrived at work at about 9.30 am to find his six pump attendants missing. After some enquiries he found they had been arrested.

"There was absolute chaos at the filling station. Cars were queueing-up for petrol, but I could not even unlock the pumps to serve them as my attendants had the keys. My office was also locked and the day's takings of about R2 500 missing."

Mr Rawlins explained that although his staff were not legally allowed to sleep at his premises, he had given them permission to do so because they had worked until about 9 pm the previous evening.

"They had also just been paid and were afraid to go into the township at that time of night in case they were attacked and robbed."

He said the arrest of his employees had resulted in a loss of about R700 worth of business. "I had to turn away people all day."

Erab's chief director, Mr F E Marx, confirmed that his inspectors had carried out a raid at Homestead Motors.

"They had received complaints from people in the vicinity," he explained.

According to Mr Marx, only four people were arrested — two unregistered workers and two trespassers who had no right to be on the premises.

"There was also a student on the premises, but he was not arrested."

Mr Marx said action would be taken against the four men.

# Pick 'n Pay workers go on strike over pay

Labour Correspondent

3/12/83

ABOUT 200 workers at Pick 'n Pay's Bedworth Park store in Vereeniging went on strike for more pay yesterday, a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) said yesterday.

According to the spokesman, Mr Mongezi Radebe, this is the second strike by Vereeniging shop workers in the past three days.

He said about 120 workers at OK Bazaars' store in the town struck briefly on Saturday after an altercation between a white and a black worker.

He said workers demanded the dismissal of the white worker, who had allegedly used racially insulting language, and returned to work when management agreed to this.

Mr Radebe said, however, that management had also wanted to give a disciplinary warning to the black worker involved in the incident — who apparently swore at the white worker — but the workers were opposed to

31  
this. At Pick 'n Pay's store, workers are demanding that their present pay of R45-R56 a week be raised to R80, according to Mr Radebe.

But he said the store's management replied it could only afford to pay workers R56 a week.

Workers stopped work yesterday morning and talks between the union and management had taken place yesterday, Mr Radebe said.

However, the store's management had said it could not make a decision on workers' demands without a mandate from Pick 'n Pay's head office and talks between the union and head office management would take place today, according to Mr Radebe.

Pick 'n Pay's head office yesterday referred inquiries about the strike to Mr Mike van der Merwe, general manager of the Bedworth Park store. However, Mr Van der Merwe was not available yesterday.

Thursday, December 15, 1983

# 400 striking workers offered 10% pay rise

RWM 15/12/83 (31)

By STEVEN FRIEDMAN  
Labour Correspondent

PICK 'N PAY yesterday offered 400 workers at its Bedworth Park, Vereeniging, Hypermarket, who have been on strike for three days, a 10% wage increase and appealed to them to return to work today.

In an unusual move, the offer was communicated to workers personally by Pick 'n Pay chief, Mr Raymond Ackerman, who flew to the store in an attempt to settle the dispute.

The company's move came as about 150 workers at its Kroonstad store also downed tools in support of wage demands.

Workers at Bedworth Park are demanding that minimum pay be raised to R85 a week — it is presently R45 — and those at Kroonstad want it raised to R90.

Yesterday a company spokesman, Mr J de Wet, said Pick 'n Pay also offered to pay Bedworth Park workers for two of the three days they had been on strike.

He said it was not clear yet whether workers would return to work today, but the company was hopeful Kroonstad workers would return.

At both stores, strikers belong to the Commercial, Catering and Allied Workers Union (Ccaawusa).

Before yesterday's meeting at which Pick 'n Pay proposed a 10% increase, union spokesman Mr Mongezi Radebe said the union had been negotiating with the company on the dispute, but settlement had been hampered because company negotiators said they needed a mandate on wages from the company's head office.

He said management had also argued that, by seeking to negotiate wages at a

single store, the union was not negotiating "at the right level".

Mr de Wet said yesterday the 10% offered by the company came on top of a 9% rise granted in July. It was "not so much a wage offer as a statement of what the company can afford to pay", he said.

Mr de Wet said Mr Ackerman — whose intervention followed a worker demand that he be present at the store — had intervened "not to negotiate, but to explain the company's position to workers".

The offer to pay strikers had been made as a gesture to workers, he added. ● Meanwhile, about 70 workers at a General Tyre depot in Booyens have been on strike since last Friday, a General and Allied Workers Union spokesman said yesterday. He said they were protesting against the dismissal of two colleagues.

UMTATA — The 200 strikers at the Mandla KaMoya Wholesale, continued their strike yesterday as their demands were not met on Thursday thus forcing a continued standstill at the busy supermarket.

Management and workers clashed when the workers did not get their annual bonuses.

After resuming work for a while on Thursday afternoon the workers downed tools again. A representation from

# Workers demands not met — strike continues

The Department of the Interior arrived at the scene and advised the workers to go back to work and nominate someone to table their grievances.

The workers informed him that they did try to form a liaison committee

but this was not allowed by the management. The workers stood by their decision not to go back to work until they were paid the money.

The personnel officer of the business, Mr L. V. Magwentshu, said yesterday that all attempts to lure the strikers to come back and work while their issue was being considered failed dismally and things got out of hand when the workers saw one of the directors

attempting to inform the strikers to send representatives to resolve the matter internally with management. "Early this morning when I arrived for work the store still demanding their money."

Meanwhile scores of Christmas shoppers milled around as the security men informed them there was no service. Somewhere in the basement of the store stock-hungry retailers grumbled when there were not enough men to serve them.

One of the strikers who deals with the daily takings but refused to be named said "about R300 000 had been lost during the past two days because of the strike. — DDR.

CAPL TRAPS  
20/12/83

# OK for rise 20 000 averts strike

Own Correspondent  
JOHANNESBURG: A legal strike at OK Bazaars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for about 20 000 OK workers throughout the country.

A key feature is that workers in country areas will receive the same increases as those in the cities. Country workers usually receive lower increases than those in the cities and it is believed that OK is the first major chain-store to agree to give both groups the same increase.

The agreement was reached between OK, the Commercial Catering and Allied Workers Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw).

The board met three times after Ccawusa had declared a formal dispute with the OK. Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Ccawusa.

## Legal ballot

Had the two sides failed to agree, the unions would have been entitled to hold a legal strike ballot. According to a joint statement, the settlement means workers affected by the dispute will receive a R35 a month increase back-dated to December 7, and a further R10 in April next year.

The new agreement will apply until the end of next September and negotiations for an increase to be effective from 7 October, 1984 to 6 October, 1985, will commence not later than July next year.

Ccawusa claims that minimum pay at OK is around R230 a month. The wage deadlock arose after Ccawusa had demanded a R50 increase with immediate effect. OK countered with an offer of R20 in December and a further R15 in February.

# OK Bazaars pay rise agreement has averted strike

By Carolyn Dempster,  
Labour Reporter

A nationwide wage agreement reached late yesterday between OK Bazaars Ltd and two unions representative of workers in the trade has averted a legal strike in the store chain.

It will also mean that about 20 000 workers countrywide will receive across-the-board increases effective from December 7.

The agreement was reached after the third meeting of the conciliation board on disputes between OK Bazaars, the largely black Commercial Catering and Allied Workers Union (CCAWUSA) and the mainly white and coloured National Union of Allied and Distributive Workers (NUDAW).

Disputes were declared by both unions when wage talks earlier in the year deadlocked.

CCAWUSA workers demanded an immediate R50 increase, and NUDAW's wage talks with the company broke down when it was argued that any agreement reached with CCAWUSA would have an impact on a wage agreement with NUDAW.

A legal strike seemed imminent after the conciliation board met for the second time without resolving the dispute last week.

In a joint statement released by both unions and the OK yesterday, it was stated that workers "in respect of whom the dispute arose" will receive increases from R35 a month backdated to December 7 until March 1984, and an additional R10 from April 1984 to September 1984.

Negotiations for the next wage agreement have been set for July 16 next year to cover the period October 7 1984 to October 7 1985.

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# All OK's workers to get pay rise

Mercury 20/12/83

**Mercury Reporter**  
ABOUT 20 000 workers at the OK Bazaars chain-stores throughout the country are to be given an across-the-board wage in-

crease of R35 a month with immediate effect and a further R10 increase in April next year, it was announced yesterday.

The wage increase comes after lengthy negotiations between two shop workers' unions — the Commercial, Catering and Allied Workers' Union of South Africa and the National Union of Distributive and Allied Workers — and OK management at a conciliation board meeting.

The increases also marked the end of a dispute between management and workers, some of whom had threatened 'legal strike action' against the company in support of their demand for a wage increase.

## Dispute

The Commercial, Catering and Allied Workers' Union, representing black workers, and the National Union of Distributive and Allied Workers, representing white, coloured and Indian workers, declared a dispute after OK management refused to accept their demands for a R80 a month across-the-board pay rise for all workers.

However, the two unions later reduced their demand to R50, which was rejected by the company, but in a settlement offered R45.

A joint statement released yesterday said that a 'nationwide agreement' had been reached on wage increases for all employees in respect of whom the dispute arose.

Welcoming the increases, Mrs Emma Mashinini, CCAWUSA's general secretary, said she was pleased that all workers, irrespective of their race, would benefit.

Negotiations for the next wage agreement for the period October 7 next year to October 6, 1985, would begin not later than July 6, the statement added.

# Store told to reinststate staff

Mercury Reporter 2/12/83

A HILLCREST supermarket, Richdens Foodliner, which holds the Spar franchise, has been ordered by the Industrial Court to immediately reinstate four workers who were retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre which made the application on behalf of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Mavis Vezi, Angeline Ngwane and Winnie Phewa — all members of CCAWUSA — were laid off during September and October.

The Legal Resources Centre was approached and the matter was referred to the Industrial Court.

Miss Richardson said the dismissals were unlawful.

Mr David Dennison, managing director of the supermarket, said the company's attorneys had been instructed to take the Industrial Court ruling on appeal to the Supreme Court.

He said the company had valid reasons for dismissing the workers and denied allegations that it was an act of victimisation because of their trade union involvement





Sacked ~~15~~

~~25~~  
~~15~~  
workers

20M (31)  
win case

21/12/83  
Mail Correspondent

DURBAN. — A Hillcrest supermarket, Richdens Foodliner, has been ordered by the industrial court to immediately reinstate four workers retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre, which made the application on behalf of the Commercial, Catering and Allied Workers' Union of SA, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Ms Mavis Vezi, Ms Angeline Ngwane and Ms Winnie Phewa — all members of Ccawusa — were laid off during September and October.

The union took up their case with management, but they were refused reinstatement.

Miss Richardson said the dismissals amounted to an unfair labour practice in terms of the Labour Relations Act.

Mr David Dennison, managing director of the supermarket, said yesterday the company's attorneys had been instructed to take the industrial court ruling on appeal to the Supreme Court.

# Public wants longer trade hours <sup>21/12/83</sup>

By Michael Chester

The first wave of votes in a Johannesburg Chamber of Commerce public poll on consumer attitudes about shopping hours shows an overwhelming majority in favour of more flexible trading times.

The chamber intends to use the result of the poll as a new lever in its campaign to persuade the Transvaal Provincial Council to soften its rigid stance on fixed shopping hours.

The issue came to a head when the council turned down pleas for permission for retailers to stay open on Saturday afternoons if they wished,

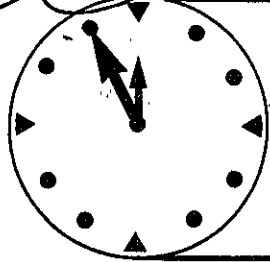
at least during the peak Christmas shopping rush.

Mrs Pam Herd, manager of JCC business services, said voting by consumers was continuing but a definite pattern was already emerging.

Voters were almost universally in favour of retailers being given permission to have more say about when shops were opened and closed, with a

strong priority on extended shopping hours into the evenings during the week and on Saturday afternoons.

"Votes are still welcomed," said Mrs Herd. "We have already measured the strong majority support of retailers to extended shopping hours proposals but the voice of consumers also needs to be heard."



**24  
HOURS**

**The team  
that wraps  
up the news**

Mr Frank Vincent, director of the Durban Publicity Association, reports that the coastal centre is in the middle of a bumper shopping spree in the countdown to Christmas.

"A major part of the success is because of the permission for shops to stay open later," he says. "Trading hours were extended last Saturday to 5 pm and the shopping traffic was tremendous."

"We expect a repeat of the rush on Friday when shops will stay open until 9 pm."

"The longer hours have been welcomed by everyone".

● See Page 7.

*cfaw*  
Union aids *(31)*  
22/2/83 *(31)*  
white worker

The National General Workers' Union will apply for the reinstatement of its sole white member, fired from the Witbank branch of Pick 'n Pay last week.

Union general secretary Mr Donsie Khumalo said negotiations had proved fruitless so a reinstatement order would be applied for.

Danger to the CBD, say traders

# Fierce protest over flexible trading hours

Staw 31  
23/12/83

By Andrew Beattie and Fiona Macleod

As the shopping hours controversy rages on, the Germiston Chamber of Commerce and a caucus of large and small traders have voiced strong opposition to proposed "flexible" or extended trading times.

Many small retailers and traders "bitterly" object to an extension of shopping hours, saying this could be "highly inflationary", could lead to increased monopolisation and further endanger Johannesburg's Central Business District (CBD).

And Germiston's Chamber of Commerce says that shop assistants may

be loath to work longer hours and sacrifice their normal Saturday afternoon or evening activities.

Mr A B Towe, managing director of the Furnex Group, which represents 140 traders in the Transvaal, and Mr L A Nach, president of the Chamber, listed the following reasons for their rejection of the proposals:

## Beneficial

- Flexible shopping hours would be beneficial to the larger shopping centres which have their own security systems. Smaller traders in the CBD might be forced to close down.
- Longer shopping hours, especially during the night, would increase security risks to traders and to commuters, and increase the crime rate. Perpetrators of assaults, bag-snatching and robbery would be able to operate more freely at night. The police force would need to be expanded.

## Side-effects

- Bus and other transport services would have to be staggered and the consumer would eventually have to pay for this, along with all its inflationary side-effects.
  - One-man businesses which are already operating about 10 hours a day would lack the staff to compete with larger stores.
  - Women especially would be loathe to work longer hours in the evenings, and the family unit might suffer because of the absent mother.
  - The public is not clamouring for longer hours.
- Mr Towe says that if the 38 000 licensed small retailers were absorbed by larger concerns, which would almost certainly happen if trading conditions were changed to their benefit, more business would leave the CBD.

COMMERCE — LABOUR

1984

JANUARY — NOV

But then nature called — and with it came humiliation. I entered their spotlessly clean loo area and immediately noticed the signs on the doors. Well, it was difficult not to see the big, bold letters.

I was quite clear about the "White Male", "White Female" part. But what on earth, I wondered, did they mean by "NE Male", "NE Female". No, I thought, I'm sure it doesn't mean North-Eastern".

Suddenly, the solution dawned on me: "Of course, it's that old favourite: Non-European".

And the store was simply practising that old Government favourite of separate but equal facilities.

I did what I had to do and returned to the shop, bitterly angry that a business, which relied on the custom of everyone

## ... and in the surf

By Portia Maurice

IS it important to know the colour of a man's skin when he is on the verge of death? Some lifesaving-types seem to think so.

Mr Norman Sauls, 25, from Paarl ran into difficulties while bathing at Koggelbaai early on Monday morning. Members of the Koggelbaai Surf Lifesaving Association were called in, but by the time they had reached the scene, Mr Sauls could not be found.

"Mr Sauls went into the water with a tube, but when he started to panic, he deserted this apparatus. This was his biggest mistake," says one of the life-savers.

"We searched for him for about two hours, but could not find him. One of our members came within 15 metres of his body, but his reel was too short, and he could not rescue him."

### HELICOPTER

The life-savers asked a Mr Williams, a council worker on the beach, to call the John Rolfe helicopter services to retrieve Mr Sauls' body.

But the first question which the pilot of the plane asked when contacted was: "Is the man black or white?"

Perhaps the answer to this question would determine just how quickly the pilot would react to the situation," the lifesaver suggested. "Or perhaps he asked merely as a matter of interest?"

The John Rolfe helicopter services could not be contacted for comment on the matter.

to make a profit, should humiliate many of its clients in this way.

Checkers has many stores in so-called coloured group areas like Westridge, Athlone and Hanover Park, and I thought it strange that they discriminate against those who support them.

However, I refused to let the matter rest. Still seething, I telephoned Checkers head office in Cape Town and asked the group's executive general manager (Western Cape), Mr LR Clencher for an explanation.

### EMBARRASSED

He sounded embarrassed.

"The signs were put up by the builders," he said. "And I was not aware of it. But I can assure you, they will be taken down immediately."

Asked whether the signs had been put up on the instructions of Checkers, he said: "I am not aware of any such orders."

**BOLD perspex signs on the doors gave clear directions: White Female; NE Female; White Male; NE Male.**

Yes, apartheid was thriving — in the loos of the new Checkers branch in Plumstead.

My brush with this little ogre some people here call petty apartheid started innocently enough with a shopping expedition to the store "which saves you more".

3/11/84  
By Nazem Howd  
C. Herald  
5/11/84

### PRESSURED

The Koggelbaai Surf Lifesavers' Association are also complaining that they are being pressured to join the predominantly white Surf Lifesaving Association of South Africa (SLASA).

Mr Jacques van den Heever, a member of the club, said although the club is not affiliated to Sacos officially, it supported Sacos policy.

Mr Van den Heever said he received an anonymous telephone call from a woman suggesting that his club join SLASA for "more money and better equipment."

Mr Van den Heever says: "We will not be bribed into joining a multi-racial body. We save lives, but there is more to it than that. We are non-racial sportspeople, and as such, we cannot isolate sport from the broader struggle within the country."

# APARTHEID IN CHECKERS STORE

# Workers at Pick 'n Pay stores strike over pay

By STEVEN FRIEDMAN  
Labour Correspondent

TWO Pick 'n Pay stores on the Witwatersrand have been hit by strikes over wages — and workers at a third have also rejected their end-of-year increases.

At Pick 'n Pay's Bedfordview store, a group of workers walked off the job on Wednesday after rejecting a 10% end-of-year rise.

A company spokesman, Mr Gordon Hoult, said yesterday workers had been given until 9am today to return, failing which they would have "dismissed themselves".

This ultimatum was contained in a letter which most strikers refused to accept. However, Mr Hoult said some had responded to it

by returning.

The Commercial Catering and Allied Workers' Union (Ccaawusa) says about 80% of the store's 150 workers are on strike, but Mr Hoult said only a third took part.

Most of the strikers were shelf-packers, he said. These workers were men who "as bread-winners, feel the economic pinch more keenly".

At the company's Ormonde store, Mr Hoult said, between 40 and 50 workers struck yesterday — also in protest against the 10% rise. Appeals to them to return had failed so far, he said.

At the Florida store, workers have rejected the 10% and demanded a R25 across the

board increase, Mr Hoult said. However, they have not downed tools.

At Bedfordview, the company held talks with Ccaawusa yesterday, but told it it could not negotiate wages with it until it was recognised by Pick 'n Pay.

Recognition talks between Ccaawusa and Pick 'n Pay are due to start soon.

Mr Hoult said the wage unrest was "clearly cause for concern". He added, however, that the 10% increase came after an 8%-9% mid-year rise.

"This means workers have received at least 18% this year — well above the inflation rate," he added.

Pick 'n Pay's board had met to discuss the wage question after a recent strike. At its

hypermarket in Bedford Park, Vereeniging, and had decided that this was "the most we could afford this year", he said.

The demand for a R25 rise would "almost bankrupt the company", he added. Mr Hoult said Pick 'n Pay was committed to upgrading wages.

Although most workers earned more than R85 a week, the minimum was around R50 and "we believe this is not enough".

The company therefore hoped it could begin negotiating a wage agreement with Ccaawusa as soon as the union was recognised, he said.

The decision not to negotiate on wages until the union was recognised was taken "in accordance with the law", he said.



Staff unhappy over 10% rise

# 7 ~~Pick 'n Pay~~ stores on Reef hit by strikes

31 2004 7/1/84

By STEVEN FRIEDMAN  
Labour Correspondent

WAGE unrest hit at least seven Pick 'n Pay stores on the Witwatersrand yesterday — and in Pretoria a union representing the company's workers has also asked for negotiations on workers pay demands.

According to a company representative, Ms Jill Gressack, only two stores were on strike by late yesterday — those at Steeledale, where about 300 workers were on strike, and at Florida, where about 50 struck. Strikers at Bedfordview, Brixton and Ormonde had returned to work, she added.

She said management was holding talks with workers at Blackheath and Randburg, where there had been "rumblings" over wages, but no strikes.

Strikers at Steeledale had been told to return to work by 9am today or face dismissal, she said.

But Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, said eight stores were on strike by yesterday afternoon.

All the stores named by the company were still affected, she said, as was the Benmore store. At all, most black workers had downed tools, she added.

The unrest has been prompted by a 10% end-of-year wage increase.

According to both the company and the union, worker dissatisfaction was prompted by an internal video broadcast in which Pick

'n Pay chairman Mr Raymond Ackerman told workers they would be receiving a 20% increase.

According to the company, Mr Ackerman spelled out that this included a mid-year increase of between 8% and 9% granted by the company, but workers misunderstood this and assumed they were getting 20% at the end of the year.

Mrs Mashinini said workers claimed there had been no mention of the mid-year increase in the video message. "Clearly, Mr Ackerman failed to convey his message with clarity," she said.

She said the company was talking to union shop stewards in an attempt to settle the unrest.

Strike action began at the Bedfordview store on Wednesday and spread to the Ormonde store later. At Bedfordview, workers were given an ultimatum to return this morning or face dismissal.

According to Ms Gressack, senior Pick 'n Pay management visited the stores yesterday to "resolve grievances and clarify the misunderstanding arising out of the video broadcast". At both Steeledale and Florida, the company would meet union officials today, she said.

Meanwhile, the general secretary of the National General Workers' Union, Mr Donsie Kumalo, has met Pick 'n Pay officials to discuss worker dissatisfaction at nine hypermarkets and stores in the Northern Transvaal about the wage increase.

# 1,000 on strike at 4 branches of store

By Carolyn Dempster,  
Labour Reporter

A total of at least 1,000 workers were still out on strike at four Pick 'n Pay stores in the Johannesburg area this morning.

The personnel director for the group, Mr Rene de Wet, confirmed that staff had not turned up for work at the Norwood and Steeledale hypermarkets and employees at the Florida and Brixton supermarkets had refused to start work.

"The operation of the stores has not been unduly affected. We are using casual people, relatives and some members of staff who do not want to get involved," he said.

Management is holding meetings with Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, later today in an attempt to resolve the issue.

A union spokesman said many workers were unhappy with the 10 per cent end-of-year raise in December and wanted the union to negotiate higher wages.

## VIDEO

An in-house video transmission by Pick 'n Pay chairman Mr Raymond Ackerman led workers to believe they would receive a 20 per cent increase at the end of the year.

The misunderstanding, a spokesman said, occurred because Mr Ackerman had coupled the mid-year and end-of-year increases in his statement.

The strikes are the latest in a series of stoppages which began last week at the Bedfordview Pick 'n Pay when 50 workers left the store and demanded immediate increases and that management should negotiate these with CCAWUSA.

AS the union is not recognised by Pick 'n Pay, management refused and told strikers to either return or sever their contracts.

The workers, who represented a third of the Bedfordview workforce, returned but dissatisfaction with the 10 per cent increase was widespread.

Staff at other stores demanded to speak to senior management personnel, either stopped work for a few hours or went out on strike in earnest.

By Friday seven stores had been affected.

# 11 Pick 'n Pay outlets hit by strike

*Jan 10/1/84*

By Carolyn Dempster,  
Labour Reporter

The spreading strike by Pick 'n Pay staff has brought out 1 600 at 11 of the chain store's outlets in the Witwatersrand area.

Supermarkets as far afield as Witpoortjie in Roodepoort and in Krugersdorp and Carletonville were affected by the strike, with staff at Norwood and Steeledale hypermarkets refusing to return to work.

While management met representatives from the Commercial, Catering and Allied Workers' Union in an attempt to resolve the wage dispute, a crowd of 1 500 strikers gathered in and outside Khotso House in Johannesburg to hear what the senior Pick 'n Pay personnel had to say.

A Pick 'n Pay spokesman, Mr Gordon Hoult, said workers were dissa-

tified with their 10 per cent end-of-year increase and were demanding an additional 10 per cent rise.

The union then made a counter-offer, suggesting that workers would forgo their mid-year increase in July if they received the increase now.

Management has offered, in light of this, to bring the July increase forward to be made effective from April 1.

Mrs Emma Mashinini, general secretary of Ccawusa, said workers had demanded the increases immediately and not in April. She added the union would be meeting management again today to attempt to resolve the dispute.

"The workers feel very strongly that they have compromised enough.

## STILL OPEN

"They do not think that management cannot afford a further increase and they have indicated they will not return to work until the matter has been negotiated," she said.

Stores which have been partially or completely denuded of staff because of the strike are still open, but are not functioning at their best, Mr Hoult said.

Casual workers and relatives are being used.

Stores affected so far also include Bedfordview, Florida, Bramley and Ormonde.

# 1 600 workers out in Pick 'n Pay strike

By STEVEN FRIEDMAN  
Labour Correspondent

THE wage strikes which have hit chainstore Pick 'n Pay over the past week escalated dramatically yesterday as at least 1 600 workers at two hypermarkets and seven stores stopped work.

Strikers gathered at the Johannesburg offices of the Commercial, Catering and Allied Workers' Union (Cawusa) yesterday. A Pick 'n Pay management team was locked in talks at Cawusa's offices for much of yesterday with a negotiating team elected by the workers.

By late yesterday afternoon, however, there was no sign of a settlement as workers rejected a new offer made by the company.

According to Cawusa, at least 1 800 strikers from 17 stores — most in Johannesburg but including stores at Carletonville, Krugerdorp, Florida and Wit-

poortjie — gathered at the offices yesterday.

However, a Pick 'n Pay spokesman, Mr Rene de Wet, said two hypermarkets — at Norwood and Steeldale — and seven stores were affected. He estimated that about 1 600 workers were involved.

The dispute began with a strike at the company's Bedfordview store early last week. Workers at other stores have been on strike for varying periods since then.

Yesterday, however, saw the sharpest escalation of the dispute thus far.

The strikes have been prompted by a video broadcast to workers by Pick 'n Pay chairman, Mr Raymond Ackerman, in which he said workers would receive a 20% pay rise.

According to the company, Mr Ackerman had made it clear that this would consist of a 10% rise in January and a further 10% in July. However, workers claim this was not spelt out and they are

demanding the full 20% now.

At yesterday's meeting, the company offered to bring the July rise forward to April. They left the meeting and worker leaders put this to workers.

The union's general secretary, Mrs Emma Mashinini, said later that workers had rejected this offer and that the strike was likely to continue today.

Mr De Wet confirmed yesterday that this offer had been made and added that the company was "taking a flexible attitude" towards the strike.

"We do not want to dismiss workers and have not so far threatened to do so. We are seeking an amicable solution to the problem," he said.

He said the company was "coping" with running the stores during the strike and added: "There has been no loss of sales or problems in serving consumers yet. But there is a cost in terms of relations within the company and we are seeking a solution."

1 600 ~~31~~ ~~31~~ v20.41  
workers still  
out on strike 11/11/84

BETWEEN 1 600 and 2 000 Pick 'n Pay workers were still on strike yesterday after more than 1 000 stopped work on Monday, spokesmen for the company and the Commercial Catering and Allied Workers' Union (CCAWUSA) confirmed.

The workers, who said they were led to believe they would get 20% pay increases, went on strike when they received 10%.

Management said it had offered to bring forward July increases to April in negotiations on Monday afternoon. This offer was rejected by CCAWUSA officials.

The general secretary of CCAWUSA, Mrs Emma Mashinini, said more workers joined the strike yesterday and estimated that about 2 000 were out on strike. Mr Rene de Wet, the Pick 'n Pay personnel manager, put the figure at about 1 600.

Mrs Mashinini said the workers wanted a 20% increase, effective immediately, and were prepared to

waive July increases.

The workers claim the chairman of the company, Mr Raymond Ackerman, led them to understand they would receive a 20% pay increase when he appeared on SABC-TV recently.

Meanwhile, the managing director of African Cables, Mr P Muller, said about 20% of the day shift had arrived for work at the Vereeniging plant yesterday after a walk out by 1 000 workers on Monday.

Members of the Engineering and Allied Workers' Union downed tools after demanding that management meet them to hear their grievances.

Police were called in when they refused to disperse.

Mr Muller said the men who arrived for work had signed an agreement that they would not take part in illegal strike activities.

"Of the 550 workers who are on the day shift about 110 signed the form and are back at work today," Mr Muller said. — Sapa.

# Pick 'n Pay <sup>staff</sup> workers begin <sup>12/1/84</sup> trickling back

By Carolyn Dempster, Labour Reporter

Striking Pick 'n Pay workers were trickling back to their jobs today but most had remained steadfast, a spokesman for the supermarket chainstore said.

"The situation is in a state of flux with one or two workers reapplying for jobs at some stores and as many as 10 returning at others," said Mr Gordon Hoult, general manager for Pick 'n Pay Johannesburg.

"Shop stewards from the union have been going from store to store to persuade the staff to join their colleagues in a show of solidarity, but quite a few of our workers have refused," he said.

Until midday today there were still more than 1 000 workers on strike at 11 outlets in the Witwatersrand area, despite a letter from management informing workers that they had "dismissed themselves" by breaking contracts.

The strikers, all members of the Commercial, Catering and Allied Workers' Union, have up until 5 pm today to reapply for jobs. From tomorrow new recruits will be taken on.

At a meeting at the union's offices in Khotso House, Johannesburg, yesterday, the workers refused to allow two management spokesmen to address them. They demanded that Mr Raymond Ackerman, the Pick 'n Pay chairman, address them and reveal why the company could not afford an immediate 10 percent wage increase.

Mr Hoult said that Mr Ackerman was on a business trip to Switzerland, so the demand of the workers was "something we simply cannot comply with".

Most strikers believe that Mr Ackerman is still in South Africa but has refused to talk to them.

## STRIKES

### Hyper trouble

Last year witnessed a marked decline in the number of strikes. But observers have taken pains to point out that wage disputes could become a larger cause of worker action as the economy recovers. The strike involving members of the Commercial Catering and Allied Workers Union of SA (Ccawusa) at the profitable Pick 'n Pay (P 'n P) chain appears to confirm this.

The numbers involved and the widespread nature of the strike — involving workers from stores throughout the Transvaal — is an important illustration of an increasing ability of workers to mobilise support in conflict situations.

Wages, which are set each year by management, are central to the issue. Discontent about pay became apparent in mid-December when employees at P 'n P's Bedfordworth Hypermarket staged a strike.

Financial Mail January 13 1984

According to Ccawusa General Secretary Emma Mashinini, a video featuring P 'n P chairman Raymond Ackerman was screened to workers last year in which he said that a 20% wage increase would become effective from January 1. P 'n P management denies this.

#### Conflict

Mashinini says that when work resumed in the new year employees were told that the increase would be staggered, 10% in January and a further 10% in July. This sparked the conflict which began at P 'n P's Bedfordview branch on Wednesday last week.

Since then the strike has spread. Union estimates put the number of employees on strike at 2 000 in 17 outlets. P 'n P personnel director, René de Wet, says the figure is somewhat lower — around 1 600 in 14 outlets.

In negotiations between the union and management, P 'n P's offer to bring the timing of the second 10% increase forward to April was rejected by the workers. At the time the *FM* went to press, the union was awaiting a letter from the company reaffirming the April wage increase offer and setting a deadline for the strikers to return to work by midweek or face dismissal. In the interim the stores are being run with casual labour.

The question of the union's recognition by management, although not part of the current dispute, appears to be a significant background factor. Ccawusa and P 'n P have had a relationship since 1977 but have not signed a formal recognition agreement. At the end of last year the stage was set for recognition negotiations in the new year.

# Pick 'n Pay workers 'dismiss themselves'

By Carolyn Dempster, Labour Reporter

The 2000 striking Pick 'n Pay workers have "dismissed themselves" by not returning to work and stores will start re-employing staff from 8 am tomorrow morning, a senior spokesman for Pick 'n Pay said today.

When the striking staff had not returned to work by 9 am today, a letter was drafted to officials of the Commercial Catering and Allied Workers' Union informing them that the striking workers had dismissed themselves, said Mr Gordon Hoult, general manager for Pick 'n Pay Johannesburg.

"Our present staff will get guaranteed employment should they re-apply for their jobs by 5 pm tomorrow. However, on Friday it will be an open-selection process and first come, first served," he added.

Certified letters containing the terms of dismissal have been sent to each of the striking Pick 'n Pay employees and they have been informed when and where they may collect their pay packets.

Mr Hoult said the situation at the nine supermarkets and two hypermarkets remained unchanged.

"However some of the remaining workers have

been exhorted into joining their colleagues in a show of solidarity. Other than that, the number of staff coming and going has not been sufficient to change the picture significantly," he added.

A union spokesman said Pick 'n Pay supermarket staff in Klerksdorp joined the striking workers late yesterday afternoon, pushing the number of strikers over the 2 000 mark.

The meeting between the union and management reached deadlock late yesterday afternoon with neither party budging.

Pick 'n Pay offered the staff a 10 percent increase as from April 1. Workers said they accepted the increase but wanted the full 20 percent — including the 10 percent end-of-year increase — backdated to January 1.

Mrs Emma Mashinini, general secretary of the union, claimed the personnel director, Mr R de Wet, had said jobs would be kept open for striking staff until Thursday evening.

"Nothing was mentioned about re-applying for jobs. We are still waiting for management representatives to come down and read the contents of the letter to the workers gathered in our offices," she added.



12/1/84  
**Student shop assistant  
seeks to sit and loses job**

31 Mail Reporter

A LAW student from Maritzburg, working in an exclusive Sandton clothes boutique, was fired this week because she asked to be allowed to sit down while customers were not in the shop.

The Basic Conditions of Employment Act of 1983 has omitted rest periods for women shop assistants, but the student would have been acting within her rights according to the old Shops and Offices Act of 1964. This Act made provision for women

shop assistants to sit down at reasonable times.

According to the deputy director general of the Department of Manpower, Dr Chris Scheepers, the clause was omitted "because it is a matter of sex discrimination and applied specifically to women shop assistants".

"We like to treat all sexes on an equal footing these days," he said.

Shop assistants cannot legally demand more than a lunch hour after "not more than five hours".

~~PICK 'N PAY~~ (31) ROOM 13/1/84

# Pick 'n Pay workers decide to end Reef strike

By PHILLIP VAN NIEKERK

MORE than 1 700 Pick 'n Pay workers have elected to end their four-day strike and will be returning to work today.

The workers made their decision after a stormy two-and-a-half hour meeting at the offices of the Commercial, Catering and Allied Workers' Union of South Africa (CAWUSA) yesterday afternoon.

Their decision to go back in unity came half-an-hour after the expiry of a company return-to-work deadline. Few workers heeded management's ultimatum to return to work by 5pm yesterday or be fired.

Pick 'n Pay spokesmen were unavailable for comment last night but union spokesmen said they did not

believe management would dismiss workers who returned to work today.

Mrs Emma Mashinini, the general secretary of CCAWUSA, said workers had changed their minds about going back after management had offered to meet two of their conditions.

At a meeting with union officials and shop stewards yesterday, two senior Pick 'n Pay executives reaffirmed the company's offer not to victimise striking workers who returned to their jobs.

And Mr Rene de Wet, Pick 'n Pay's personnel director, agreed to convey to the company's board of directors a worker request that the board would consider improving the 10% increase due in April should company profits for the year ending Feb-

ruary 1984 be above expectations.

Most of the workers have been on strike since Monday. They demanded an immediate 20% increase which they were believed was due from the beginning of January.

At yesterday's meeting there were divisions between those workers who accepted management's offer and those who insisted that they should stay out until the 20% pay rise was met.

It was clear, however, that as the majority of strikers favoured a return to work, all the workers would return to avoid division.

Mrs Mashinini said last night that the most important aspect of the strike was that workers had gone out in unity and were going back in unity.

# 67 000 M&R workers labour for love

31  
BY DAVID CARTE S. Times  
15/11/84

THE 67 000 South Africans who work diligently for Murray & Roberts in fields as diverse as construction, spics and helicopters, are doing it largely for charity.

M&R is controlled through Anchusar by three Douglas Murray trusts. According to the trustees, 75% of the trusts' dividend income, which comes exclusively from M&R, goes to charity.

The rest is retained — to protect the charitable beneficiaries in case there is ever a dividend cut. The trusts have 63% of Anchusar, which has 43.7% of the voting shares (47% of the issued shares) in M&R.

Murray & Roberts, with turnover of R2 020 million and a market capitalisation of R200 million, is the third-biggest company in SA, not in the Anglo American, Old Mutual, Sanlam or Rembrandt sphere of influence.

Lest any hungry predator should have visions of grabbing control of M&R from a bunch of old biddies, Jeremy Raciliffe, financial director of M&R and one of the six trustees of the Douglas Murray trusts, says control is safer in the trust than in might be in family hands or an institution.

"Our employees don't only work for charity," says Mr Raciliffe. "They work for shareholders and themselves, having a common interest in maximising the wealth of the company."

"I would say one reason for our relatively good performance has been our independence from a major power bloc, which we see as an asset rather than a liability."

Asked if the trustees would consider a generous bid for M&R, another trustee told Business Times: "At present the trustees would never go against the wishes of M&R's management or against what they construe to be the wishes of the late Mr Douglas Murray, whose assets make up the trusts."

"The trusts have done exceptionally well on their M&R holdings and have no desire to

convert them into cash or anything else. Still, it might be wise to diversify the trusts. I would expect the trusts' involvement in M&R, which is historical, to decline 10 years from now — once personalities have moved on. In 20 years, the trusts might well have sold out of M&R."

The trusts, administered by six tough trustees loyal to Mr Douglas Murray, devote their funds to education, youth training and people development. They were set up on the death of Mr Douglas Murray, former chairman of Murray & Stewart. He had control of Murray & Stewart and, having bankrolled Douglas Roberts in the establishment of Roberts Construction, a large number of Roberts shares as well. When Murray & Stewart and Roberts Construction merged to form M&R, his trusts gained effective control.

The remarkable news this week was that the trusts have not yet had an offer for the highly desirable construction conglomerate.

# Small traders in revolt on shop hours

By Andrew Beattie

Traders in Johannesburg's Central Business District have criticised fiercely the Johannesburg Chamber of Commerce's poll which indicated that consumers favoured extended shopping hours.

They claimed that the JCC was neglecting the interests of the smaller trader.

"The results of the JCC survey cannot be considered a true reflection of public opinion. They are misleading because only a select few members of the public (1372) contributed their views. Surely this figure is too small to assume that consumers in general are in favour of longer shopping hours?" said Mr Robert Gossel, director of a group of furniture stores.

Yesterday 140 large and small independent traders in the Transvaal, represented by the Furnex group of companies, said they intended to form an organisation to represent the interests of smaller traders.

Mr Jack Chait, chairman of Furnex, said that schemes to extend shopping hours or make them flexible had been mooted by powerful property owners who stood to benefit from increased turnovers in the larger stores.

Several traders questioned the economic wisdom of introducing longer shopping hours.

"It has been proved in the US that longer shopping hours do not increase turnover. If there is an increase in sales it is negated by higher wage bills," said Mr R Orlin, a clothing store manager.

## Inflationary

Others pointed out that extended shopping hours would be inflationary and that the present transport system could not support it. There would also be increased dangers to staff travelling home late at night, especially those who lived in Soweto.

"Anyway, the provincial council has stated that it is not prepared to discuss the subject for the next five years," said Mr Gossel.

Mr S J Schoeman, provincial council member responsible for shopping hours, said yesterday: "The executive committee has considered the possibility of extending shopping hours twice in the past two years. All factors were taken into account and all points of view given consideration. It was decided not to change the existing position."

But, even so, many businessmen are worried.

"The whole economic situation favours the bigger businesses. We need an environment in which the smaller traders can survive otherwise the CBD will die," warned Mr Gossel.

~~APR 11 1971~~  
~~APR 11 1971~~

**OK dismisses**

**180 strikers** *stay*  
*19/11/81 (3)*

About 180 striking workers at the OK Bazaars Hyperama in Sandton were fired today when they did not meet a midday deadline to return to work or be dismissed, a spokesman for the OK said.

Mr Keith Hartshorne, OK's industrial relations controller, said the strikers would not be re-employed. — Sapa.

(31) ~~(27)~~  
OK dismisses

## 180 strikers *Staw*

*(9/11/84)*  
About 180 striking workers at the OK Bazaars Hyperama in Sandton were fired today when they did not meet a midday deadline to return to work or be dismissed, a spokesman for the OK said.

Mr Keith Hartshorne, OK's industrial relations controller, said the strikers would not be re-employed. — Sapa.

C 22/1/24



ton City.

# COPS FIRE TEARGAS AT STRIKERS

TEARGAS was used to disperse about 30 workers at Les Marais Hardware and Timber store in Pretoria this week after they downed tools to demand the recognition of their union and proper wages.

The Commercial, Catering and Allied Workers' Union members were taken to a police station and warned about their actions before being allowed to go home.

A police spokesman in Pretoria confirmed that teargas was

## Labour Reporter

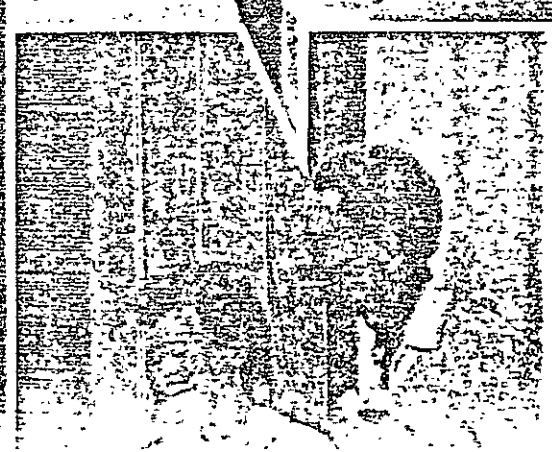
used, saying they warned workers to move after management complained about the worker protest.

Company manager E J van Zyl was not prepared to talk to the Press.

# then ask yourself smoother, drier gin



*"Don't say gin say GILBEY'S"*



# 'Yes' votes pour in for extended shop hours

(SI) Star 17/1/84



Mrs Pam Herr, manager of business services at the Johannesburg Chamber of Commerce, sorting through the hundreds of votes that yielded an overwhelming "yes" to more flexible shopping hours in the Transvaal.

Transvaal shoppers have voted overwhelmingly in favour of longer shopping hours.

In a public poll run by the Johannesburg Chamber of Commerce, a flood of 1 312 votes backed the idea of more flexible trading hours in general, with a mere 61 votes voicing opposition.

Most strongly favoured of all — advocated by 1 161 consumers against only 113 in opposition — was a proposal to allow shopping hours on Saturdays to be extended from 1 pm to 5 pm.

Strong support was also given to proposals seeking permission for traders to stay open until 7 pm between Mondays and Fridays.

Responses showed positive support for the idea of Sunday morning shopping until noon, although the majority vote shrank to 817 for and 420 against.

Votes flowed in from all race groups. The polling extended from Johannesburg to Sandton and Randburg and as far as Pretoria and both the East and West Rand.

Mr Marius de Jager, chief executive of the Johannesburg Chamber of Commerce, said the results of the public poll were likely to be used in resumed discussions to persuade the Transvaal Provincial Council to drop its opposition to more flexible trading hours.

A separate poll among business firms had already shown a large majority of retailers favoured extended hours.

The controversy about shopping hours came to a head when the provincial council gave a thumbs-down to appeals for shops to be allowed to stay open longer during the pre-Christmas shopping rush.



## Top waterskiers set to race in SA

The 1984 International Barefoot Waterskiing Competition will be held in South Africa after lengthy negotiations with leading barefoot waterskiers throughout the world, the SA Barefoot Waterskiing Association has announced.

The world team will arrive at the beginning of April for the series of two tournaments, the first of which will be held at the Riviera Aquatic Club on April 6 and 7, and the second at the Hazelmere Dam in Durban on April 14 and 15.

Barefoot waterskiing is an Olympic sport which is affected by various boycott campaigns — one of them being the Gleneagles Agreement — and the breakthrough of skiers coming to South Africa is significant, say officials of the SA association.

The world team will be represented by barefoot waterskiers from Europe, the US and Australasia. Both the world team and the Springbok team will consist of seven men and one woman.

## Second director to assist Toerien

By Colleen Ryan, Municipal Reporter

The Johannesburg Centenary Festival Association today decided to appoint a new administrative director to help run the city's centenary celebrations.

Mr Heine Toerien, who is currently executive director of the association, will stay on as head of projects. The new administrator will be on the same level as Mr Toerien.

At a meeting of the association's executive committee, the association rejected the criticism expressed by the Johannesburg Chamber of Commerce (JCC).

The JCC recently circulated a memorandum criticising the organisation of the centenary festival association and suggesting that Mr Toerien be replaced.

In a statement released today, the chairman of the association's executive committee, Mr Carel Venter, said the association had considered the JCC's complaint but did not agree with the contents of the memo.

The association, however, had decided to give attention to its organisational

## 230 teachers needed by TED

By Jean Hey, Education Reporter Star 17/1/84

As Transvaal schoolchildren started the second week of the new term, 230 teaching posts remained vacant.

Physical science, mathematics and technical subjects are once again hardest hit by the teacher shortage plaguing the regions of Johannesburg, Boksburg and Pretoria.

The present situation is, however, an improvement on last year's, when 290 teachers' posts were vacant when Transvaal schools opened.

Teachers of subjects such as English and history are considerably less in demand. Some claimed they were unable to find posts in urban areas, al-

## Mayor's home is bombed

The house of the Mayor of Soweto and that of a Dobsonville town councillor have been petrol-bombed

Three petrol bombs were hurled at the home of Soweto mayor Mr Ephraim Tshabalala in Mofolo Village yesterday morning.

Early this morning the



**East Rand Bureau**

Four people were injured in a crash between a goods train and a car near Alberton yesterday.

The accident occurred at a level-crossing near Edenpark at 10.35 am.

The driver of the car, Mr Robert Crompton (44), of Constantia Road, Freeway Park, Germiston suffered head and back injuries and several broken ribs.

He was taken to the Willem Cruywagen Hospital in Germiston where he is reported to be in a satisfactory condition.

His three women passengers, Mrs A Watson, Mrs C Stuurman and Mrs AM Croukamp, were admitted to the Natalspuit Hospital in Alber-

**Four hurt in train crash**

ton with multiple injuries. They are all reported to be in a serious condition.

Mr Crompton's car was badly mangled and debris was spread over a wide area.

Three ambulances from the Alberton Fire Department were used to take the injured to hospital.

The goods train was not damaged and a spokesman for the South African Transport Services said there was no delay to rail traffic.

**OK workers end sympathy strike**

Striking workers at three branches of the OK Bazaars decided at a meeting in Johannesburg late yesterday afternoon to return to work rather than face dismissal in terms of a management ultimatum, a union spokesman said today.

The workers, members of the Commercial, Catering and Allied Workers Union (Ccaawusa), are employed at the Randburg, Blairgowrie and Brixton branches of the chain.

Their stoppage, which began yesterday morning, was in sympathy with 180 OK workers at the Sandton Hyperama who were fired last week after striking over the dismissal of a shop steward.

The Ccaawusa spokesman said workers were told at 10.30 am yesterday they had 24 hours in which to return to work, or face dismissal.

Mr Keith Hartshorne, industrial relations manager for the chain, confirmed the strike had been triggered by the firing of the Sandton workers "who acted in breach of the agreement" between union and management.

"The stoppage was expected and natural under the circumstances and we are confident it will be resolved," he said, adding: "We are not holding talks with the union but are leaving it to handle matters."

**Own Correspondent**

Charges of criminal defamation laid by the chairman of Durban's management committee, Mr Neil MacLennan, against arch right-winger Mr Brendan Willmer have been dropped in the wake of the refusal of Natal's Attorney-General to prosecute.

The charges were laid with the South African Police by Mr MacLennan after a public meeting at the City Hall in February last year and a front-page article which appeared in the Civic Action League's magazine last March.

The Attorney-General, Mr Cecil Rees, said today it was not his policy to

**Durban chief's bid to sue is vetoed**

comment on decisions taken by his department.

Mr MacLennan did not wish to comment until he had heard from his legal representative, but said he would go ahead with a civil case against Mr Willmer.

The civil action is likely to be heard in May or June.

**Residents urge crowd control at public parks**

**Municipal Reporter**

The Parkview Residents' Association is demanding that the Johannesburg City Council introduce crowd control at public parks.

In a letter to the council, the association calls for an end to the violence which plagued Zoo Lake during the festive season.

"Crowd control must be introduced however unpalatable this may be," the letter states.

Local residents were bearing the brunt of the violence which occurred at city parks, it says.

The council should give urgent attention to alleviating the problems of traffic control at public parks.

Liquor consumption was the greatest problem at parks and the council should set up patrols to prevent this, the letter adds.

**Digestible Bible without the slog**

**By Carina le Grange, Religion Reporter**

For the 30 percent of Christians who never read the Bible, Reader's Digest has come up with the condensed version.

Just short of 800 pages, the condensed Reader's Bible is now available in South Africa with all the slog and a lot of the repetition cut out.

But not a word was rewritten or changed from the original Revised Standard Version Bible, and nothing of doctrinal importance was left out.

Seven editors worked for seven years — a beautifully biblical number, as the British publisher points out — to cut roughly 40 percent of the original.

The Old Testament was reduced by a little more than 50 percent, while the New Testament suffered a loss of only 25 percent.

In South Africa now is a representative of the Reader's Digest in Britain, Mr David Blomfield, who said yesterday that since the condensed Bible was published in Britain in September last year, only about half a dozen letters were received from people upset by the new version.

"The Reader's Bible is in no way intended as a substitute for the Bible — we do not see it being used in church, for example.

"The Bible has always been known as the great unread best-seller. With this version we hope to attract the 30 percent of all Christians who could not bring themselves to read it in the traditional form," he said.

The Reader's Bible, which looks like any hefty novel, has been endorsed by church leaders throughout the Western world.

# Work stoppages end at OK, Carlton

By Jo-Anne Collinge

Workers at two branches of the OK Bazaars, who staged a stoppage yesterday as their fellows at three other stores ended a one-day strike, are to resume work today, a union spokesman said.

OK outlets at Yeoville and Linden faced a walkout by about 80 workers yesterday, a day after similar action at Blairgowrie, Randburg and Brixton.

The stoppages were in sympathy with 180 workers at the Sandton Hyperama, who were fired after striking after the dismissal of a shop steward.

A spokesman for the Commercial Catering and Allied Workers' Union (Ccawusa) said the Yeoville and Linden workers had not faced a management firing ultimatum but had decided to return.

A spokesman for the OK confirmed

the return to work, stating that the firm had an agreement with Ccawusa allowing the union 24 hours in which to resolve industrial action without the possibility of disciplinary action on the part of management.

The entire cleaning staff of the Johannesburg Carlton, advertised as Africa's biggest hotel, downed brooms yesterday morning but went back to work at midday after talks between Ccawusa and management.

A spokesman for the hotel said a "misunderstanding" had triggered the strike - workers believed one of their number had been dismissed, but the worker had resigned.

But a Ccawusa spokesman said workers had returned because their colleague had been reinstated. He said other grievances would be looked into.

# Bus fare hike 'unfair and badly timed'

By Mojalefa Moseki

Commuters in Alexandra township who are boycotting Putco buses because of an increase in fares say the increases were "unfair and badly timed".

The boycott started last Monday when the 12,5 percent increase came into effect on the Reef.

An Alexandra resident, the Rev Hope McPherson (28), of the Rhema Church, said the increases showed Putco did not care about the welfare of Alexandra people, most of whom earned low wages.

A pensioner who did not want to be named said Putco had no reason to increase its fares. Another resident, Mrs Elizabeth Makoro (43), a domestic worker living at the Alexandra women's hostel, said the bus company could have delayed the increases until after June when people would have more money.

Miss Rebecca Sedumedi (33) said she was experiencing difficulties because she did not expect a salary increase before the end of August.

Mr Freddie Komape (36), who works at the Edenvale Hospital, said he had to walk 5 km to and from work daily because of the increased fares.

He believed the boycott was ineffective because some people were still using the buses despite the increased fares. He said it would be preferable for the Commuters' Committee to talk to Putco about the increase.

A factory clerk, Mrs Ester Malatsi (27), considers the bus company's action unfair as it 'has neglected public facilities in the township.

"Putco's buses are always dirty, especially during the weekends. People drink beer and smoke in the buses without any restriction. There are no toilets at Pan Afrika terminus in Wynberg and those at 15th Avenue terminus are dirty and filled with sand and dust, making it impossible for anyone to use them," she said.

# Envoy's arm: no action

Pretoria Correspondent

No action will be taken against Transvaal provincial traffic inspectors who were involved in an incident in which a Zimbabwean envoy's arm was broken.

This was confirmed today by the deputy provincial secretary, Mr Schalk Brits.

He said no action would be taken against the provincial traffic inspectors on duty at the roadblock near Louis Trichardt last year when the Zimbabwean Deputy Trade Commissioner, Mr David Buyanga, had his arm broken.

The Minister of Foreign Affairs, Mr Pik Botha, has been sent a copy of a report dealing with the incident.

The Administrator, Mr Willem Cruywagen, forwarded the report to Mr Botha after an investigation by the Transvaal Provincial Administration.

Mr Brits refused to reveal the contents of the report.



SEA

CAPL Times 26/1/84 31

# Secretarial duties often 'demeaning'

Staff Reporter

SECRETARIES find the personal services they are asked to perform for their bosses, like shopping for presents, making tea and paying bills, "demeaning and menial", a lecturer at a UCT Summer School seminar on Women and Work said last night.

Ms Dawn Butler, addressing an almost entirely female audience, 80 percent of whom said they had been involved in secretarial work to some degree, said secretaries all over the world fulfilled the role of "office wife" to their bosses.

"The boss and his secretary are a couple much like a husband and wife," said Ms Butler, who is currently writing a doctoral thesis based on her study of secretarial workers in Australia.

"A secretary is regarded as part of her boss's personal retinue and her identity and status within the office is dependent entirely on that of her boss," she said.

"Almost all the secretaries who responded to

my questionnaire, identified with the role of 'office wife' and said they found the duties expected of them in this role demeaning."

Ms Butler said that like a wife, a secretary occupied a secondary, inferior role in her workplace.

"She is expected to be satisfied with emotional rewards like praise and compliments instead of money," she said.

"One woman whom I surveyed, when asked if she felt exploited replied 'No, oh no. My boss occasionally leaves a Minty in his tray for me.'"

Ms Butler said the introduction of word processors was "de-skilling" the secretary's job and isolating operators of the machines even further.

She said the only way in which secretaries would be able to organize to improve their position through collective action was if they began to see their individual problems as part of an oppressive social structure which legitimized the domination of women by men.

21  
 THE BLACK TAXI ROW

# Pretoria thinks again

Government is showing signs of backing down on the explosive black transport issue. Key personalities in the Department of Transport (DoT) are giving "serious consideration," the *FM* learns, to withdrawing imminent legislation whose most drastic effect will be to eliminate all but a fraction of SA's R1,2 billion black combi-taxi industry.

Six days a week, often more than twice a day, up to 500 000 blacks use 82 000 taxis, fewer than 20 000 of them licensed, to travel to, from and within black townships.

Organised private sector industry, blacks themselves, political leaders and the media have warned of 1976-scale unrest, perhaps worse, if the black taxi industry is killed off.

"There's a very strong body of feeling in the Department that the Bill (to amend the 1977 Road Transportation Act) just isn't going to be tabled," the *FM* has been told.

Government might also be taking note of the Swart Commission's economic report on Ciskei where, last year, an estimated 100 people died violently in unrest centred on the use of subsidised bus services.

Swart found that: "It is to be questioned whether a policy should be perpetuated which purports to benefit the community through subsidised fares, but only succeeds in eliciting public outrage."

The draft Bill, which DoT circulated for discussion to the private sector late last year with a deadline for comment of January 15, will, as written, restrict taxis to four passengers.

## DUCKING THE 1%

The new 7% gst rate comes into force on February 1, but the precise point in time when tax becomes payable varies according to type of sale or service. Taxpayers quick off the mark can avoid paying the extra percentage point on transactions over this period by choosing suitable payment and delivery dates.

The main categories of business involved and the point at which either the 6% or 7% rate must be applied are:

- Sales of goods — the date of delivery or of payment in full, whichever occurs first;
- Financial leases — the date of delivery of leased property;
- Rental agreements — the date of accrual of each payment (that is, date payment is due);
- Taxable services — the date of services rendered;
- Board and lodging — the date board and lodging is supplied;
- Accommodation — the date the accommodation is let and supplied;
- Internal use of goods — the date goods are appropriated out of stock; and
- Imports — the date of clearance by customs.

Based faithfully on the recommendations of the Welgemoed Commission of Inquiry into Bus Passenger Transportation, the Bill

will create what amounts to a new transport category, a "midi-bus" for up to 25 passengers, on fixed routes, with approved tariffs and timetables.

The *FM*'s sources believe a way out of the corner into which the powerful bus operators lobby has painted government will be to cite the ongoing National Transport Policy Study (NTPS), which probably has another 18 months to two years to run.

### Analysis

Transport Minister Hendrik Schoeman could argue the merits of holding out at least the taxi aspects of the Bill until the NTPS, the most comprehensive analysis of transportation ever undertaken in SA, has run its course.

Allan Cowell, vice-chairman of the Transport Consultative Committee (TCC) thinks the taxi Bill, as well as the draft Transport Co-ordination Bill, have been timed deliberately for this final session of the whites-only parliament. They would "ram through" even more protective measures for SA's subsidised transport operators.

"The extraction from the Welgemoed Report of its most controversial recommendations for immediate legislation makes a nonsense of the principle of collective consultation," says Cowell.

"With June 16th coming up, what a spark for political unrest this will be."

Cowell is not alone in theorising that government will, from the middle of this year, be preoccupied, perhaps for years, by coloured and Indian issues and will have neither the time nor the will, to turn its attention to transport affairs. The transport lobby, the thinking runs, is trying to entrench its position first.

Any hope by the TCC, not to mention the black taxi "illegals" themselves, that the taxi Bill will be dropped is not encouraged by SA Bus Operators Association (Sabo) executive director Gerrie Prinsloo.

"We are confident legislation will be on the statute books by mid-year," he says.

What Prinsloo might be referring to, however, is a radically amended version, worked out between a SA Black Taxi Association (Sabta) delegation and Sabo, which would, among other things, save existing licensed combi-taxis and promote stricter action against the majority "illegals."

Even with that, Sabta remains bitterly opposed to the midi-bus concept. At least one midi-bus introduced by Greyhound in Randfontein's Mohlakeng township has been stoned.

Sabta president Jimmy Sojane tells the *FM* he informed the Sabo negotiating



Combi taxis — endangered species to be conserved?

~~27/1/82~~ 27/1/82

team at its latest meeting last week that midi-bus operators "should not be surprised" if their vehicles received similar treatment if introduced in other black districts.

Executive director Bert Wessels of Toyota Marketing, which has enjoyed a major segment of the booming combi-taxi business, describes the proposed legislation as "absolutely ridiculous, ludicrous, really a step backwards."

The black taxi industry, Wessels says, is "a beautiful system that's being tampered with."

## INVESTMENT

### Winning with wood

With bullion prices on the skids, there have been many better investments than gold over the past couple of years. But few better, it transpires, than hardwood.

A merchant who bought top-quality stinkwood at R509/m<sup>3</sup> in 1975, for example, could clear a cool R8 000/m<sup>3</sup> if he sold today. And if he chose quality yellow-wood at R221/m<sup>3</sup> the same year, he would see even better returns — nearly 2 000% based on the current price of R4 500/m<sup>3</sup>.

And although those who opted for Burmese teak lost R163/m<sup>3</sup>, in percentage terms their investments are down only about 5%.

Keith Backos, of SA Lumber, says the revival of the US economy, which has boosted the timber market, and the falling value of the rand/dollar rate are behind the increase.

"Depending on grade, imported hardwoods, particularly those from the US, are up 25%-50% since last year," he says. But it is no time for investors to rush in, he cautions, because "prices must be peaking now."

Some timber merchants query the conclusion that wood has been a better medium-term investment than gold because other factors have to be taken into account. Storage costs, for example, are a problem. For all that, however, no dealers will say how much stock they hold or how much they paid for it. They say they have to keep their figures from competitors.

Also, prices vary according to quantities. Indeed, small buyers pay so much over the

## WOOD ON GOLD

### How prices moved

	1975	1984	Increase
	R	R	
American oak .....	369	1 368	271
Meranti .....	232	539	132
Phil Mahogany .....	328	858	162
Gelutong .....	328	843	157
Beach .....	400	989	147
Ash .....	480	1 463	205
Imbuia .....	400	1 654	314
Walnut .....	882	1 960	122
Burmese teak .....	1 080	3 159	193
Stinkwood .....	509	7 000	1 275
Yellow wood .....	221	3 150	1 325
<b>Gold .....</b>	<b>\$161</b>	<b>\$365</b>	<b>127</b>

odds that one suggests he is also having to pay a search fee.

Thus the accompanying table does not reflect hard and fast prices, but merely indicates the market trend.

## FERTILISER

### Growing pains

Local fertiliser plants are now working at only about 50% of capacity. This was revealed in figures presented by the Agricultural Input Committee (AIC) at the Agricultural Outlook Conference (Agricon) in Pretoria last week.

According to the AIC, production capacity of the finished product in SA is now more than 5m tons against local consumption of only 2,5m tons.

It also says that fertiliser sales are 25% down on 1981. Due largely to the drought, sales last year fell 19% on the 1982 figure, and declined further as a result of mounting farmer debt which increased by about 67% between 1980 and 1983.

Worst hit were the northern, mainly maize-producing areas where total fertiliser sales in the last two years fell 39%. This means that these areas accounted for only 66% of total fertiliser sales in 1983 against 75% in 1981.

Competition in the shrinking market pushed retail prices far below controlled price levels.

The AIC calls the phasing out of fertiliser import control "one of the most drastic

changes in the industry in the past decade." With fluctuating exchange rates and competitive imports influencing internal prices, both the industry and farmers must be prepared for a new ball game, it says.

AIC does not expect higher local ammonia-based fertiliser prices soon because the local product would not be competitive with the landed cost of imports. But urea could be landed at almost R100/t cheaper than the locally produced product.

The market is expected to become more competitive soon when new production capacity of 700 000t/year (including Sasol's new Secunda plant) comes on stream. And a new ammonia import terminal at Richards Bay will add a further depressant for local producers.

The AIC says that, even with good summer rains, the best that can be expected is a 15% growth in nitrogen and phosphate fertiliser sales. This will still be 15% lower level than 1981's record sales and 7% below the figure for 1982.

In view of the farmers' bad financial situation AIC expects sales to lift-off only by the second half of the year, when more credit becomes available.

## OVERSEAS TRAVEL

### Taxman gets tough

In future, professionals will have to think twice before taking leave in foreign parts — and then claiming tax concessions.

The medical profession, for example, has

## DEARER PINE

Prices of most sizes of sawn SA pine, from sawmiller to merchant, went up 9% at the beginning of the month, according to the SA Lumber Millers' Association (Salma).

The exceptions are 2,7m to 3,9m lengths of 38 mm by 114 mm structural timber — used for rafters — which rose by 9,5% to R213,10/m<sup>3</sup>, and 38 mm by 38 mm by 50 mm batons and brandering,

which went up 7,02%.

The wood most favoured by the furniture trade — 0,9 m to 2,4 m lengths of 150 mm by 25 mm industrial grade SA pine — is now priced at R114,50/m<sup>3</sup> compared with R172,10/m<sup>3</sup> for selected grade. The price of 2,7 m lengths of industrial grade pine rose to R156,20/m<sup>3</sup> and 3,3 m lengths to R191,20/m<sup>3</sup>.

The charge for treating wood with

copper-chrome-arsenate (CCA) preservative went up by R3 to R31,50/m<sup>3</sup>.

Salma executive director David Eloff says this is the third successive year that lumber millers have kept their increases below the inflation rate. He says the effect of the current increase on the price of building a new house "should be negligible if the merchants merely pass on the 9% increase."

RAYMOND ACKERMAN

# Climate of distrust?

FM 27/1/84



Pick 'n Pay (P'nP) chairman Raymond Ackerman spoke to the FM about the strike in which between 1 600 and 1 800 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) walked off the job at 10 of his company's Transvaal stores earlier this month.

Pick 'n Pay (P'nP) chairman Raymond Ackerman spoke to the FM about the strike in which between 1 600 and 1 800 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) walked off the job at 10 of his company's Transvaal stores earlier this month.

**FM:** You take pride in being a good communicator. Yet the strike appears to have arisen because of poor communications between management and the workers. What went wrong?

**Ackerman:** Last year we decided that in 1984 we would give our staff a minimum 10% wage increase in January and a further 10% in June. The wage announcement was communicated very carefully to our staff. I went on record in a video shown to all employees and our personnel director sent out a circular containing all the details. Every store manager held a general meeting with workers as well as getting together with each and every worker individually to discuss the matter.

The union says I promised a 20% increase in January. This is totally untrue. I have checked the video personally. I rule out the possibility that the message about the wage increase did not get through to the workers. We have a staff of 17 000. A lot of people did not strike. The real cause is that some of the workers wanted more money than that already granted.

**How was the strike settled and what has happened since then?**

After they initially refused our offer to bring the June wage increase forward to April, the matter was settled when the workers decided to accept this. We had made it clear that if the workers had not come back to work by last Thursday night, other people would be hired. All the workers have been taken back without being victimised in any way. They have returned to the positions they held prior to the strike and have not lost any benefits. The only thing they

lost was pay for the time they were out. What do you think were the underlying causes?

There are a number of points to be made:

I believe it was partly the object of the union to create a climate of distrust between workers and management. I am totally opposed to this.

Way back in 1977, long before government granted trade union rights to blacks, we were the first retail company in SA to recognise the right of our black workers to join unions. Our white and coloured workers were free to do so and we recognised Ccawusa's right to come into our stores and sign up blacks. As a result, we expected that when there were problems the union would come and talk to us rather than cause wildcat strikes. We were wrong.

I readily admit that there are causes of grievances in any store in the country. Maybe at times someone has not been promoted on merit or, perhaps, overlooked. These grievances will always be looked into if they are brought to our attention. But P'nP is not perfect;

Our wage policy has always been enlightened. But because we are a successful company I feel that the union was inspired to attack us as it felt we could afford to pay more;

Because we tried to be the leaders in providing our workers with housing, education and funeral benefits, and in so many other areas, we are being punished. The union says they would rather have us pay higher wages and put less into benefits. We were putting a lot of money into these things. This was used as fodder against us; and

I also believe that, because blacks in SA don't have political representation, unions are used for political purposes as opposed to working purely to benefit workers.

**Now that the dust has settled how do you intend to operate in the future?**

I firmly want to continue our policy of treating our staff as members of the family. I will not be forced into a position where our relationship with them is turned into a boss-worker fight. We have built this company on consumerism and

staff relations. I am not prepared to throw 15 years of work down the drain because of problems with Ccawusa.

However, to be positive, we are going to work out a substantive agreement which includes wage negotiations with Ccawusa, the National Union of Distributive and Allied Workers, and any other union which represents our staff. Ccawusa says it wants a single wage increase each year. We are therefore going to eliminate the twice-yearly increase, even though we were told that the workers wanted it that way.

We will continue to concentrate on giving our staff benefits, with no vindictiveness, because we value our relationship with them. But I hope the unions will act similarly. I am not prepared to accept the claptrap that workers, of necessity, are against management. I will do everything in my power to ensure that our staff are well looked after and we will endeavour to be the best payers in the retail industry.

**Labour relations in SA are moving away from the paternalistic system in which management made all the decisions to one in which workers, through their unions, negotiate on all issues. Until now P'nP has decided on wages unilaterally. Is this paternalistic?**

I don't accept that what we have done is paternalistic. We are a non-discriminatory company. We established various benefits — but not unilaterally. It was the workers who requested them. We give our workers housing loans at 3% interest. We promote on merit. I believe in the family approach. P'nP is a group concern trying to serve consumers. It is not paternalistic to build a core of people who have pride in their company. Does the union want me to cut these things out? If the time when management can do such things for its workers has passed then maybe I'm the wrong guy to run P'nP.

I am prepared to change with the times but not to have a total deterioration of human relations in our company. I respect the right of workers to belong to unions. But I want unions and management to work together for the higher good of the workers and the higher good of the company.

31/11/84  
28/11/84

# OK workers at six centres stop work

Labour Reporter

OK BAZAARS workers at five stores and a warehouse in Natal stopped work yesterday.

Their action comes amid an ongoing wrangle between the company and the Commercial, Catering and Allied Workers' Union over the dismissal of about 180 workers at the Sandton Hyperama, dismissed more than a week ago when they went on a four-day strike in sympathy with a dismissed Ccawusa shop steward.

The company has refused to reinstate them.

Yesterday's solidarity action in Durban followed strikes in protest against the

dismissals, by workers at five stores in Johannesburg this week.

The stores affected by the stoppages were at Pinetown, Montclear, Amanzimtoti, Kwa Mashu and West Street. The warehouse is in Watford Road.

● Several hundred members of the Metal and Allied Workers' Union (Mawu) went on strike at the Vetsak co-operative at Isando yesterday, demanding union recognition, stop order deductions and wage increases.

A Mawu spokesman said the strike had come after the company repeatedly refused to recognise the union.

31  
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at a store in the city downed tools over a union recognition dispute. Management called in the police who used a tear-gas cannister to disperse the workers, rounded them up and took them to the police station where they were released.

Last week an official of the General Workers Union of South Africa (Gwusa), which has organised workers at a small factory called Joe Calafato's, alleged that workers were being interrogated individually about their union membership by police called in by management.

Mr Joe Calafato, a director of the company, said: "This union has been trying to get our boys to join them against us. So we called in the police and said we were having this problem. Some of the boys admitted it wasn't even their signatures on the membership forms.

"We've got boys who've been with us for 40 years and we've never had trouble before. We're one of the victims — I can honestly tell you we've never victimised any natives."

A police spokesman said they had no knowledge of the incident.

30/1/84 □ □ □ ROM  
PRETORIA has become one of the new frontiers of trade union organisation and has had more than its fair share of labour disputes. There have also been disturbing reports of employers using the police as part of their industrial relations armoury.  
Two weeks ago about 26 workers



# 'Pressure' put on retail group over SA union

1387  
31  
H.D.

By STEVEN FRIEDMAN  
Labour Correspondent

THE Bophuthatswana Government has attempted to prevent retail group Metro Cash and Carry from recognising a black union at one of its outlets in the territory.

This is creating tension at the company's Johannesburg head office, a union spokesman said yesterday.

According to a spokesman for the Commercial, Catering, and Allied Workers' Union (Ccawusa), Metro head office workers planned to hold a symbolic work stoppage yesterday to protest against the ban, but it is not clear whether this took place.

Comment from Metro was not available yesterday. The Rand Daily Mail was told the executive who deals with industrial relations was away

for a few days and no other executives were available.

The Metro dispute follows the recent strike at the Ucar mine in Bophuthatswana. This followed an instruction from the Bophuthatswana Government to Union Carbide, which owns the mine, not to deal with the National Union of Mineworkers.

Bophuthatswana is due to enact an Industrial Conciliation Act barring South African unions from operating in the territory and it is known that the SA Allied Workers' Union has also received a letter from the Bophuthatswana government warning it not to recruit workers in the territory.

Ccawusa's spokesman said yesterday the union had been recruiting workers within the Metro group and, as part of this drive, had signed on members at one of the group's outlets in Hebron, Bop-

phuthatswana.

Last year it received a letter from the company saying Metro had been told by the Bophuthatswana government not to deal with Ccawusa because it is a South African union. Metro asked the union not to send organisers to Hebron, the spokesman said.

Later, he added, Ccawusa received a letter from the Bophuthatswana government warning it against operating in the territory and threatening action against it if it continued to do so.

There had been no developments since then, but the Ucar strike and the subsequent furore over the Bophuthatswana government's attitude to unions had rekindled worker interest in the issue, he said.

Ccawusa is currently negotiating with Metro on recognition.

OK may  
dismiss  
striking  
workers

By Carolyn Dempster,  
Labour Reporter

OK Bazaars has warned that any workers who continue sporadic striking in support of colleagues dismissed from the Sandton Hyperama would be liable to be dismissed.

Eleven branches in Natal and on the Witwatersrand were affected by the one-day or half-day work stoppages last week.

The warning was contained in a letter sent to the Commercial Catering and Allied Workers Union yesterday afternoon.

#### CLARIFY

According to Mr Keith Hartshorne, OK Industrial Relations Controller, the purpose of the letter was to clarify management's reading of the recognition agreement signed with CCAWUSA.

A clause in the agreement gives management the option of affording union members 24 hours or a set period of time to remedy any breach.

At Sandton, the 150 workers dismissed for striking in support of a colleague who was fired claimed the agreement had not been followed.

"However, for the purposes of any strike which follows on from the Sandton issue, we may elect not to give any time at all. All we are telling the union is that we reserve the right to take disciplinary action without further reaction," said Mr Hartshorne.

A union spokesman said workers would be informed of this development, after which a decision would be taken over the issue.

*Sowetan 1/2/84*

# BULLY TACTICS

By ALINAHDUBE  
A GROUP of boycotting pupils at the Hofmeyer High School, Atteridgeville, yesterday allegedly assaulted those who wanted to attend lessons and accused them of siding with the authorities. They then ordered them to enter a hall where freedom songs were sung.

Some of the students told The SOWETAN that a group of protesting students arrived at the school as early as 6.30 am yesterday and assembled in the hall. Freedom songs were sung and those who arrived later were ordered to join the boycott.

A female student said: "We made it clear that some of us wanted to carry on with lessons but the protesting students reacted angrily saying we sided with the principal and started beating us up. The principal advised us to go home. He said we should come back today."

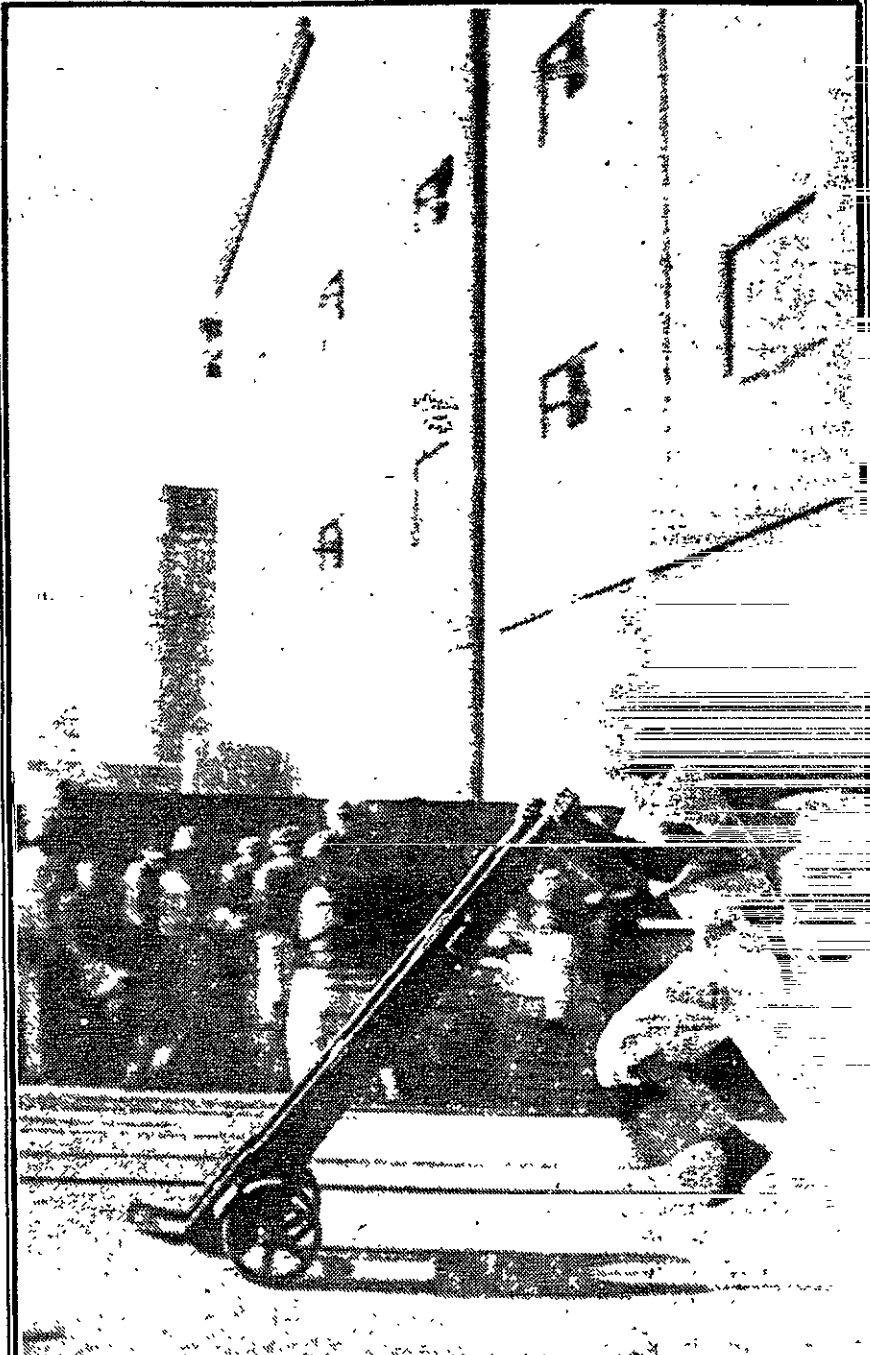
A spokesman for the committee which represents the boycotting students said trouble started when the principal refused to re-admit

about 50 students when schools re-opened recently. He said the students were in Standard 9 and ten and were refused re-admission because of the age restriction regulations of the Department of Education and Training (Det).

"We want these students to be accepted because we feel their future will be doomed if they leave school at this level," he said. The spokesman also stated that in their demands they had called for the abolishment of corporal punishment and the right to have a representative student body.

The regional director of Det, Mr J P H Felstead, denied that students had protested against the school's refusal to re-admit their colleagues.

"There should be something more to the situation. They complained that there were no books at the school and that teachers were not doing their work and now, they are wandering the streets. My department is, however, still busy with its investigation," he said.



THIS STRIKING photograph by David Goldblatt will be on display at the Wits University History Workshop Open Day which takes place this Saturday. The all-day event is open to the public free of charge, and the focus will be on history from the point of view of the ordinary man.

## PRETORIA STRIKE ENTERS 12TH DAY

A STRIKE at the Les Marais company in Pretoria yesterday entered its 12th day with management still refusing to talk to the Commercial Catering and Allied Workers' Union of South Africa (Ccauusa).

According to a union official, Ms Popi Magongwa, workers went on strike on January 19 after management's refusal to meet their demands for better pay, improved working con-

ditions and their union's recognition.

He said workers demanded a R10 across the board increase. Workers claim they earn R72 per fortnight.

Ms Magongwa said

her union was contemplating taking legal action against the company. "We've already heard that the company has employed new staff in certain posts to replace workers who are

on strike. The union is looking into this," she said.

The manager of the company, a Mr van Zyl refused to discuss the matter with The SOWETAN.

# THE DEALER THAT PERFORMS AS THE CAR IT SELLS.



# STRIKERS ARE REPATRIATED

32  
33  
31  
Sowetan  
102

SCORES of sacked migrant labourers have been repatriated to various "homelands" following a strike over wages at CMGM construction company in Soweto yesterday.

The workers, who

SOWETAN Reporter

3/2/84  
ers.

come from Lesotho, Lebowa and Transkei, started their strike on Monday after management had refused to give them a R2-per-hour wage increase.

Meanwhile about 45 workers, members of the African Allied Workers' Union (AAWU), at Potato King, Johannesburg, yesterday downed tools in protest against the sacking of a colleague.

And about 20 migrants employed at Pretoria Coal Company have been ordered to leave the company premises and hostels after they were retrenched. The General Workers' Union representing them is considering taking legal action.

The workers at CMGM were divided over wage demands — some accepted management's stance that they will get no increase while others insisted on their demands.

When it seemed imminent that there would be a confrontation between the two factions, management called police to the scene, but nobody was arrested, according to the company's manager, Mr R J Schultz.

The workers were given all their benefits, but refused management's offer to transport them to their homes. They said that they will use their own transport home. "After all the company did not fetch us from our homes," the workers said.

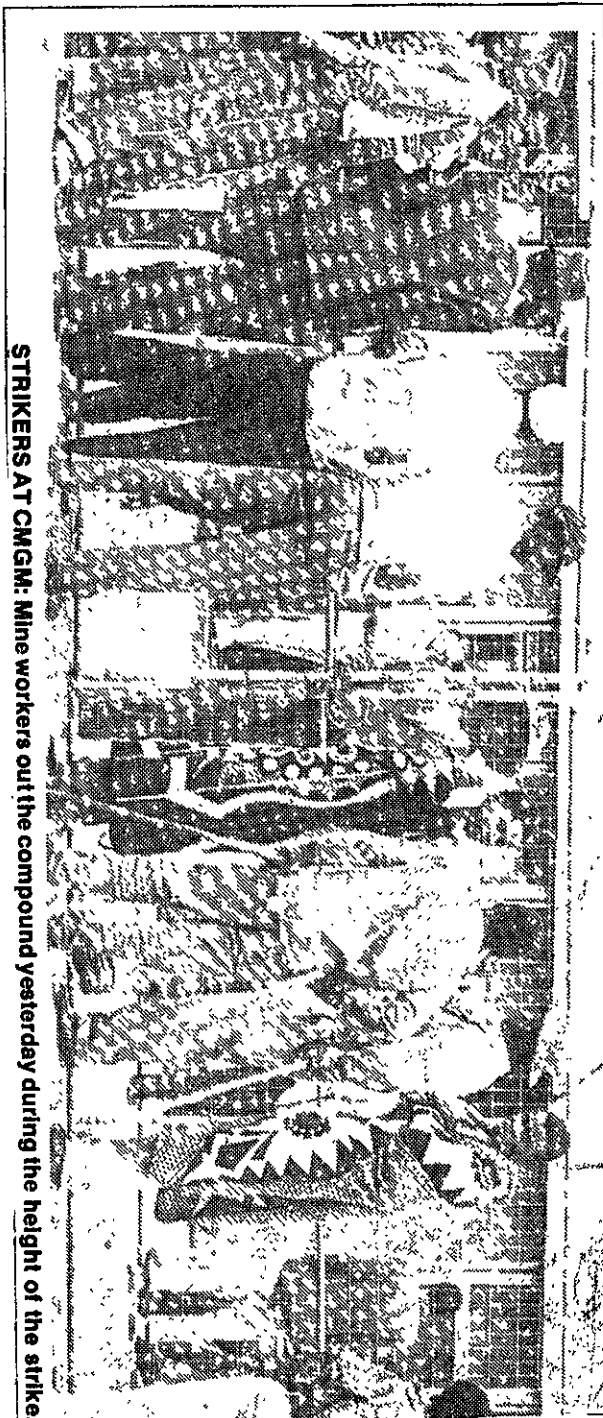
The workers told The SOWETAN that they were promised R1,10 an hour pay and were

"shocked" when they found that they were in fact paid 85 cents per hour. They also complained of being dismissed without notice.

Mr Schultz said it was unfortunate that some of the labour force did not accept the settlement offer following discussions between management and work-

The coal company's director, Mr J Dreyer, said that the company was forced to retrench workers because of the country's economic situation. "We could have dismissed them earlier but we delayed the exercise," he added.

Potato King management was not available for comment.



STRIKERS AT CMGM: Mine workers out the compound yesterday during the height of the strike.

SOWETAN, Friday, February 3, 1984

# Unpaid workers 'extinguish' boss

*Staff Reporter*

ANGRY employees of an Observatory fashion shop yesterday sprayed a fire extinguisher at their employer and trampled his goods on the shop floor after he had failed for the third time to pay their wages.

Police arrived at the Station Road store about noon and locked the frightened owner, Mr Robert Gilbert, in a police van while the store employees milled around on the pavement outside the shop.

The shop changed hands soon after the New Year and employs a total of 67 clerks, artists, salespeople and advertising representatives.

A clerk, Mrs Gadija Roman, said: "He said he would pay us at the end of the month, then the 3rd was D-Day for wages, and finally this was going to be the day, and we still haven't seen a cent."

Tempers ran high when Mr Gilbert told his staff yesterday morning that he couldn't pay them.

"It was like a riot," said a neighbouring shopkeeper. "People were all shouting and he was covered in white stuff. Then the police arrived and kept the crowd away from him."

A part-owner of the shop, Mr Alan Butler, said that the store's debts ran to some R65 000, about R35 000 of which was staff wages. He said he would re-open the shop himself within the next week or two.

A police spokesman said yesterday that nobody had been hurt and nobody had been arrested. The matter had been handed over to the Department of Manpower.



Tiger miaowed all the way during three trips between Pine-to Sea Point under the bonnet of Ms Marianne Berry's car crawling into the engine for a bit of warmth. Ms Berry has named the kitten, which she has called Tiger, hoping of course that it won't find its way into her tank.

## Toilet paper fraud: manager fined R4 000

*Staff Reporter*

A MAN who was sentenced in the Low Magistrate's Court yesterday to 12 months' imprisonment for 18 counts of fraud involving the use of toilet paper and totalling R4 000.

Alph Leppan, 48, of Scouts in the Western Cape, was fined R4 000 (or 12 months' imprisonment, suspended for 12 months) for the fraud.

In April 1982 and May 1983, Leppan ordered the 600 cases of toilet paper for Bonar Industries, where he was employed as general manager.

Leppan said a Mr Omar of National Ship Chandlers (Pty) Ltd had asked him to make the purchase for the company of Bonar Industries, who were unable to pay for the toilet paper although the company never received the toilet paper. It was

sold to a private buyer.

For each shipment he had kept only R150, Leppan said. He made only R4 000 from the entire operation and Mr Omar had received the bulk of the money.

In mitigation of sentence, Mr Albertus, for Leppan, said Leppan did not intend taking R54 394 from Bonar Industries and had received only R4 000.

Leppan told the court he had sold his house following a Supreme Court order to repay Bonar Industries R54 394. He had lost his job and he and his wife had become estranged in the past few months. A number of friends avoided him.

The magistrate, Mr J M Lemmer, said he could not impose too lenient a sentence as this would not deter others from committing a similar offence. However, Leppan was not the "brain" behind the operation and he had not only suffered financially, but his family life and social life had also been affected.

Mr J P Vermaak appeared for the State

## Motorcycle theft racket smashed

*Crime Reporter*

A MOTORCYCLE theft racket in the Peninsula has been smashed by detectives after months of intensive investigations.

A number of stolen bike components were recovered in Zandvlei by a team of police divers yesterday after the arrest of an alleged member of a gang of motorcycle thieves earlier this week.

Five men had so far been arrested during the investigation, Captain D A Langeveldt, head of the Cape Town police vehicle branch, said yesterday.

Eight motorcycles, mostly 750cc machines, had been recovered in the Peninsula before the diving operation yesterday, he said.

In murky water at the north end of Zandvlei, the team of divers, called in from their Boland base, found the frames of two stolen bikes and the engine of another.

Captain Langeveldt said the machines had been stolen between October last year and January this year.

According to informa-

tion received by police, several other stolen bikes had been dumped into Zandvlei, he said.

The police divers are expected to return to Cape Town soon to assist in the continuing investigations.

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# EL company recognises Saawu *Dispatch 15/2/84*

By ANDRE JORDAAN  
News Editor

EAST LONDON — The South African Allied Workers' Union (Saawu) announced yesterday that it had signed a recognition agreement with E. C. Smith and Company, a local firm of manufacturers' agents and food distributors.

The company confirmed yesterday that a recognition and pro-

cedural agreement had been signed.

Saawu's branch secretary, Mr Yure Mdyongolo, said the signing of the agreement on February 3 followed negotiations which started in 1981. In the interim, he said, Saawu had had "de facto" recognition in that the company had recognised a workers' committee functioning under the

auspices of Saawu.

Mr Mdyongolo said the agreement followed ones signed with Chloride, KSM, Johnson and Johnson and Wecco Distributors in East London and with Stop and Shop in Queenstown.

He said a number of companies had given de facto recognition to Saawu and it was hoped recognition agreements would be signed before

the end of this year.

"This clearly indicates that local managements have realised the importance of dealing with trade unions of the workers' choice and have yielded to the principle of freedom of association instead of adopting an intransigent stance towards independent trade unions," Mr Mdyongolo said

# Makro staff down tools

Labour Correspondent

ABOUT 350 workers at wholesaler Makro's Germiston branch downed tools on Friday and Saturday in the latest development in a long-running dispute over the sacking of a worker.

Workers returned to work yesterday, but the dispute has not yet been settled. The Commercial, Catering and Allied Workers' Union (CCAWUSA), which is recognised by Makro, has suggested it be settled by mediation, but the company is still considering this.

The dismissal which led to the strike occurred early last month. Workers reacted to it, but it was agreed that the firing would be referred to the appeal procedures in the recognition agreement between Makro and the union.

But last week this process ended without the worker being reinstated.

On Friday workers went on strike, demanding the worker's reinstatement.

A union spokesman said yesterday workers agreed to return after the company and union agreed that a mediator be called in to settle the dispute.

But a Makro spokesman denied that the company had agreed to mediation.

"We have received a proposal for mediation from the union, but will only decide on this in the next few days.

"Our understanding is that mediation is generally only used in cases where some broad dispute is involved, rather than to settle the case of an individual. We don't know whether it would be appropriate here."

He said the mediation proposal arose during talks between the union and the company after the strike occurred.

"We told them the issue would not be resolved by a strike and asked them to come up with a proposal to settle the deadlock. They suggested mediation," he said.



RDM 22/2/84 (12) (13) (31)

# Strike by shopworkers settled

**Labour Correspondent**  
ABOUT 50 workers at Checkers' Sasolburg store downed tools on Monday in protest against the dismissal of a deaf and dumb colleague, a spokesman for the Commercial, Catering and Allied Workers Union (CCAWU), Mr Mongezi Radebe, said yesterday.

Mr Radebe said the strike

had been settled after eight hours when the company agreed to reinstate the fired worker.

The negotiations which led to the settlement were conducted by workers without any assistance from union officials, he added.

Company comment could not be obtained yesterday.

According to Mr Radebe, the deaf and dumb worker had been fired from the store on Friday after allegations of theft had been levelled against him.

Workers reacted to the dismissal by stopping work at 10am on Monday.

After negotiations, the strike ended on Monday evening, Mr Radebe said

# Education and motivation

Sir — Having taught in a so-called coloured school, I feel it would be dangerous to generalise from the statements made by Mr Job Schoeman, Department of Education and Training's (DET) liaison officer in your February 3 issue.

According to Mr Schoeman, only 50,04% black matriculants passed. He says motivation is the problem, that "(it) must come from the community." But why is motivation lacking? Is lack of homework supervision because of disinterested parents?

Many, if not most, parents are keenly interested in their children's progress but are overwhelmed by circumstances peculiar to their communities. Often both parents work and, because of the Group Areas Act, are forced to commute long distances. The situation is exacerbated by children having to be left in the care of grandparents who are often not adequate substitutes when it comes to supervising homework.

Mr Schoeman is correct in stating that "there are often no facilities for studying at home." A climate conducive to motivation must be sought from within the community.

What black communities want is control of their schools and curricula.

Black people in SA have never been content to be educated solely to perform certain forms of labour, as was mooted in Dr Verwoerd's time. From the manpower needs viewpoint, the economy cries out for improvement in education for blacks. It has been estimated that by 2000, 62% of all executive and professional jobs will be filled by blacks, yet 52% of black school leavers are functionally illiterate.

The flaw in SA's education system lies in the failure of the National Party to realise the importance of a common point toward which all in SA should strive.

The De Lange Committee recommended a single education ministry. The good sense of such a proposal has been recognised and lauded by almost every educationist in the land. It allows for spontaneous and voluntary association within the ministry because there is a single agreed goal.

Regretfully, the November 1983 White Paper opted for the horrific and costly alternative of five separate ministries of education.

There has been progress. Improved training programmes, incentives to teachers to study further, guidance programmes and provision of libraries have helped. From 1978 to 1982 State expenditure went from R270m to R668m and private enterprise has, *inter alia*, subscribed to the adopt-a-school programme.

The fact is that all parties recognise the need for responsible action and motivation. It's how to arrange the priorities in the wider context of the South African society

that remains problematical. Having five ministries is not the solution.  
R Sampson, Bellville.

## Gold Class facilities

Sir — The statement regarding SA Airways' Gold Class in your *Did you hear?* column (FM February 3) that "SAA doesn't actually promise you will receive the advertised facilities" is somewhat misleading, since the small print clearly states "all 747s will be fully equipped in the near future."

For your information, during the latter part of 1983 the seats in the Gold Class of SAA's fleet of Boeing 747s were gradually replaced by luxurious, wider and more comfortable seats. This was completed at the end of 1983. SAA has also decided to upgrade the entire Gold Class by providing china and stainless steel cutlery (apart from several other facilities).

It was, however, not possible to change all such facilities overnight, because most suppliers closed over the festive season and no deliveries could be made to SAA. The upgrading of the service began early this year and the services to London, Frankfurt, New York and Houston have now been provided with all the promised facilities. The other facilities will follow as and when the equipment is delivered by the suppliers. Depending on delivery, all international services should be fitted by April 1.

At a press conference last year, full details of the upgraded service, as well as the programme of introduction, were clearly stated.

Therefore, if there is any misconception in the minds of the public, it is only fair that the media, not the Gold Class advertisements only, should take part of the blame. In fact, the specific objective of the "small print" was to indicate to the public that all the flights may not be entirely upgraded at the time of travelling, but that they will in the near future.

SAA is nevertheless proud to know that its new Gold Class is being well received and well patronised, even though on some flights the public may have the advantage only of luxurious seating at this stage.  
T L E Du Toit, Deputy Director for Public Relations, SA Transport Services, Johannesburg.

## Union and Pick 'n Pay

Sir — Some of the points made by Mr Raymond Ackerman in the "Face to Face" interview (FM January 27) deserve a reply.

Firstly, let us look at the accusation of paternalism against him and his company. This is certainly one of the causes of the problems he faced. He denies that his atti-

tude towards his workforce is paternalistic. At the same time he states that he wishes to continue "treating our staff as members of the family," one in which, no doubt, he sees himself as the father.

Another example of this attitude is that Mr Ackerman accuses "the union" of creating "a climate of distrust between workers and management" and of having "caused wildcat strikes." He seems to see the union as something apart from the workforce, which can manipulate workers to do things against their will and better judgment.

Mr Ackerman underestimates the intelligence of Pick 'n Pay workers. Any distrust which exists between them and management has been caused by wages and working conditions within the company. And no one other than the Pick 'n Pay workers decided that there should be a strike.

Furthermore, Mr Ackerman forgets that during December I warned management of the dissatisfaction among the workers regarding the wage increases. This prompted management to hold a meeting with shop stewards which, unfortunately, failed to resolve the problem.

During our forthcoming recognition talks, worker representatives will explain to Mr Ackerman and his colleagues more about the union and how it operates. They will also explain their view of management attitudes and the shortcomings in Pick 'n Pay's employment practices.

We are pleased that Pick 'n Pay intends to try to become the best payer in the retail industry. But Mr Ackerman should accept the reality that his workers are not yet as convinced as his customers that Pick 'n Pay provides the best deal.

Ms E Mashinini, general secretary, CCAWUSA

## More about medicals

Sir — Your article headed "Life insurance — Medical mystery" (FM January 20) called for greater disclosure of the results of medical examinations undertaken in connection with proposals for life assurance. You reported that where impairment becomes apparent, the prospective client is advised only to the extent of having his application refused or having the premium "loaded."

This is contrary to our policy at National Mutual. If an impairment is discovered as a result of a life assurance medical, we tell the prospective client that he can have details of the impairment passed directly to his medical attendant. He is sent a letter to this effect which includes a section authorising National Mutual to forward such details to his normal medical atten-

# 200 Landrost workers on strike

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 200 workers at Southern Sun's Landrost Hotel staged a one-day strike on Wednesday in protest at the arrest of a worker leader, Mr Robert Mkhize, under the Intimidation Act.

They said Mr Mkhize, chief shop steward of the Commercial, Catering and Allied Workers' Union at the hotel, was arrested apparently in connection with a previous strike at the Landrost Hotel after the hotel manager laid a charge against him.

The workers are demanding the manager's removal. The union says this is the

second incident in which police have acted against a union leader at a Southern Sun hotel.

But a Southern Sun representative denied the company had asked police to act. It was company policy, she said, to ask police to intervene in labour disputes only where there was a threat to the safety of hotel guests or property.

She said Mr Mkhize was arrested after several workers, who claimed to have been intimidated during a previous strike, made statements of their own accord to police.

Mr Mkhize was arrested on

Tuesday and appeared in the Johannesburg Magistrate's Court on Wednesday morning charged under the Intimidation Act. He was released on R400 bail and his case was postponed to March 22.

His arrest has been condemned by the local committee of the International Union of Food and Allied Workers, to which 10 unions belong.

The committee has also called on food unions throughout the West to condemn the arrest.

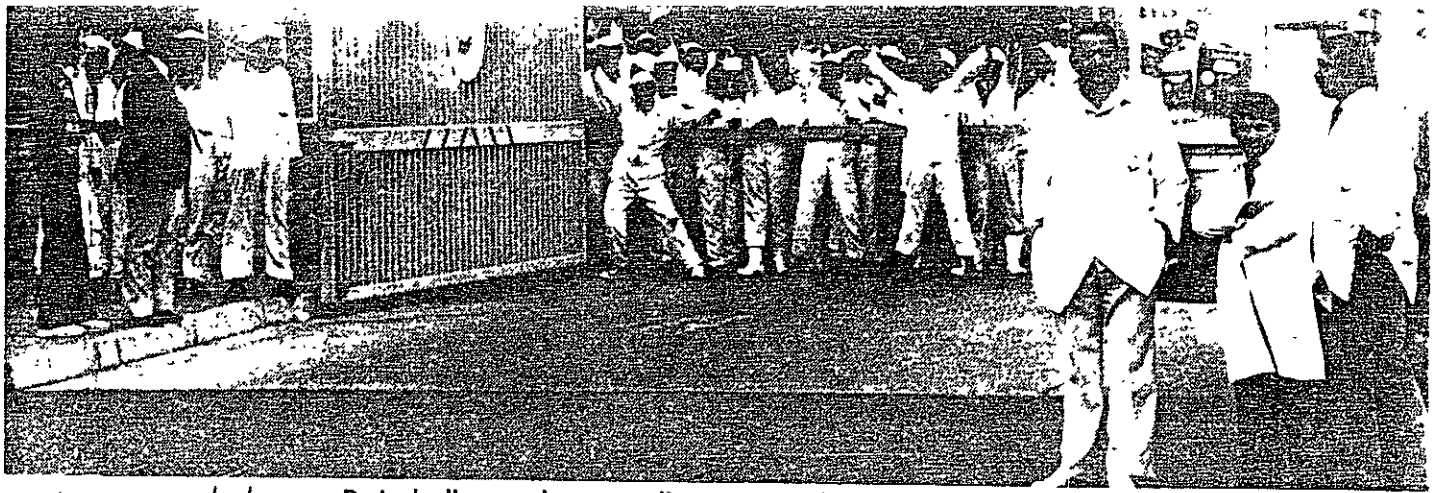
A catering union spokesman said yesterday workers had downed tools on Wednesday in reaction to the arrest

and had remained on strike for the rest of the day.

He said the arrest followed an incident at another Southern Sun hotel in which a union leader was interrogated in a hotel room by a man who said he was a security policeman.

Although workers had returned to work, the union would now, he said, take up two aspects of the incident with Southern Sun — the strikers' demand that they be paid for their time on strike and the manager's removal.

Southern Sun's representative said yesterday the company would not agree to pay strikers for the day they had stopped work.



ARG US 11/4/84 Dairybelle workers at the Epping depot this morning.

## 600 milkmen stop work — deliveries disrupted

Labour Reporter

MILK deliveries in the city were disrupted today when about 600 workers at Dairybelle dairies stopped work.

Hundreds of workers from three Dairybelle depots gathered outside the company's main depot in Epping early today, demanding to speak to the management.

Workers said they were demanding recognition of the trade union they had joined, the Retail and Allied Workers' Union (Rawu), as well as the reappointment of three migrant workers whose contracts had not been renewed.

Several large retail stores in the city-Sea Point area, where Dairybelle operates, confirmed they had had no deliveries by this afternoon.

Spokesmen for the major stores said they had been told by Dairybelle that "the trucks were running late" or that there was a "production problem".

Groote Schuur Hospital, also in the Dairybelle area, received its milk late.

The atmosphere at the depot was tense. Hundreds of workers sat in the yard of the factory while security guards and supervisors kept a close watch.

Tension increased when a photographer from the community newsletter, Grassroots, was arrested at the plant.

Mr Ryland Fischer said he had been taking photographs in the driveway of the depot when supervisors told him to leave.

He said when he tried to walk back to his car a supervisor ordered him into the reception area and called the police.

He has been charged with trespassing.

Earlier an Argus reporter asking about the reasons for the stoppage was told by a supervisor to leave the area.

"You have got no right to be here. This is no concern of yours," he said.

Repeated attempts to speak to the manager of Dairybelle, Mr M Henning, were unsuccessful.

The supervisor, who would not give his name, said Mr Henning was "too busy to talk to you and he does not want to comment".

Several workers who slipped out of the factory gates to talk to the Press, said they were demanding that management recognise their union.

"We are not going back to work until they sign for the union."

They also said they were asking for a minimum wage of R300 a month.

"Some of us already get that, but there are some who only get R240 a month. We work very long hours from early in the morning to late at night," said one man.

A spokesman for Rawu said workers were angry because three active union members had not had their contract renewed when they had expired.

## Woman, 22, shot dead in Durbanville house

Crime Reporter

A 22-year-old woman was shot dead, allegedly during an argument in her lounge, and minutes later a man gave himself up to the police.

Mrs Tina Arnold was found in the lounge of her home in Village Close, Kenridge, Durbanville, with two bullet wounds in the head at about 2.30pm yesterday.

Police have taken possession of a 9mm pistol.

A car parked in the driveway had been packed with women's clothing and a hand-drawn map of the area was lying on the floor.

Shocked elderly neighbours Mr and Mrs George Donnelly described the drama that took place in the quiet close.

"I saw the man drive up and

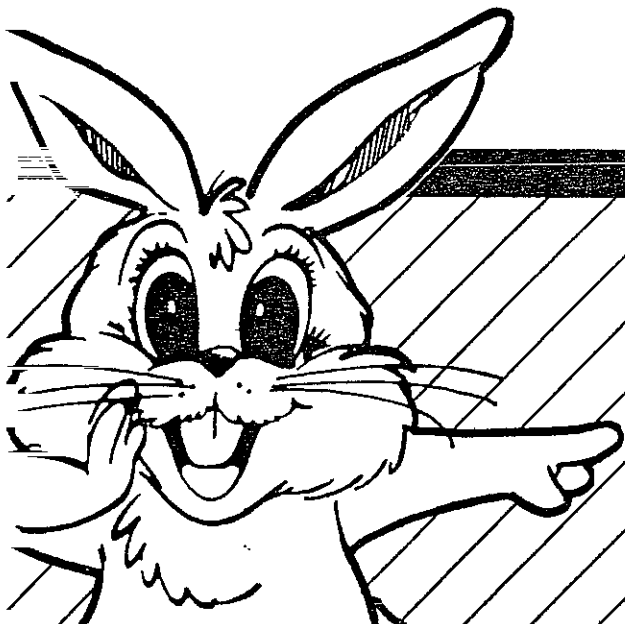
enter the house," said a shaken Mr Donnelly. "Minutes later we heard shooting and the man ran across to our place and asked us to get help because he had shot someone."

The Donnellys and other neighbours said that Mrs Arnold had been "very pretty" but none had been her close friends. They saw her only when she drove in and out of

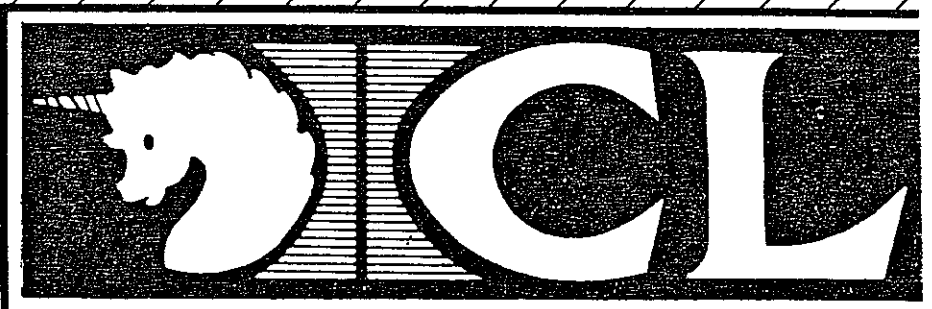
her driveway, they said.

Durbanville police and members of the Cape Town murder and robbery team were at the scene soon after Mr Donnelly had raised the alarm. A man, who is expected to appear in court tomorrow, gave himself up at the scene.

A murder docket had been opened, said Captain Jan Calitz, police liaison officer.



# YOU PAY



# Milkmen strike after 2 are fired

*CAPE TIMES 12/14/84 (31)*

By CHRIS BATEMAN  
MILK deliveries in the City and northern areas were disrupted yesterday as 600 deliverymen at Dairybelle dairies went on a day-long strike demanding the reinstatement of two co-workers and the recognition of a labour union.

The strike followed several meetings between workers and officials of the Retail and Allied Workers Union (Rawu) and last week's non-renewal of year-long contracts with two migrant workers.

Several hundred workers milled around outside the Epping dairy while company security officials tried to prevent journalists from speaking to them — in one case calling police who eventually charged a Grassroots newsletter photographer, Mr Ryland Fisher, with trespassing.

The workers then returned to the dairy to be

addressed by the depot's general manager, Mr Maarten Henneng.

In an interview afterwards Mr Henneng said the two workers had "in spite of many requests, not done their job effectively" and he refused to renew their contracts.

The workers had demanded that he sign a contract with the union, which he would not do while "they hold a shotgun to my head".

He would meet union officials today, he said.

Mr Henneng was confident that workers would return today.

A major retailer and a former secretary of the Cape Town and Sea Point Traders Association, Mr Abduraghman Khan, last night said he would boycott Dairybelle products if the two workers were not reinstated.

A United Democratic Front spokesman called for the "immediate recognition of the perfectly reasonable demands".

- sounds
- 6.15: Ezabasha/Olutsha (Youth Magazine Programme)
  - 6.32: The Word For Soweto
  - 7.00: Izindaba (News).
  - 7.13: Ibuswa Kwabaphambile (Social Literacy). Learning to drive isn't as easy as it might seem. We see how to get a driving licence.
  - 7.35: Ezisematheni/Undaba-Mlonyeni (Actuality).
  - 7.42: Durban Regional Round-up.
  - 8.03: Kuselebani Ekhishini (Women's Magazine).
  - 8.13: You And The Law. Tonight we look at the legal implications of turning 21.
  - 8.20: Free Enterprise. Mr Makheta explains how he started off his business and how he managed to rise above the average, small shopowner to become the owner of a supermarket.
  - 8.32: Ezemidlalo (Sport).
  - 9.00: Izindaba (News).
  - 9.28: Imozulu (Weather).
  - 9.31: Ezenkolo/Iphunga Elimnandi (Epilogue).

## ★Times Choice★

★ TONIGHT'S CHOICE — TV1 at 9.45pm: Portfolio.

## TV 2 review

WITHOUT the beautiful choreography of University of Cape Town graduate in classical dance Andre O'Neil, I doubt that the new series Suga Shek would have been so exciting.

Last night was the second episode of this dazzling production and although it was only meant for the young-adult viewers have also found it excellent.

The programme had a little bit of everything but for me the modern dance sequence was lovely.

Izigemegeme Zikajanty (Iron Horse) has certainly given Wednesday viewers a new lease of life. When one considers the mind-exhausting item programmes we get every night, cowboys — even though we have to bear with the inadequate Zulu dubbing — are welcome.

This channel scored another winner for sport fans with the live coverage of the Manchester United/Juventus soccer game from Old Trafford.

JOE GUWA

# Police disperse crowd of 1 000

*CAPE TIMES 12/14/84 (31)*

Own Correspondent  
PORT ELIZABETH. — Trouble flared at the Cradock township of Ilingelihle yesterday where a 1 000-strong singing and chanting crowd was dispersed with tearsmoke.

There were reports last night that a shopkeeper's house was stoned and two youths — aged 14 and 15 — were picked up by the police during the disturbance.

According to Lieutenant-Colonel Gerrie van

Rooyen, police liaison officer for the Eastern Cape, nearly 1 000 people stormed and stoned police after they were warned to disperse, following a march through the township.

He said the trouble started when about 25 people returning from the trial of Mrs Sheila Calata, wife of one of the men detained in recent Cradock unrest, Mr Ford Calata, gathered in a group outside the township.

He said the crowd tried unsuccessfully to get pupils to leave schools, following the conviction of Mrs Calata, who was sentenced for wearing an illegal T-shirt.

Mrs Calata, who appeared in the Cradock Magistrate's Court yesterday morning for wearing a "Free Mandela" T-shirt, was found guilty and fined R250 (or three months) with a further three months conditionally suspended for three years.

## Too late for classification

### DEATHS

CLOETE. — Fanie, past District Governor (1967-68) Lions International District 410A, passed away peacefully April 9, 1984. Deeply mourned and always remembered for his outstanding service to the underprivileged by all his fellow Lions. Sincere condolences to Salome and all his family.

DE GRUCHY. — Constance Havergal, passed away peacefully on Wednesday, April 11, 1984. Deeply mourned by Leslie, Rosemary, Susan, Allan and Richard. Funeral service to be held at Holy Redeemer Church, Sea Point, on Friday, April 13, at 10.30am. Cremation private. Donations may be sent to Holy Redeemer Church Fund.

WERTH. — Ench, passed away suddenly on April 11, 1984. Deeply mourned and sadly missed by his sister Freda, Kosie and family.

## A 'different' art exhibition

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R17,50	<b>R12,50</b>
R1 150	<b>R595</b>
R650	<b>R395</b>
R25	<b>R9,50</b>
R60	<b>R30</b>
R57	<b>R28,50</b>

AROUS 31/12/84  
13/4/84

## Dairy strike: Management, union to meet

Labour Reporter

OFFICIALS of the Retail and Allied Workers' Union (Rawu) meet Dairybelle representatives today to try to resolve the dispute which brought 600 dairy workers out on strike earlier this week.

Rawu, a recently formed union, claims majority membership among factory workers and deliverymen at Dairybelle.

Workers struck on Wednesday to support demands that Rawu be recognised by management and to demand that two migrant workers, whose contracts had not been renewed, be reinstated.

Mr Maarten Henning, general manager of Dairybelle, was not available for comment today.

The union spokesman said workers had met last night and were still "very angry" about the situation.

"Foremen have been intimidating them and telling them they should resign from the union," he said.

Commenting on the strike yesterday, Mr Henning said he was not going to negotiate with a union while it brought his factory "to a standstill".

Mr Henning said he thought workers had been victimised into joining the union and he challenged Rawu to a secret ballot.

Union officials said they would welcome such a ballot.

Cape Times 13/4/84

# Photographer charged

Crime Reporter

PHOTOGRAPHER with a community newspaper, Grassroots, was charged with trespassing after he had gone to photograph a strike at the Dairybelle dairy in Epping on Wednesday.

Mr Rylands Fisher, 23, claims he was held in the foyer of the firm for about two hours before being taken to the Pine-lands police station, where he was charged with trespassing.

Captain Jan Calitz, a police liaison officer, said police had arrested Mr Fisher after Dairybelle personnel had summoned the police.

Mr Fisher was released and was given the option of paying a R50 admission of guilt fine or appearing in court on the charge on April 25.

Dairy  
CITE TIMES 13/4/64  
strike  
truce

Staff Reporter

AN UNEASY truce prevailed yesterday between the newly-formed Retail and Allied Workers' Union (Rawu) and the management of Dairybelle dairies in Epping, where 600 milkmen went on strike on Wednesday.

The milkmen returned to work yesterday after receiving assurances by the general manager, Mr Maarten Henneng, that he would "deliberate" with the union in an attempt to establish if they were representative of the workers.

The workers initially demanded that management accept the union as their representatives and that two migrant workers whose year-long contracts management refused to renew, were reinstated.

Mr Henneng blamed Rawu for the strike, accusing them of "agitating" the workers, and declined to meet with union officials yesterday.

A spokesman for the newly-formed union, Mr Alan Roberts, said his officials were "merely acting on workers' instructions".



# UNION SHOWDOWN OVER STRIKE PARTY

29/4/84

~~31~~

~~31~~

31

city Press

FIFTY enraged members of the Commercial, Catering and Allied Workers' Union had a showdown with union general secretary Emma Mashinini this week to get back more than R1 000 from their strike fund.

At an explosive meeting which broke into anger, threats and tears, Mrs Mashinini was asked to hand part of a R5 000 SA Council of Churches grant to the fund.



A weeping former OK Bazaars worker at this week's meeting mirrors the hardship she and her colleagues have endured since losing their jobs early this year.

Pic: PETER SETUKE

The union members — who form part of the group of 213 Sandton OK Bazaars Hyperama workers sacked early this year after a strike — want to use the money to pay legal fees in their bid for reinstatement.

Forty-eight union members finally received R1 759,76c. Two other members could not be paid R70 which the union could not account for, said union members.

This week's showdown was the result of an ultimatum given to Mrs Mashinini last week

— although the workers said their dispute with the union general secretary dates back to the day they went on strike.

Worker spokesman Lucky Melato, a former shop steward at the Hyperama, said they had been shocked to learn that Mrs Mashinini had gone overseas on leave only two days after the strike.

"She should have taken care of the situation when the strike broke out. We couldn't understand her trip when we had been paying subscriptions to a union we believed would fight for us."

Mr Melato also re-

By  
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MOLEFE

vealed that they had only received R400 from their union.

This, he pointed out, worked out to each dismissed worker receiving R1,50. For this reason, a dismissed workers' fund raising committee had been set up to seek help from colleagues at OK Bazaars branches and from township businesses.

About R3 180 from the SACC was given to the union's branch executive committee at a meeting in February, and 138 dismissed workers were paid out.

But Mr Melato said they had only found out about the SACC donation by chance, when they saw a letter from the council at the union offices.

Mrs Mashinini refused to comment. "I'm not prepared to comment," she said. "But let me warn you. You must handle this with care, because you know who you are dealing with . . ."

~~37~~  
Jobs  
for ~~Cape Times~~  
sex: 12/15/84  
Director  
in court

By RONALD MORRIS

A WOMAN who went for a job interview at the City head office of a shoe concern, was told by the director to undress and commit an indecent act with him, a Cape Town magistrate was told yesterday.

The woman, who may not be identified, was giving evidence in the trial of John Anthony McCullough, no age given, of Boshoff Avenue, Newlands, who pleaded not guilty to two counts of criminal injury.

The State alleged that on November 11 last year, at Buitenkant Street, he had told the woman to undress and had made an indecent suggestion.

#### 'Good job'

It was further alleged that later the same day he had told another woman to take off her clothes and that he would give her R300 and "a very good job".

One of the women testified that she had met a friend that day who had recommended that she apply for a saleslady vacancy at Manne Brothers, the shoe firm where Mr McCullough had been director. Her friend had also worked for the same firm and had arranged an appointment with Mr McCullough over the phone.

#### Wait

She had arrived for the appointment at 4.30pm and had to wait till 4.55pm before Mr McCullough interviewed her. Except for a female employee present in the reception area of the office, the office staff had left 10 minutes earlier, she said.

After she had sat down, Mr McCullough had asked her to take off her jacket. He had then asked her to undress and

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To page 2

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R. C. 12/15/84  
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From page 1.  
had made the indecent suggestion.

"I became very scared and embarrassed and cried," she said.

#### Application

Asked by Mr William Booth, for Mr McCullough, why she had not left the office when the suggestions were made, she said she had still wanted to know whether her application had succeeded.

The hearing was adjourned to July 11. Mr McCullough was warned to appear.

Mr R A Duraan was the magistrate. Mr P Steyn appeared for the State.

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Mercury 23/5/84

# Union pushes for R500 wage level at chain stores

31

Labour Reporter

Era, a news bulletin for employees in the distributive trade.

THE National Union of Distributive and Allied Workers has asked the employers' association, representing major chain stores, for wage increases for thousands of shop workers.

The union has asked for the minimum monthly pay for workers who fall under the job category, general assistants in shops, to be increased to R500.

The union wants an 'interim' increase to come into effect in October, pending the outcome of the Wage Board investigation into new wage scales.

The latest figures of the Institute of Race Relations show that in the Johannesburg, Cape Town and Durban areas the household subsistence level of income required for a family of five is about R285 and the household effective level is about R430, it says.

It said that although the board was expected to start its investigation later in the year, any resulting increase was not likely to come into effect for at least a year.

'This means that on the subsistence level of income of R285, a family of five could just keep body and soul together and on the higher effective level they could live slightly better but not really on a reasonable standard.

The employers' association does not have the power to bind its members to any wages it may agree upon, but merely makes recommendations to them which are usually accepted,' according to the latest edition of New

'That is how the union arrived at the R500 wage we asked for.'



Mrs Johanna Nyakale ... R95 a week at Pick 'n Pay and happy packing fruit Pictures by Dave Attwood

# It's no easy ride for the happy families

By Angus Macmillan

**FORMULATING** a successful labour policy is like making a stew — the ingredients are lumped together in a boiling pot and mixed until the flavour is right.

Some companies have the ingredients, but get the mix wrong. Others serve up large dollops of paternalism and a take it or leave it menu.

Pick 'n Pay, which has grown from a R10-million Cape Peninsula operation in 1969 to a national turnover of R1 500-million, is an employer that has a more successful recipe than most.

## Pride

But even Raymond Ackerman, champion of consumerism and the one-big-family business approach, has his time cut out to whip up an attractive stew for 16 500 employees.

The company has always prided itself on its people-pleasing approach and has

shouted from the rooftops that its workers are its most important resource.

None of its top management has been with the company for fewer than seven years, and senior employees have a stake in the company, which was the first retail chain to recognise black trade unions in 1977.

It claims to have given more than lip service to the adage the people come first. The mission has been to make even the lowest-paid worker feel that he or she is a winner and not merely part of a machine.

## Targets

Pick 'n Pay's identity for consumer and employee alike has come across well. What is the secret?

Personnel director Rene de Wet says setting reasonable targets is one of the keys to staff motivation and loyalty, the premise being that setting achievable goals is better policy than aiming for the sky.

"People have to be able to believe they are part of a winning team. Only one employee left us last year to join another retail chain."

A survey of Pick 'n Pay staff at Johannesburg stores gives credence to Mr Ackerman's happy-family image. The staff canvassed were satisfied with their lot.

A 23-year-old perishables manager earning R1 000 a month has been with the company for 18 months and sees the opportunity to become a store manager and then a career in buying.

## Difficult

Industrial relations consultant, Gavin Brown, of Andrew Levy & Associates, says the Pick 'n Pay family is breaking down as the company gets bigger. Close contact between management and staff becomes more difficult to maintain as more stores open.

"Mr Ackerman does not believe that unions and management are naturally antagonistic towards each other. Unfortunately, this is a



Andy Oelschig ... perishables manager finds the long hours irksome but satisfying

fact which many companies will come to accept the hard way."

But Mr Brown qualifies this by saying that cradle to grave employment is coming back into vogue, mainly because of Japanese influences on industry.

In January this year, Pick 'n Pay had a confrontation with the Commercial Catering and Allied Workers Union (Ccawusa), shattering its strike-free image. Once the dispute over wage increases had been resolved, Mr Ackerman took a harder line.

## Unhappiness

He said: "I want to continue our policy of treating staff as members of the family. I will not be forced into a position where our re-

lationship turns into a boss-worker fight. We can't throw 15 years of work down the drain just because of problems with Ccawusa."

On the other side of the fence, Ccawusa general secretary Emma Mashinini says there is no such thing as one big happy family.

## Ladder

"There is plenty of unhappiness in the family. The power they claim to give to blacks is not the same as the power held by whites. The cake is not being shared."

She says there is not enough shop-floor communication and training. Her main gripe is salaries, which must be increased for the cake to be divided fairly.

Checkers human resources executive Andy Maclaurin says Checkers also likes to think it is a big happy family.

"There is very little difference in the attitudes of the two companies — only that the one talks about it a lot and the other does not. Good profit is good for salaries."

He says the black union member from Soweto with seven children would not subscribe to the happy family idea, whether he worked for Pick 'n Pay, Checkers or most other employers.

"His motivation is different. He's not looking three rungs up the ladder, but focusing on where the next five meals will come from."

Some employers have more successful labour policies than others, but there is no magic potion for success.

~~By Andrew Beattie~~  
~~31~~  
Unionist is  
acquitted of  
<sup>Star</sup>  
'intimidation'

31/5/84  
By Andrew Beattie

A jubilant trade union shop steward was acquitted by a Johannesburg Regional magistrate yesterday on two charges of intimidating workers at the Landdrost Hotel to go on strike.

Mr Robert Mkhize (31) of Senoane South, Soweto, a member of the Commercial, Catering and Allied Workers' Union, was found not guilty by the magistrate, Mr P J Badenhorst.

Mr Leonard Khumalo, Mr David Tshabalala and Mr Nelson Ndhlovu had all testified that Mr Mkhize had threatened to assault them if they did not join the strike at the hotel on February 3.

## OIL PROCUREMENT Salem indictments

The Salem case just won't go away. Whether or not it is related to other allegations about malpractices in oil procurement, it has achieved an international life all its own. This may — eventually — give SA a full picture of what happened, and who was involved.

Certainly the Americans are unlikely to hold a pending court case, arising from the Salem fraud, *in camera* — as SA invariably does in cases involving oil procurement.

A Federal Grand Jury in Huston has indicted several of the principal actors in the case on multiple counts of fraud, perjury, conspiracy to defeat the ends of justice, interstate transportation of stolen property,

and tax evasion.

The Grand Jury indictment is a necessary preliminary to trying those involved. Although at least one of those indicted is believed not to be in the US, and thus outside the reach of the American courts, the others are likely to be tried.

Indicted are Fred Soudan, who carried out the deal as head of a company called American Polamax; his brother-in-law Abdul Wahin al Hazou (a Syrian); and South African Jim Shorrocks. Shorrocks disappeared from his Houghton home when news of the Salem case became public and is believed to be abroad.

Soudan was indicted for selling oil he did not own to SA and then covering the theft by scuttling the ship that was supposed to be carrying the oil to Italy.

He is charged with defrauding Shell In-

ternational Trading, a branch of Royal Dutch Shell, Lloyds of London, Pontoil of Italy, and the Strategic Fuel Fund Association (SFFA).

The indictment charges Soudan and the others with perjury, filing false tax returns, interstate transportation of stolen property and 13 counts of fraud by wire (telephone, telex or telegraph).

According to the US Justice Department, Soudan obtained a contract to sell oil to the SFFA although he owned no oil. He used the contract to obtain a \$12m loan from Mercabank, and used that money to buy the Salem. He then contracted to carry 200 000 t of oil for Pontoil from Kuwait to Italy.

But *en route* he unloaded the oil in Durban and then scuttled the ship to conceal the theft. Shell had bought the oil from

face to face

EMMA MASHININI

## Behind the strikes



Emma Mashinini is the general secretary of the Commercial Catering and Allied Workers' Union of SA (Ccawusa). The union has been involved in a number of contentious strikes — including those at Pick 'n Pay, the OK and at a number of top Witwatersrand hotels.

**FM:** What is Ccawusa's membership?

**Mashinini:** Today we have 40 000 members (up from 15 000 in 1981), almost all of whom are paid-up. One of the reasons for our growth was the explosion in the retail industry itself; so many shopping centres have gone up. But the union has also grown by establishing new branches around the country. In addition we have always had some members in the hotel sector and last year we started a concerted drive to organise there.

**How many recognition agreements do you have?**

We have agreements with OK Bazaars, Allied Publishing, Woolworths, Top Centre, Foschini, Gallo, 3-M, CNA, Makro, Metro Cash & Carry and Edgars. We are negotiating recognition with Pick 'n Pay and Checkers.

**Ccawusa has had a high profile in the last few years because it has been involved in a large number of strikes. To what do you attribute this?**

We organise primarily in the retail trade, although we do have members in the hotel trade as well. Wages in these sectors are miserable. In the hotel sec-

tor workers earn around R200/month, while in retailing they are just beginning to earn above R250/month. This has been the primary cause of strikes. Unfair dismissals and poor working conditions have also been at issue.

Ccawusa members have struck a number of times while the union was negotiating recognition agreements — like at Pick 'n Pay and Southern Sun. Isn't this tactically unwise? There is a perception that the union leaders are not in touch with members and that much of their work consists of trying to put out fires lit by militants.

One thing must be made clear: the union leadership is not responsible for calling strikes. Wages and working conditions are the issues. Building up a relationship with management does not replace those. A union-management relationship must filter down to the shop floor. Management often seems to use recognition talks to delay discussing wages and the workers get impatient.

**What caused the recent strike at a number of Johannesburg hotels — the Sandton Sun, the Carlton, the Rand International, the Mariston and the Johannesburger?**

The strike was caused by a wage dispute. All the workers at the various hotels came out at the same time after they heard the outcome of negotiations between the Witwatersrand Liquor and Catering Trade Employees Union at the Industrial Council for the Liquor and Catering Trade (Witwatersrand and Vereeniging). Those negotiations resulted in a 25% increase for the lowest-paid workers — which meant that some workers with very long service would

only get R218/month. Our members demanded that the different managers negotiate with a Ccawusa shop stewards' committee. The managers refused, saying joint negotiations can only be held at the Industrial Council. Ccawusa is not yet ready to join the council. Southern Sun hotels said they would not dismiss everybody but asked the union to sign an agreement that certain workers should be dismissed. We could not do this. Sandton Sun fired 147 workers, the Landdrost fired 13 and Rand International fired 19. Those hotels have recruited new workers. We have not yet re-started recognition talks with them. It has been said that a union official, Oscar Malgas, incited the Sandton Sun workers.

Oscar Malgas was not involved in causing that strike. He in fact tried to get the workers to go slow instead. It is claimed that there are huge divides in Ccawusa — and especially that the Natal and Vaal Triangle branches are disaffected.

There were problems in the Vaal — very serious problems about the running of the office — which we had to query. These have been rectified. No one has been expelled but there has been a lot of reconstruction in that particular branch. There are no problems with the Natal branch.

**What is the quality of Ccawusa's relationship with companies in which there have been strikes?**

The Pick 'n Pay recognition negotiations are going slowly. Checkers recognition talks are nearly complete. At OK our talks were suspended because of a strike but we now have an agreement.



Room 4/6/84 (31)

# Computer industry warned of labour unrest

*AS an increasing number of blacks enter such arenas as the computer and data processing industry there is no doubt that some form of unrest will happen very soon in these and other highly skilled sectors, Professor Johan Coetzee, of Business Administration at the University of Potchefstroom, warned delegates at the Computing 84 congress in Sun City last week.*  
**MIKE JENSEN reports.**

LABOUR unrest will become a much greater problem in sectors of commerce previously thought to be immune because they relied on a skilled workforce which was almost exclusively white.

"As increasing numbers of blacks enter arenas such as the computer and data processing industry there is no doubt that some form of unrest will happen very soon in these and other highly skilled sectors," Professor Johan Coetzee, of Business Administration at the University of Potchefstroom, told delegates at the Computing 84 congress in Sun City last week.

He said the current recession had minimised the problem so far as labour unrest was contra-cyclical — it increased when an upturn in the economy is imminent.

"So the situation is fairly stable at present. However, this has meant that business such data-processing is lagging behind in its preparedness for dealing with unrest as it has not really been confronted with the problem.

"The industry should take note of what happened in the insurance industry which was thought to be above these problems. We have an irate workforce out there which has moved into a phase of emancipation since the dispensation of 1979. Industrial development is in an adolescent stage and we are seeing a lot of irrationality in the workforce."

The degree to which this discontent was minimised would depend on how far managers were willing to promote the employment of blacks. The subsidiaries of US companies in South Africa had had a considerable impact in this area, added Prof Coetzee.

"The 350 subsidiaries have been emphasising affirmative action for years and we must recognise that these efforts have made a significant contribution to the new state of affairs. But it will probably take another 40 years before blacks are on equal managerial terms with whites."

He said the biggest difficulty faced by management in dealing with labour discontent was the fact that the work environment was still the only place where the black could hope to express his dissatisfaction to whites. As a result, the work situation had become the political arena as well.

"Can we really expect sound and harmonious labour relations if the only contact blacks have with whites is during the working day?"

"Outside of this the two races live totally separate lives, so work issues and politics have become inextricably linked. If we are going to continue to have growth in equal opportunity at work we will have to be less prescriptive about the interaction of the two cultures after work hours."

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SALES of computer programmes are recording an unprecedented growth rate with micro-computer software showing the fastest rate of increase, Mr John Stanley, managing director of Systemsolve, told Computing 84.

The directory of International Computer Programs (ICP) — an authoritative but not exhaustive list of available software — has increased its list of products by 50% last year to over 15 000 different programmes supplied by 3 000 vendors.

There are 5 000 products designed for micro-computers and in 1985 it is expected that micro-computer software sales will exceed those for all other types of computers.

"Each year ICP gives awards for those pieces of software which have achieved sales in excess of \$1m. So far 375 products have been given the award and ICP's list is not comprehensive," said Mr Stanley.

He adds that an indication of the growing economic importance of software is given by the fact the major multinational publishing companies such as John Wiley and Prentice Hall are now publishing software and paying the authors royalties.

However, Mr Stanley says the protection of ownership is a major problem for software manufacturers as the copying of software is causing substantial losses of revenues.

"The spirit of copyright laws are clear, but the words are not effective and cannot cope. Furthermore our research has found nothing foolproof for protecting software against copying as yet."

The increasing use of fourth generation languages or application generators for creating the software is also adding to the confusion.

"Theoretically the creator of the fourth generation language has some entitlement to the revenues generated by the sale of the final product," says Mr Stanley.

□ □ □

THE performance of computers had increased a thousand times over the last 20 years and the technology had now reached the threshold of some tremendous advances in the sphere of office automation.

Outlining some of the most recent developments, Mr Jonathan Schmidt, vice-president of Datapoint, said it was becoming possible for a manager to dictate a letter directly to a computer.

With the text displayed on the screen, changes could be made before the computer read the final version back to the author. The need for transcription from voice to text using the keyboard would disappear.

The old-style computer terminal would also fall into disuse, Mr Schmidt predicted.

Ergonomic studies had shown that traditional terminals were too uncomfortable to take advantage of the full productivity benefits of the automated office.

"Something far more significant has to be developed before you are going to get rid of paper."

Portable machines with liquid crystal displays which could be placed in the lap while sitting in a comfortable armchair were closer to the solution, he said.

"Furthermore, soon each terminal will have its own built-in miniature video camera so the machine is not only used as a computer but also as an audio/visual interacting device allowing people to communicate with other terminals anywhere in the world."

In general, the use of visuals and graphics would become increasingly important in the office environment.

The chips developed to handle the high-powered video game graphics were now finding applications in the office where the potential of these tools are beginning to be appreciated.

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THE data processing industry will change substantially when the next generation hits the employment



**JEFFREY GOODMAN . . . software users the driving force behind change in the industry.**

market, according to Mr Jack Talabisco, president of the US data processing placement agency Botal Associates.

"These people will have had eight to 10 years of experience with computers. They will have all the background needed to operate their own computer systems and will not necessarily accept the way things have been done in the past."

Nevertheless, Mr Talabisco does not believe that this, together with the development of fourth generation languages, will signal the end of the data processing professional.

"With the cost of computers still coming down, more companies are able to afford their own in-house facilities.

"This will start a wave of demand for data processing staff as these people are not going to want to develop the programmes themselves, even if there are 'user-friendly' tools for the development of application software."

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THE rapid increase in the use of personal computers (PCs) in the office environment is a ticking time-bomb, Mr Stephen Gerrard of US based Applied Data Research told Computing 84.

The proliferation of these unregulated desk-top systems could cause big problems in the future for companies who have no overall plan or control over their use, he says.

This "PC mania" on the part of many organisations should be tempered because the technology is still very young and rapidly changing. As a result very few standards have been set.

"When the staff go to the data processing department wishing to link up the PCs to the mainframe to make use of its data-base and other facilities they may find this is not possible, or that confidentiality of the data is a problem."

Commenting on the use of fourth generation languages, Mr Gerard says most of these are not what they are cracked up to be and even the "real" ones will not spell the death of traditional programmers.

□ □ □

AS USERS of computer software reach higher levels of sophistication they are becoming the driving force behind changes in the industry.

The software producers who don't keep to a user orientation will drop dead and those who just try to hang on will fall off, says the president of Software International, Mr Jeffrey Goodman.

While users don't yet fully appreciate their leverage, when they stop passively receiving the flood of technology and product they will start to dictate their requirements.

"Users have been accepting the situation for too many years but they are now beginning to tell us how they want their businesses run," says Mr Goodman.

However, he adds that companies should not take to developing their own software purely to get a 100% solution to their particular data processing requirements.

"Standard packages can meet 90% of most requirements and yet many companies are spending up 15 times as much to get a 100% solution perhaps taking years to develop."

● Two gremlins crept into last week's article on the conference in its transmission from Sun City. Instead of 450 delegates it should have read about 150 delegates, and Mr Bob Duncan actually agreed with Megatrends author Mr John Naisbitt rather than disagreeing with him.

RDM 5/6/94  
**Union makes its mark** (31)

**Mail Reporter**

**LESS** than two weeks after being formed, the Retail and Allied Workers' Union (Rawu), has signed its first recognition agreement, with a Pretoria women's fashion firm Perlmodes.

Rawu was formed by the Pretoria-based National

General Workers' Union (NGWU), which has adopted a policy of transferring all its members into industrially-based unions.

Mr R Lazarus, managing director of Perlmodes, said he had found the negotiations "very pleasant" and welcomed Rawu as the company's union.



Cape Times 9/6/84

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# Workers strike at two dairies

Staff Reporter

STRIKES by workers at Union Dairies in Tokai and Van Riebeeck dairies in Parow Industria were resolved last night after management of both dairies had agreed to the workers' demands.

The workers are members of the Retail and Allied Workers' Union (Rawu), which has been negotiating for recognition with the two firms.

Mr Alan Roberts, secretary of Rawu, said last night the strike at Union Dairies had been called off at 7pm. Between 90 and 100 workers had stopped work because a key worker whose contract had expired had been promised re-employment only in five months' time.

"The workers felt this was unfair and demanded that he be reinstated after one month's leave. Management promised that the worker could return at the beginning of July."

Earlier, a union spokeswoman said the worker was an active union member and workers believed he had been victimized.

● At Van Riebeeck, all 500 workers had gone on strike in support of demands that drivers of home-delivery milk trucks be given

two assistants instead of one and that workers should be placed on "call-in" card systems which automatically renewed contracts each year, according to Mr Roberts.

The strike was called off at 1pm yesterday following negotiations.

"When workers' contracts expire, management often uses this situation to re-employ workers selectively. Workers demanded they be given assurance of re-employment," Mr Roberts said.

Management had promised that call-in cards would be introduced and workers had understood this would happen at the end of the month.

The spokeswoman said management has signed a preliminary recognition agreement with the union committee.

Management dismissed all workers yesterday morning after the committee had refused to meet management before union officials arrived, she said.

Mr Lloyd Whitfield, managing director of Van Riebeeck, was quoted as saying that a call-in card system was in use and that the company had supported workers' attempts to obtain Section 10 rights.

# City dairies on strike Deliveries disrupted

31

MAGUS  
8/6/84

Labour Reporter

WORKERS at two Cape Town dairies went on strike today, severely disrupting milk deliveries in some areas.

At Union Dairies in Tokai the atmosphere was tense as policemen gathered outside the workers' hostels.

About 150 bottling and delivery workers sat in silence as police patrolled the picturesque farm on which Union Dairies operates.

Police barred reporters from the site and refused to let them interview workers.

When questioned, a police sergeant said he had been ordered by the managing director of Union Dairies, Mr C Bearne, "not to allow the Press to talk to workers".

Mr Bearne said he did not want to comment on the dispute.

"I don't want you to talk to the men, although you can see we have a problem," he said.

Police prohibited reporters from talking to a union organiser on the site.

At Van Riebeeck Dairy in Parow, about 400 workers stopped work today.

Workers said they were protesting about the lack of "call-in-cards" — a system whereby migrant workers are recalled annually without breaking their contracts — and were demanding two assistants on each of the milk trucks.

A spokesman for the Retail and Allied Workers' Union, which is negotiating a recogni-

tion agreement with Van Riebeeck, said some workers had gone on leave of-up to three months and that this had seriously affected their chances of obtaining permanent rights in urban areas in South Africa.

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company had supported workers with affidavits in their application for Section 10 rights.

A call-in-card system was in use, he added.

"We would be delighted if workers got their Section 10 rights, but it is childish of them to blame us for not getting them," Mr Whitfield said.

He said workers who wanted two assistants on the milk trucks should approach their

supervisors, instead of going through the union.

Referring to the police presence at Union Dairies, Captain Gerhard van Rooyen, police liaison officer, said police were observing the situation and were there to "maintain law and order" if necessary.

Two trucks on the scene had nothing to do with the strike, he said.

They had come to fetch milk for a nearby army camp.

**WORKERS GO BACK AFTER STRIKE**

MORE than 1 000 workers at Unilever factory in Boksburg who went on strike over what they described as "sexual harassment" yesterday returned to work pending negotiations between management and their union.

The workers, members of the Food Beverage Workers' Union, last week downed tools after claiming that a black security guard had found a white manager having sex with a white female employee who has since been dismissed.

However the company's spokesman has denied the allegations of sex, but confirmed that there was a work-stoppage and the workers had since returned to their jobs.

**Strike at Russells may spread**

*Sowetan 10/4/84*  
 (31) (12) (13) (14) (15)

THE strike by over 150 workers at Russells furniture warehouse in Roodekop near Wadeville, is likely to gain momentum as several workers employed by the group have threatened to down tools in solidarity with the strikers.

This was confirmed to The SOWETAN yesterday by an organiser of the Commercial, Catering and Allied Workers'

Union of SA (Ccawusa), who said that other workers have threatened to join the strikers if the management was not prepared to meet their demands.

The organiser said that the workers were locked-out when they arrived for work yesterday.

They left the premises and later assembled at the union offices in the city.

The workers, all members of Ccawusa, last week went on strike in demand of a wage increase and recognition of their union. They demanded a R40 increase across the board. They are earning R49 per week.

The union spokesman said that they have held talks with management concerning the workers' demands. Management has "blatantly" refused to give workers increases, he said.

This attitude, he added, has prompted workers at other Russells outlets to threaten similar action. The workers are to hold a meeting today at Khotso House.

Management has declined to comment on the matter.

**600 get a hearing**

ABOUT 300 of the 600 workers who have been unemployed since being sacked by their company, African Cables near Vereeniging, will put their case to the Industrial Court today.

The workers, members of the Engineering and Allied Workers' Union, had earlier rejected two offers — out of court settlements of R35 000 and R100 000 — last month on the grounds that each worker would receive

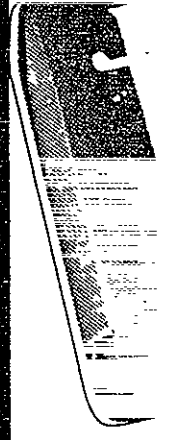
only R150 and R330 each.

The workers are demanding R35 000 each and the stage is set for both management and workers' representatives to argue the issue in the court.

More than 600 workers at the plant went on strike during January after management had announced that it would no longer be working short-time and workers would be expected to work on Fridays.

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ARGUS, 11/6/74 (3p) ~~1/2~~

# New union plans to expand nation-wide

Labour Reporter

THE recently formed Retail and Allied Workers' Union (Rawu) will organise dairy workers nationally, it has been announced.

The decision was taken yesterday by about 300 delegates at the inaugural meeting of the emergent union, held in Athlone.

Rawu, which claims about 2 000 members in the Western Cape, has a significant membership among Cape Town dairy workers.

The union has been involved in three recent dairy strikes at Van Riebeeck, Union Dairies and Dairy-belle.

A union source said it was important to expand to other areas because one Cape Town dairy — Dairy-belle — was a national company.

## SCRAP GST

In another resolution, the union called on the Government to scrap general sales tax.

Rawu also called on workers to boycott the forthcoming coloured and Indian elections to be held under the new constitutional dispensation, and resolved to encourage workers to support the United Democratic Front's million signature campaign.

Earlier in the meeting, Rawu secretary, Mr Alan Roberts, said the union had grown "quite strong" in the past few months and workers were beginning to assume leadership in the organisation.

He said several issues affected workers in both the factory and the community.

"When organising migrant workers, for instance, the question of Section 10 rights has always come up. That is a political issue because it strikes at the heart of the system," Mr Roberts said.

"Coloured workers are expected to vote for their own parliament, but there is no deal for African workers, who work as migrants. Yet in the factory we work together as workers."

News 11/6/80

## Workers back after milk strikes end <sup>31</sup>

Staff Reporter ~~107~~

TWO strikes, which severely disrupted milk deliveries, have been resolved.

About 400 workers at Van Riebeeck returned to work on Friday at 1 pm after being on strike since arriving at work.

Workers were demanding a call-in card system to avoid broken contracts. The managing director of Van Riebeeck, Mr Lloyd Whitfield, said he would investigate grievances.

Milk deliveries in the Mui-zenberg-Tokai area were also back to normal following an all-day strike at Union Dairies on Friday.

The dispute was over the alleged victimisation of a colleague.

# Pretoria workers dismissed 'unfairly'

Sowetan  
14/6/84  
31

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) has lodged a complaint with the Department of Manpower on behalf of five members who were dismissed by the Spar's Water Glen branch in Pretoria this week.

A spokesman for Ccawusa Mr David Molele said the union's members were fired from work after they had complained of not being paid for working overtime. He said the manager accused workers of stealing and said he would deduct R12 from the weekly

By ALINAH DUBE

wages of each cashier to replace the R2 500 his business went short of.

### Unacceptable

"This was unacceptable by the workers. They tried to explain that they did not know how the shop incurred losses and also suggested to the manager that security be tightened to avoid victimisation of workers. They were then ordered off the premises and threatened with the police if they came back or were

seen anywhere near the area," Mr Molele said.

The dismissed workers are Cynthia Kubyane, Yvonne Mahoro, Lenah Golden, Mirriam Tjeta and Leatitia Mphuthulo. They all earned R62,50 weekly irrespective of how long each had worked for the company.

The manager of the company Mr Leon Uys told The SOWETAN that he would not discuss matters affecting his employees with the Press.

## Water cuts in Soweto

RESIDENTS living in Jabulani, Zola and Tladi must expect their water to be cut from 8 am to 4 30 pm today, the West



HOORAY: These "little bundles of fun" came together for the 5th birthday of Mamatsabu Maphike (behind)

# Bop residents hit author

GA-RANKUWA and Mabopane residents yesterday attacked local authorities for doing little to alleviate housing shortage in the two areas and also evicting families who failed to pay rent before the 7th day of each month.

Residents said they were being "treated unfairly" by officials who locked the houses with-

take over by the Bophuthatswana government. He said only private companies showed interest in providing housing for their employees and that the under-privileged would remain hopeless for a long time.

### Roads

"Rents in Mabopane are increasing from time

15/6/84  
200 workers  
down tools

Mail Correspondent

PIETERSBURG — More than 200 workers, mostly members of the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa), went on strike at the new Checkers store in Pietersburg yesterday in support of a worker who was arrested by police after allegations of theft.

The manager of the store, Mr A Botes, refused to talk to the Press except to describe the situation as "bad".

Yesterday afternoon white cashiers manned cash tills normally manned by black cashiers.

Mercury,  
**'Racial  
strike  
hits  
store**

30/6/84

31

Mercury Reporter

WORKERS at Pick 'n Pay in Empangeni went on strike yesterday, alleging racial discrimination.

Mr I Mkhize, organiser of the Natal branch of the Commercial, Catering and Allied Workers' Union of South Africa, said last night that a worker at the store had been fired for alleged theft, and then had been jailed.

Workers claimed charges were dropped when another employee of a different race group was in similar circumstances some time ago.

Mr Mkhize said the striking workers wanted the company to drop the charges and secure the release of the jailed worker.

He said: 'The majority of workers are out, and I understand the store is not operating at present.'

Mr Mkhize said talks had been held with senior management all day yesterday, but no agreement had been reached.

Pick 'n Pay general manager Colin Clarke could not be reached for comment.



# Strike 'not just over money'

31 ~~16/7/84~~ 16/7/84  
Labour Reporter Stan

Alleged harassment of shop stewards was one of the main reasons given by 170 employees of Diesel Electric who downed tools at the automotive spares supplier's warehouse in Johannesburg on Friday.

The striking workers are demanding recognition of their union, the United African Motor Workers' Union, and an immediate across-the-board increase of R150.

At present the lowest-paid employee at Diesel Electric receives R160.

Mr P Sibisi, one of the shop stewards of the company, said the management

of the firm had employed a number of tactics to prevent shop stewards meeting with workers.

"The strike is not just about money. Management keeps on postponing discussions about recognition of the union," said Mr Sibisi.

He added that the strikers had been given until 10 this morning to return to work.

Mrs Hilary Roberts, personnel manager for Diesel, said the company had received a request for a 40 percent increase from the workers.

"The management has agreed to talk to their representatives about working conditions and salaries," she said.

# Grand Bazaars workers meet

## Labour Reporter

MORE than 100 workers from nine Grand Bazaars branches have met in Cape Town to consider ways of lending support to about 50 workers fired after striking at the company's Epping warehouse last week.

They eventually elected an inter-branch committee to co-ordinate activities of workers throughout the chain.

The meeting, held on Monday night, was called by the former warehouse workers, who still consider themselves to be on strike and are meeting daily in a church in Bonteheuvel. They are being organized by the Retail and Allied Workers' Union (Rawu).

A leading committee member said he did not mind risking losing his job as a result of the dispute. "We have suffered too much already. Management says we have all been dismissed but we do not feel dismissed. We want to continue our struggle and we are asking for your support," he said.

A union spokesperson accused Grand Bazaars management of committing "unfair labour practices" at all its branches.

"We are the people making the profits for the Grand Bazaars bosses. If we question their unfair practices, they say 'take your jackets and go'. Why are so many people leaving all the time?"

She said Grand Bazaars managements had confiscated notices telling workers about the meeting and had torn them up in some cases.

## Grievances

She also claimed management had called in officials of the National Union of Distributive and Allied Workers — which she said workers rejected — to intervene in the dispute.

Representatives from various branches aired a wide range of grievances about working conditions.

Grand Bazaars management has declared that it has replaced all the dismissed workers. However, a union spokesperson said this

was believed to be incorrect.

A Grand Bazaars spokesman yesterday confirmed that pamphlets notifying workers of the meeting had been confiscated at some branches, and that people distributing them had been told to leave.

"They are not our employees any longer and they came on to our premises. What do they expect?" he said.

He reiterated that the dispute was "a thing of the past" as far as the company was concerned and that all the posts had been filled.

A Rawu spokesperson said later that two more people had been fired at Grand Bazaars branches and the union regarded "at least one" as another unfair dismissal.

She added that workers had reported that Grand Bazaars management had issued an instruction that all workers should be ordered to take off Rawu lapel buttons.

Company spokesmen could not be reached for comment on these allegations.

31 (P) (S) C-Times 29/2/87

# Grand Bazaars row: Threat to call police

By RIAAN DE VILLIERS  
Labour Reporter

A MANAGEMENT representative of Grand Bazaars threatened to call police yesterday when churchmen and academics visited the company on behalf of 53 workers fired after a strike three weeks ago.

The visitors were members of a support group elected at a meeting of community and religious leaders called by the dismissed workers at the weekend.

The workers, all members of the Retail and Allied Workers' Union, were fired after they went on strike at the Grand Bazaars warehouse in Epping in protest against the dismissal of two colleagues.

They still regard themselves as being on strike and are meeting daily in a church in Bonteheuwel.

A spokesman for the support group said Dr Allan Boesak, president of the World Alliance of Re-

formed Churches, had tried to make an appointment with Mr Jackie Sachar, managing director of Grand Bazaars, the day before.

Mr Sachar said he would meet Dr Boesak but refused to see the whole group.

After meeting the workers yesterday morning, the delegation went to the factory to try to see Mr Sachar.

The Rev Syd Lockett, director of the Anglican Social Board of Responsibility, said later a management representative had objected to them entering company property and had threatened to call the police if they did not leave.

The group left a letter for Mr Sachar, expressing concern about the dispute and urging the company to reconsider its stance on the dismissed workers.

They also left a note calling for a management response by 5pm today.

Spokesmen said the

support committee would hold a meeting for churches and community organizations later this week to report back on management's response and to discuss further action.

● Mr Sachar confirmed yesterday that he had agreed to meet Dr Boesak but not the whole group.

"They eventually barged through the security gate without an appointment and while I was not even here. By rights we could have had them arrested," he said.

He said the company would definitely not consider taking back the dismissed workers. Their jobs had been filled for some time.

While he was satisfied that the company had acted correctly, he was still prepared to meet Dr Boesak.

A union spokesperson said workers from other Grand Bazaars branches had again pledged their support to the dismissed workers.

(31) (1) (1)

# Support pledged for fired workers

C. Times 14/9/84

**Labour Reporter**  
TWENTY-FOUR community and religious organizations and trade unions last night pledged their financial and moral support for 53 workers fired after striking at Grand Bazaars three weeks ago.

The meeting was organized by a support committee formed to assist the dismissed workers in their dispute with Grand Bazaars.

Earlier this week, an attempt by a support committee delegation to hold talks with the Grand Bazaars management failed. A spokesman for the committee said last night that the delegates would go back to their organizations for a mandate on how to respond to "management's refusal to meet the support committee and the trade union".

He said a number of options had been discussed and a final decision on action in support of the workers would be taken next Tuesday.

A Muslim Judicial Council representative on the support committee said last night that the Grand Bazaars management had made several attempts the day before to hold talks with individual representatives of the MJC. After

long discussions, management had agreed to receive two members of the support committee. However, dismissed workers decided later that a minimum of six members of the support committee should attend the talks.

Comment from management spokesman could not be obtained by late last night.

C. Times 20/9/84

# Groups threaten store boycott

Staff Reporter

SIGNATORIES from 25 organizations have called on the Grand Bazaars management to reinstate all the workers dismissed after a strike at its Epping warehouse or else face a call to boycott Grand Bazaars stores.

The 25 signatories are from community, trade union, women's, professional, student and religious organizations.

The workers were fired a month ago after a strike in protest against the dismissal of two colleagues.

## Refused

Mr Jackie Sachar, Grand Bazaars' managing director, received the letter yesterday but refused to meet a five-man delegation, which included three churchmen.

He spoke to the Rev David Russell of the Anglican Board of Social Responsibility on the telephone and said he would meet one or two representatives, but refused to meet five.

Mr Russell said this was unacceptable, as the delegation had been sent as a team which did not want individuals played-

off one against the other in separate interviews with Mr Sachar.

In the letter handed to Mr Sachar, the Interim Support Committee representing the 53 workers said the striking workers were members of the community which was becoming "increasingly angry at management that continually insults the dignity of their workers".

## Support

The letter said: "We support the demands of the Grand Bazaars workers and the Retail and Allied Workers Union for the unconditional reinstatement of all the workers out on strike, including the two workers unfairly dismissed.

"We also support the demand for the recognition of their democratically-elected workers committee and trade union, where they have majority support in individual stores. If these demands are not met by Thursday, September 20, 1984, our committees will definitely consider taking stronger action.

"In particular our committees would be forced to call for a boycott of Grand Bazaars," the letter stated.



Pickets outside Grand Bazaars, Epping, urge the shop during rush-hour yesterday, follow management over the fate of 53 workers dismissed which ended in deadlock this

31 (13/84) (13/84)  
**Little success**  
**for boycott**  
*Times*  
 Staff Reporter 22/9/84

AN attempt to call a boycott of Grand Bazaars in Epping met with little success as shoppers continued to do their weekend buying at peak hour yesterday.

Boycotters supported by 25 civic and labour organizations tried to explain to shoppers why they called the boycott, but few people seemed convinced. The boycott was led by the Retail and Allied Workers' Union.

It was called after negotiations with management this week involving the fate of 53 workers dismissed after a strike called at the store's warehouse a month ago had ended in deadlock. The strike was in support of two workers said to have been dismissed unfairly.

# Schoolchildren coin a cool R7m as casuals

By Den Robertson

**SCHOOLCHILDREN** earn over R7-million a year doing casual work in supermarkets, cinemas and small suburban shops.

What started out years ago as a fun way of earning extra pocket money, has now developed into big business.

But because this means of earning additional cash is attracting more children to the working ranks, it has left itself open to abuse. A personnel manager from one of the larger groups told Business Times that because of the flood of applicants, "the lowest wages possible can be paid".

Others, such as Edgars, take the matter more seriously and offer comprehensive training in the various working categories.

Exact numbers of working children are difficult to establish as most of the major supermarkets do so on an individual basis at each store and do not have national figures.

However, groups such as Edgars employ between 2 000 and 3 000 schoolchildren and students over high trading weekends, a figure which rises to between 5 000 and 7 000 during the Christmas holidays. Checkers employs about 2 300 casual workers at weekends, while the

Ster/Kinekor group makes use of about 730 children as ushers.

Thousands more are employed by other major groups such as the OK, Pick n Pay and Woolworths where up to 200 children work at weekends at the various stores around the country. Dion's prefers to use university students on a casual basis and employs only a few schoolchildren.

Allied Publishing employs a large number of children for the distribution of newspapers.

In all, it is estimated that about 50 000 children are employed by the various companies during the week and on weekends, with each scholar putting in about 8 hours at an average salary of R2 an hour.

On this basis, schoolchildren earn about R800 000 a week or R7,2-million a year for that bicycle or tape recorder.

Many companies are reluctant to discuss their use of casual labour.

And Emma Mashanini, general secretary of the Commercial Catering and Allied Workers' Union, is very much against the use of child labour.

She points out that schoolchildren often take jobs which could have been given to fulltime workers and feels that the additional work involved also hinders the children's advancement at school.

The minimum legal wage payable to casual labourers in stores is R1,43 an hour in the main centres and R1,23 in the smaller centres and no worker may be employed for more than 25 hours a week or more than three days a week.

Ster/Kinekor pays a minimum wage to ushers of 83c an hour, but must pay this for three hours' work, even if a shift does not last this long. It also provides transport home after a film.

Most companies, however, pay more than the minimum and an average wage of about R2 an hour is more usual. At Edgars, many children have been employed on a casual basis from standard eight or the age of 16 through to completion of their university studies. These "qualified" workers earn considerably more than the minimum.

Legally, casual labour must be paid one-and-a-third the hourly wage paid to fulltime workers, but many employers do not stick to this requirement. By law, the hourly wage paid to cashiers should be R2,97, based on the minimum rate of R436 paid to fulltime cashiers.

The most common jobs held by schoolchildren are as cashiers, which command a higher wage, as well as packers behind a till or loading shelves and serving behind specialised counters in supermarkets.

31

~~27/1/84~~

## Dutch push PW to free union men

26/9/84 Star

The Dutch Commercial Union, FNV, began a campaign today for the release of all trade unionists detained in South Africa by asking supporters to sign postcards addressed to the State President, Mr P W Botha.

According to FNV, 15 000 postcards will be sent to South Africa during the next few weeks bearing the picture of Mr M Duma Nkosi, a Makro shop steward of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), detained on June 4 this year.

The postcards, addressed to Mr Botha, carry the following message:

"I learnt of the arrest of M. Duma Nkosi — shop steward from CCAWUSA in Makro, Johannesburg — on June 4th this year with the strongest indignation. I am firmly opposed to this attempt to frustrate the internationally accepted right of workers to organise.

"I detest the use of repression to suppress the workers' movement.

"All detained unionists, and other political prisoners, should be released immediately and unconditionally. Show at least your human face."

FNV says nothing is known about the complaint against Mr Nkosi nor in which prison he is detained.

Mrs Emma Mashinini, general secretary of CCAWUSA said today she guessed that FNV had taken up Mr Nkosi's case because Makro headquarters are in Holland.

D.P.P. contact



## RETAIL TRADE An OK agreement

A national agreement which raises workers' wages by R54 on the anniversary of the date they were first employed by the company has been concluded for 23 000 OK Bazaars employees earning less than R700/month.

The agreement with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and the National Union of Distributive Workers (Nudaw) was reached last week in what is understood to be the first mediation conducted for parties in the retail trade. It comes into effect on October 1.

The joint Ccawusa/Nudaw negotiations with the company started in early August. According to OK's industrial relations controller, Keith Hartshorne, a dispute was declared on September 3 over the company's insistence on re-introducing the anniversary date increment system instead of an annual across the board increase. During the mediation the unions accepted the company's contention that the anniversary sys-

tem would enhance its cash flow positions and enable it to improve its pay offer.

Ccawusa general secretary Emma Mashinini tells the FM the company had declared the dispute after the unions had expressed dissatisfaction with OK's pay offer and questioned whether the workers would accept the anniversary date system.

The settlement of the dispute appears to have given OK faith in the mediation process, although Mashinini does not share this sentiment.

Says Hartshorne: "The fact that we settled in one day is remarkable when you consider that we were in dispute and that the gap between us and the unions was fairly wide. We think a fair settlement has been achieved and are happy that it was reached through negotiation rather than through the courts or industrial action. Mediation was very beneficial in this situation and we believe it helped the workers."

Mashinini, on the other hand, says: "We would rather try to avoid mediation and arbitration. We would rather settle our affairs on our own."

Mashinini says the settlement brings the minimum starting wage for OK workers to about R339/month. Last year, after declaring a dispute with OK, the unions won a R45 across the board increase of which R35 was paid in December and R10 in April. This agreement was reached at a conciliation board 10 days before Christmas. According to one observer, OK was keen to avoid a repeat performance as it obviously made the company jumpy about coping with festive shopping.



Ccawusa's Mashinini ... doubts about mediation

# Arrests in stores boycott

By RIAAN DE VILLIERS  
Labour Reporter

POLICE arrested about nine people involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the chain's branch in Claremont yesterday afternoon.

Three more people who were arrested at another picket held outside the branch in Gardens were later released with a warning.

The boycott campaign, supported by various community and religious organizations, is aimed at securing the reinstatement of about 50 workers fired after striking at Grand Bazaars' warehouse in Epping more

than a month ago.

At Claremont, pickets had been outside the shop for about an hour, holding up placards and talking to shoppers, when police arrived in several vehicles.

The pickets drew together as the police approached. There was a flurry of activity as police ran forward, grabbed pickets and took their placards.

About nine people were loaded into a police van.

Thousands of pamphlets were distributed yesterday calling on the public to boycott Grand Bazaars outlets and attend a mass meeting at the Kismet Cinema in

Athlone tomorrow at 2pm.

The workers at the centre of the boycott were fired after striking in support of a demand for the reinstatement of two fellow-workers more than a month ago.

Management says it has replaced all the workers and regards the dispute as ended. However, the workers still regard themselves as being on strike. They are being organized by the Retail and Allied Workers' Union.

A Grand Bazaars spokesman, Mr J Duckitt, said yesterday: "The majority of shoppers are not taking any notice of the campaign and I don't see

how it can succeed."

However, he said he was due to meet two union representatives on Monday. Asked whether management would be prepared to reconsider its stance, he said he did not want to comment before the talks.

A police liaison officer for the Western Province, Captain Jan Calitz, last night confirmed the arrest of five men and two women at the Claremont branch. He said police had also confiscated placards.

He confirmed that bail had been set at R150 each. The seven people were expected to appear in the Wynberg Magistrate's Court on Monday.

29/9/84

# OK Bazaars ~~Star~~ <sup>31</sup> agreement for ~~109~~ 23 000 <sup>Star</sup> workers

By Carolyn Dempster,  
Labour Reporter

1/10/84

A wage agreement covering 23 000 OK Bazaars workers nationwide has just been concluded with the company by the Commercial, Catering and Allied Workers' Union (CCAWUSA) negotiating jointly with the National Union of Distributive and Allied Workers (Nudaw).

Settlement in the wage dispute between the two unions and the retail chain was arrived at after mediation last week.

The agreement applies to all OK employees earning a basic salary of R700 a month or less but excludes staff operating on the basis of salary and commission.

Employees will receive a R54 increase on the anniversary of the date they joined the company, said Mrs Emma Mashinini, general secretary of CCAWUSA.

The concept of staggered anniversary-tied increases instead of across-the-board rises was a dramatic departure from previous negotiations with the company, she said. However, the unions' primary concern was to ensure that members received a substantial money rise.

A dispute was declared when the two unions rejected management's offer of a R22 across-the-board increase.

Mrs Mashinini said the workers had given the union negotiating teams a clear mandate.

OK's group industrial relations controller, Mr Keith Hartshorne, was not available for comment on the agreement.

# Grand Bazaars talks held

By RIAANDE VILLIERS  
Labour Reporter

man declined to comment further.

GRAND Bazaars management and officials of the Retail and Allied Workers' Union (Rawu) met for the first time in weeks yesterday against the background of a mounting campaign for a boycott of the supermarket chain.

After brief talks, a statement was issued saying management could "not commit itself to a decision" and would report to the union after an executive meeting to be held on Thursday.

A union spokesperson said the union had proposed to management that a settlement be negotiated and the answer referred to was whether management was prepared to negotiate or not. The boycott campaign would continue in spite of the talks.

A management spokes-

The boycott campaign continued at the weekend when 500 people endorsed the boycott "to force management to settle the dispute with Rawu" at a mass meeting held in Athlone.

The campaign is aimed at backing union demands for the reinstatement of 50 workers fired after striking at Grand Bazaars' warehouse in Epping more than a month ago.

Pickets calling on shoppers to boycott Grand Bazaars were held at several branches on Friday. Police arrested seven people involved in a picket at Claremont. They were released on bail.

Three more people arrested at another picket outside the Gardens branch were later warned and released.

## Store demonstrators in court

Staff Reporter

SEVEN people who were allegedly involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the Claremont branch yesterday appeared in the Wynberg Regional Court. Evan Alpert, 22, of Milner Road, Observatory; Joseph Williams, 21, of Sherwood Walk, Hanover Park; June Esau, 31 of Milner Road, Observatory; Carrol Julius, 26, of Cecilia Way, Matroosfontein; Simon Sweyiye, 22, of NY 101, Guguletu; Renier Langeveldt, 20, of Citrus Street, Bonteheuwel, and a 17-year-old youth were not asked to plead to a charge of attending an illegal gathering.

The hearing was adjourned, for further investigation, to October 24 and bail of R150 each extended.

Mr A P Kotze was the magistrate. Mr J Vermeulen appeared for the State and Mr M Parker for the accused

AMSTERDAM Prince Dassy, the source said.  
Sewltan 2/10/77

# Sacked workers: union set for big talks

(31)

GRAND Bazaars management met the Retail and Allied Workers' Union representatives yesterday for talks on the five week old labour dispute which has escalated into a boycott by some consumers.

A Rawu spokesman, Mr Alan Roberts, said Mr J Duckitt, deputy manager of grand Bazaars, had agreed to meet union representatives after Mr Roberts had telephoned him last week.

Mr Duckitt said he had told Mr Roberts he was prepared to meet two people only.

A meeting in Athlone on Sunday called on black communities in Cape Town to boycott Grand Bazaar stores until dismissed warehouse workers were reinstated.

Imam Hassan Solomons of the Muslim Judicial Council said at the meeting that although only 50 workers at the Grand Bazaars ware-

house had been dismissed, it was not an isolated incident.

## Struggle

"We must see it as part of the total struggle for liberation," he said.

Imam Solomons said Islam had "everything to do with the struggle of workers in this world".

The weapons of non-collaboration and boy-

cott had their origins in the Koran, which commanded people not to co-operate with evil, he said.

"We will not collaborate with Grand Bazaars, which has unjustly fired these workers," he said.

Messages of support from various community and religious organisations were read out at the meeting, which was

attended by about 400 people.

Two dismissed Grand Bazaars workers outlined the dispute, which was sparked off when warehouse workers downed tools in protest at the dismissal of two fellow workers.

One of the originally dismissed workers, Miss Shaheida Isaacs, has since been reinstated and is back at work.

Sawetam 3/10/84 31

# Strike talks deadlock

NEGOTIATIONS between representatives of the 50 dismissed Cape Town Grand Bazaars workers and the company have deadlocked, but further talks are likely this week.

Mr J Duckitt, a director of Grand Bazaars, said two officials from the Retail and Allied Workers' Union, to which the workers belong, had met him on Monday, but "no agreement was reached."

"They want us to re-employ the dismissed workers, but at this point management cannot commit itself to a decision," he said.

Mr Duckitt said he would contact RAWU later this week after management had held an executive meeting.

## Meeting

A RAWU spokesman said Monday's meeting had been an attempt "to lay the basis for management to negotiate with the workers' committee."

The union spokesman confirmed that management would contact it later this week.

The labour dispute, which has grown into a consumer boycott sup-

ported by 26 sports, religious and civic organisations in Cape Town, was sparked off when warehouse workers downed tools to protest the dismissal of two fellow workers.

Mr Duckitt claimed yesterday the boycott had not affected last

week's sales. Grand Bazaars has erected counter-boycott signs in the windows of some stores.

Mr Duckitt said the signs would be used only if supporters of the dismissed workers staged placard demonstrations outside stores.

C. Press  
7/10/84  
Double  
up or  
else! (31)

THE National Union of Distributive and Allied Workers has asked for a 100 per cent wage increase for workers in major chain stores and shops

Branch organiser Vincent Naidoo said that since last year's increase, the purchasing power of the rand had shrunk to the extent that most workers were finding it hard to survive.

"Since the last increase in November, sales tax and the prices of many basic foods have been increased," he said.

The union's recommendations have been forwarded to the wage board which will sit early next year to review wages.

25/10/84

~~177~~ Demo: 7 granted bail  
(31) ~~177~~ Court Reporter C. T. van

SEVEN people who were allegedly involved in a placard demonstration outside the Claremont branch of Grand Bazaars calling for a boycott of the company appeared in the Wynberg Regional Court yesterday.

Mr Evan Alpert, 22, of Milner Road, Observatory; Mr Joseph Williams, 21, of Sherwood Walk, Hanover Park; Ms June Esau, 31, of Milner Road, Observatory; Ms Carrol Julies, 26, of Cecilia Way, Matroosfontein; Mr Simon Sweyiye, 22, of NY 101, Guguletu; Mr Renier Langeveldt, 20, of Citrus Street, Bonteheuwel, and a 17-year-old youth, were not asked to plead to a charge of attending an illegal gathering.

The hearing was adjourned to March 6 next year, for further investigation and bail of R150 each was extended.

Mr A P Kotze was the magistrate. Mr J Vermeulen appeared for the State and Mr M Parker for the seven.



31 Times  
31/10/74

# Call for shops to be open at night

Staff Reporter

THE Cape Town Central Business District Association has recommended that late-night shopping should start on December 17 this year.

Shops in the City will be expected to trade until 9 pm on each weekday night from December 17 to Friday December 21.

Shops in the Cape Town Municipal area may also trade on the two Saturday afternoons before Christmas and the CBD Retailers' Association has recommended that shops in the City open on Saturday, December 15, and Saturday, December 22, until 5 pm.

● The Chamber has also received many requests to clarify the holidays at Christmas and New Year.

December 25 and 26 — Christmas and the Day of Goodwill — are public holidays. Tuesday, January 1, New Year's Day, will be a public holiday.

Wednesday, January 2, will not be a public holiday, but in terms of the Shop Hours Ordinance No 16 of 1976, the Cape Town City Council has directed that shops falling under its jurisdiction shall be closed on the second day of January in each year.

The position in the various local authority areas in the Peninsula is:

Shops in the Cape Town, Bellville, Brackenfell, Durbanville, Goodwood, Parow and areas falling under the Divisional Council of the Cape must be closed on January 2 next year.

No closing order has been made for shops in the Fish Hoek, Kraaifontein, Milnerton, Pinelands and Simon's Town.

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# Boycott: Firm denies 50pc drop

C 7 mg  
2/11/84

**Staff Reporter**  
THE company secretary of Grand Bazaars, Mr J K Duckitt, yesterday denied claims by boycott campaigners that the seven-week old boycott had resulted in up to 50 per cent cuts in daily takings at three of the supermarket chain's outlets. "You are welcome to inspect, our books at any time you please to see what nonsense they are talking," Mr Duckitt said.

A spokesperson for an action committee representing the 44 workers who went on strike on August 20 after two colleagues at the supermarket chain's Epping warehouse had been sacked, claimed that cashiers at the Claremont, Parow and Epping branches of Grand Bazaars had told him daily takings were down by 50 per cent. Since the two workers were fired for alleged continual "teasing" of a colleague, and the subsequent walk-out by their colleagues, tension has been rising, with at least a dozen arrests of picketers outside many of the 11 Grand Bazaars branches. Seven picketers are facing charges ranging from malicious injury to property to attending illegal gatherings.

The management of Grand Bazaars has hired other workers and reinstated one of the two sacked after originally and Allied Workers' Union had applied for an industrial court hearing last month.

The spokesperson for the Workers' Action Committee said more than 250 000 boycott pamphlets had been distributed throughout the Peninsula and about R14 000 had been raised to support the "striking" workers since the campaign's inception.

"The boycott will continue until they are reinstated," he said. The majority of the workers now met every day at the Moravian Church in Bonteheuwel where they also received their monthly "support" cheques of between R150 and R200 each. Amounts varied according to individual needs, the spokesperson said.

## Jobs claim

He promised to "look into" a claim by Mr Duckitt that at least five of the 44 had taken jobs at a Green Point supermarket.

The latest group to join the growing number of organizations backing the boycott call is the Western Province Council of Sport (WPCS).

Organizations raising funds and distributing pamphlets include the Retail and Allied Workers' Union, the United Democratic Front, the Cape Action League, the Nederdutse Sendingkerk, the Muslim Judicial Council, and several other religious denominations based in Hanover Park, Mitchells Plain and Elstes River.

New union  
plans a  
boycott

Labour Reporter

The newly-formed Retail and Allied Workers' Union (Rawu) is to take boycott action against Pick 'n Pay after the dismissal of a shop steward from the chain's Doornkloof, Verwoerdburg branch last week.

Mr Donsie Khumalo, general secretary of the union, said the woman was dismissed when she attended a union meeting last week.

The union had decided to launch a boycott of Pick 'n Pay products as a result of the action.

However, Mr Nic Els, manager of the Northern Transvaal division of Pick 'n Pay said the shop steward had been fired for refusing to listen to management instructions.

# Back on the job

18/11/84  
C.P. van  
18/11/84  
31

COMMERCIAL, Catering and Allied Workers' Union of SA shop steward David Ebeditse, who was sacked by Checkers' Potchefstroom branch in July, was reinstated this month.

Mr Ebeditse said he was fired for being a member of Ccawusa and charged with "luring" other

workers to join the union. He is a father of two.

He said his world crumbled when he was dismissed.

He and his family were maintained by his mother while he was out of work. He had hoped that the union would prove that his dismissal was unfair.

Ccawusa's Western Transvaal organiser Joseph Machoba met

with Checkers' management, but could not reach an agreement at first.

Negotiations with Checkers' headquarters lasted for four months.

Ccawusa had pressed for the case to be referred to a conciliation board. But Checkers eventually gave in and agreed to reinstate Mr Ebeditse from November 1.

CAPE TOWN 28/11/80

# Lie detector tests on City chain store staff

Staff Reporter

STAFF at the Wynberg branch of Pick 'n Pay have been subjected to polygraph (lie detector) tests.

The tests have been applied by a stock loss investigation company, which was called in this month to investigate the disappearance of small quantities of money.

Mr John Barry, regional manager of Pick 'n Pay, yesterday confirmed that the polygraphs had been used in the investigation but said no-one had been charged.

## Not admissible

Polygraph tests are widely used in America but results are not admissible in court unless the defendant agrees to it.

A spokesman for the Department of Justice in Pretoria said yesterday it had no knowledge of the use of polygraphs in South Africa.

Mr Frank Sims, chairman of the Security Organization of South Africa, said polygraphs were widely used by firms investigating stock losses. The

results of the tests were not admissible in court, Mr Sims said.

"I have seen a demonstration of a modern polygraph and found it to be quite effective," he said.

Mr Barry said he did not think use of the polygraph was unusual and that the test would give employees the opportunity to prove their innocence.

Mr Chris Bond, manager of Lodge Services, the stock theft investigation company used by Pick 'n Pay, confirmed that his firm used polygraphs.

## Reliable

He said only qualified instructors operated the detectors and results of tests in other cases had been used in court. He found results to be reliable.

Professor Peter du Preez, of the Department of Psychology at the University of Cape Town, said the results of the polygraph tests would be open to different interpretations.

"The machine detects emotional responses and not lies," he said.

The interpretation of results would depend on many different factors including the circumstances under which the tests were taken and the qualifications of the tester.

# Union angered by lie detector

Staff Reporter

THE National Union of Distributive Workers is "incensed" by the use of lie detectors on staff suspected of stock theft, the general secretary, Miss Dulcie Hartwell, said yesterday.

The Wynberg branch of Pick 'n Pay confirmed on Monday that staff had been subjected to polygraph (lie detector) tests.

Polygraph tests are not admissible as evidence in court cases unless the defendant agrees to it.

Mr Frank Vermeyer, general manager of the Adderley Street branch of Stuttafords, yesterday confirmed that a lie detector had been used in two instances recently when the theft of jewellery and money had been discovered.

## 'Major loss'

Mr Vermeyer said staff pilfering made up "one of the single major losses in any retail operation". In the case of the branch of Stuttafords which he managed, losses from pilfering amounted to up to R250 000 a year.

He said the matter of lie detectors was a "very sensitive" issue and he emphasized that staff were not forced to take the test. Only one member of staff had refused when asked.

Asked if he knew the tests were not admissible as court evidence, he said the object of the exercise was "prevention".

Nonetheless, a member of staff had confessed to a theft after the tests were carried out and this matter was now in the hands of the police, he said.

## Objections

Mr Vermeyer said he hated having to resort to such measures but it was necessary in the light of the fact that about 75 per cent of pilfering was attributable to staff.

Miss Hartwell said the union had objected in the past to the use of lie detectors and did so again.

The union's protest had been conveyed to Pick 'n Pay yesterday and a meeting with management requested.

"One of the reasons we are so incensed is that even though we negotiate on a number of other matters involving staff, this was never raised," said Miss Hartwell.

● Our correspondent reports from Johannesburg that polygraphs are being used by two major retail chains there.

Pick 'n Pay and Dions confirmed yesterday that they used the machines on staff both before and after they were employed, and reported that the method was successful and likely to continue.

## Reddy calls for opening of CBDs

31

~~30A~~

DURBAN — Dr J. N. Reddy, the leader of the Solidarity Party, has appealed to the government to "remove the impediments" for all businessmen of colour in order to allow them to participate in the free enterprise system.

The free enterprise system meant that: "We need to encourage the third and underdeveloped world of South Africa to share the cake of prosperity. Free enterprise must be seen to be developing. It must be open to all, not only free to some," Dr Reddy said.

There was doubt in the minds of businessmen of colour as to whether any progress had been made besides seminars, documents and talks in this regard.

Referring to the desirability of opening of central business districts to people of all races he said: "The business sector must sound the clarion call to South Africa and the government that they must have the freedom to operate where they wish.

"A political and economic partnership between black and white is the recipe for future survival.

"This does not require a tremendous sacrifice on anyone's part! Why the delay?"

He called for a single and equal education system, which he said "will go a long way if we want to overcome our imbalances."

Although the attempt towards reform was late, he felt that it was not beyond the capacity of the people of South Africa to work towards peaceful reform. — DDC.

Commerce - Labour

1985



435 - UNSKILLED LABOUR (LOCAL AUTHORITIES), CERTAIN AREAS.

Superceding w.d. no's: 324, 333, 337, 339, 394, 395, 396, 397, 398.

AREA A: Municipal Areas: Empangeni, and Richards Bay.

AREA B: Municipal Areas: Ermelo, Grahamstown, Harrismith, Ladysmith, Lichtenburg, Port Shepstone and Potgietersrus.

AREA C: Mossel Bay(excluding the town-ship area of Herbertsdale) and the Municipal area of Bethlehem, Fochville, Kroonstad, Middelburg(Tvl), Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Rustenburg and Upington.

AREA D: George(excluding the town-ship area of Pacaltsdorp) and Knysna and the Municipal area of Gonubie.

AREA E: Bloemfontein(excluding the local boards of Bainsvlei and Bloemspuit), Kimberley, (excluding the municipal area of Ritchie), Klerksdorp (excluding the township area of Hartbeesfontein), Odendaalsrus, Sasolburg(excluding the municipal area of Deneysville), Virginia, Welkom, the Municipal Area of Beacon Bay, Despatch, East London, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Witbank and Worcester and the local authorities of Hillcrest, Kingsburgh and Kloof.

AREA F: Bellville, Goodwood, Kuils River, Paarl (excluding the municipal area of Franschhoek), Port Elizabeth, Simon's Town, The Cape, Uitenhage and Wynberg. Durban, Pinetown (excluding the municipal, development or health committee areas of Albert Falls, Ashburton, Crestholme, Everton, Gillitts/Emberton, Hilton, Mariannahill, Mount Michael, Plessislaer and Waterfall) and the municipal areas of Umhlanga and Verulam. Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park (Excluding the health committee area of Modderfontein), Krugerdorp, Nigel (excluding the health committee area of Devon), Oberholzer, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom.

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Footnotes

1. Additional allowance - Bicycle allowance

RENE DE WET AND DULCIE HARTWELL

# Trial by polygraph

René de Wet is the personnel director of Pick 'n Pay, a company involved in a dispute with two unions over its use of polygraph machines. He defends his company's position.

Crime against business costs business and the consumer dearly. Companies in SA lose between R100m and R200m annually through crime, excluding indirect insurance and prevention costs.

The largest percentage of crime in business can be attributed to theft by employees; in fact such internal theft far exceeds business losses due to burglary, shoplifting and cheque fraud.

The increasing number of cases of theft by employees has prompted many businesses to use the polygraph in their fight against "shrinkage." As the use of the polygraph has increased in SA, however, so has the controversy surrounding it.

Critics of the polygraph contend that the examinations are an invasion of privacy and a "dehumanising" experience. However, in our experience, the majority of persons who actually undergo polygraph tests do not find them objectionable.

There is no instrument presently in existence that can, in itself, tell when a person lies. "Lie detector" is an inadequate name for the instrument, but because of its emotiveness, the term has remained in use throughout the history of the instrument. In fact the term "truth verifier" would be more apt, as more often than not it has helped prove employees' innocence than establish their guilt.

Pick 'n Pay mainly uses the polygraph in the following two areas:

- Pre-employment testing where it can highlight certain aspects such as drug and alcohol abuse, theft from previous employers and a bad debt history. None of these things would normally be revealed in an application form. It may be argued that a prospective employee's debt problems, for example, are not the concern of the employer. But, in our view, it is beneficial to the employer to be aware of such facts when placing an employee in a position of trust, where control over cash or stock is involved; and
- Specific tests such as when cash or goods are stolen and a number of people are suspects. How can the employer ascertain which members of staff are innocent? The honest employees will want to take the test to confirm their inno-

The use of polygraph lie detector tests is on the increase and is causing conflict between management and trade unions. Here a trade unionist and an employer give their views on the issue.

cence and remove the cloud of suspicion. This has certainly proved to be the case at Pick 'n Pay.

It is a popular belief, albeit an erroneous one, that people are just "wired up" for a polygraph test, and a series of questions fired at them. In fact, when a test is carried out, all the questions are reviewed with the employee before the test commences. There are no surprise questions, neither are there trick or personal questions asked.

The most important factor in using a polygraph is the ability of the examiner, as well as his experience and integrity. Hence we use only trained, qualified personnel from an outside agency and only conduct the test with the employee's consent.

Polygraph tests are just another method of reducing stock losses. If used wisely by management, they can be of enormous benefit.

Dulcie Hartwell, general secretary of the National Union of Distributive and Allied Workers (Nudaw), gives her view on the controversy surrounding the use of polygraph machines for pre-employment screening and security checks.

The use of lie-detectors by employers in the commercial distributive trade, which recently received publicity because of an incident at Pick 'n Pay's Wynberg branch, appears to be common.

Stuttafords, one of the last of the old gracious department stores, and the discount chain Dion, have proudly admitted their use of this instrument to the press.

Calling it by its more technical name, one of Pick 'n Pay's Cape management staff suggested at the Wynberg store to one of Nudaw's organisers that the "polygraph" was different from the lie-detector. However, when asked to describe the difference he was unable to do so.

Since employers, like ourselves (if we are not being too flattering to either party) are no fools, they must know that the results of lie-detector tests are not

acceptable as evidence in court. Why then do they use them?

The purpose, clearly, is to intimidate their employees. The workers do not all know that such tests cannot be used in court and certainly, neither the employer nor Lodge Services — the security firm used by Pick 'n Pay and other stores — tells them that fact. Workers submit to the test because they are afraid they will lose their jobs if they refuse.

The lie-detector registers emotional changes in the subject by, among other factors, measuring the heartbeat and the excretion of sweat. Very often situations arise in which employees know that the employer suspects one or some of them of theft. If an employer suggests using a lie-detector to find the culprit, those who are not willing to undergo the test are made to feel that they are afraid to prove their innocence.

But what has to be appreciated is that the purpose of polygraph tests is to prove *guilt* — not innocence. And the circumstances under which tests are conducted can easily cause emotional changes, such as fear of dismissal, which affect the test results and have nothing to do with guilt.

Since polygraph results are not acceptable in court, one must assume that the whole idea behind them is to humiliate and intimidate workers. Sometimes this treatment is successful in obtaining admissions from workers that they have stolen goods or money. However, in our experience, the extent of the success is extremely limited.

It is of interest to note that one of our organisers has also been told that Lodge Services is paid according to the results it achieves.

This, in itself, is an inducement to make use of traps — we have crossed swords with Lodge Services on that issue before — and of intimidatory methods against workers.

We have been told by Pick 'n Pay's top personnel management that they are "looking into the whole matter" but we do not yet know the result of their investigation.

Kirsh Trading, which owns Dion, is also examining the issue with a view to reaching a decision in respect of its entire group. We are aware that other undertakings in that group are opposed to the use of such humiliating practices.

Nudaw is considering making a request to the authorities to prohibit the use of polygraphs.

Star 2/1/75

OK to  
discuss  
staff cuts

The OK Bazaars chain store and the unions representing its staff have failed to agree on the retrenchment of about 2 000 workers countrywide, but may do so tomorrow.

OK Bazaars executive Mr Alan Fabig told Sapa the company would hold further meetings with the Commercial Catering and Allied Workers' Union and the National Union of Distributive Workers' tomorrow morning.

He said he could not confirm a newspaper report that sources at OK Bazaars expected between 5 and 10 percent of workers in the group — up to 2 000 — to lose their jobs. The cuts are said to affect all race groups. — Sapa.

# Two main stores do not expect lay-offs

CHECKERS and Pick 'n Pay said today they were not anticipating having to make retrenchments like OK Bazaars, which yesterday announced 1 000 people would have to be discharged nationwide.

The breakdown of OK dismissals is not known, but the Evening Post was told unofficially today the East-

ern Cape could expect to avoid severe cuts.

Mr Al le Roux, director Eastern Cape Division, Checkers, said: "We have no intention of reducing staff in our branches in the Eastern Cape."

The region covers branches on the coast from George (including Oudtshoorn) to East London and

as far inland as Cradock.

Checkers had "already had its medicine" 2½ years ago when significant staff adjustments were made to ensure streamlining and rationalisation of systems.

He said the adjustments were designed to ensure that their systems were more profitable.

Pick 'n Pay is also not

contemplating retrenchments.

Pick 'n Pay's general manager, Mr Terry Carrol, said employment in the company was operating normally.

The local branch of the Commercial, Catering and Allied Workers' Union (Ccawusa), which jointly announced yesterday's

nationwide retrenchment with OK management, did not answer their office phone today.

OK's national spokesman, the general manager for personnel in Johannesburg, Mr R T Blackwell, and the union's national general-secretary, Mrs Emma Mashinini, were not available for comment

201185  
Game stores  
(3) ~~retrench~~ 115

DURBAN — Game Discount World today retrenched 115 people at their head office and their Durban and Pietermaritzburg stores, adding to the increasing numbers made jobless as a result of the economic downturn.

Mr Alex Hurter, president of Game, said the retrenchments were at all levels, from senior management to shop floor workers.

They will all be leaving the company today.  
— Own Correspondent.

ARGUS

30/1/85

(21)

## OK to retrench more than 1 000 workers

JOHANNESBURG. — More than 1 000 OK Bazaars workers throughout the country are to lose their jobs at the end of the week.

The announcement was made by the chainstore's management and the unions representing the employees after a fortnight of negotiations.

The number of people temporarily laid off or retrenched because of lean times — a total of 1 051 — represented about four percent of OK's workforce of 25 500, a joint statement by the chainstore and the unions said.

The statement followed talks between OK Bazaars management, the Commercial, Catering and Allied Workers Union and the National Union of Distributive and Allied Workers, who persuaded the chainstore not to retrench 2 000 as originally planned.

An independent auditor was called in to verify OK Bazaars' reasons for the staff cuts, the statement said.

● Dion discount store has paid off 28 workers because it is closing its Kenilworth branch.

According to Mr Brian Howard, executive director, the retrenchments were necessary because of the transfer of staff from Kenilworth to the new branch at Parow. — Staff Reporter, Sapa.

● The Argus Durban Correspondent reports that Game Discount World retrenched 115 people today at their head office and their Durban and Maritzburg stores.

# 1 000 OK

workers

lose jobs

CAPL Times 30/1/85

(31)

Own Correspondent

JOHANNESBURG. — More than 1 000 OK Bazaars workers are to be axed from their jobs this week, but two shop unions have won major concessions in softening the blow.

The two unions, the Commercial, Catering and Allied Workers' Union of South Africa, (Ccawusa), and the National Union of Distributive and Allied Workers, (Nudaw), have been negotiating to save the jobs of as many workers as possible.

Two weeks ago, the giant retailer informed the two unions it intended to retrench 2 000 workers.

Now, after a fortnight of disputes and negotiations, the unions have managed to stave off the immediate retrenchment of 949 workers. In terms of a new agreement, 1 051 workers out of the OK workforce of 25 500 are to be given notice today. The OK and the unions will now have to negotiate the fate of the remaining 949.

Features of the innovative and precedent-setting agreement are:

- The OK agreed to accept an independent auditor nominated by the unions to verify the company's statements on the need for the retrenchments and to confirm the number of employees affected.

- Workers can choose to be "retrenched" or laid off. If they choose to be laid off they will be

guaranteed re-employment on August 7. Laid-off workers will receive two weeks' wages and will remain members of their medical aid schemes and pension funds.

- Retrenched workers will be paid out their own, plus the employer's, pension funds in full. They will receive severance pay of two weeks for up to two years' service, four weeks for two to three years' service, six weeks for three to four years' service and eight weeks thereafter.

- The OK has guaranteed to give preference to employees who are laid off or retrenched when it requires casual, part-time or full-time staff in future.

- 600 to lose jobs in glass industry, page 3

- Things will get worse, page 12

# 1 051 OK workers will be out of work tomorrow

30/1/85  
235  
31  
Star

More than 1 000 OK Bazaars workers at branches throughout South Africa are to lose their jobs tomorrow.

This announcement was made yesterday by the chainstore's management and unions representing the employees after a fortnight of negotiations.

The number to be laid off temporarily or retrenched because of lean times — 1 051 — represents about four percent of the workforce of 25 500.

A joint statement was released after talks be-

tween OK Bazaars management, the Commercial, Catering and Allied Workers' Union, and the National Union of Distributive and Allied Workers, who persuaded the chainstore not to retrench as many as 2 000 people — as planned originally.

"The OK accepted the unions' proposal to implement an initial staff reduction programme which will affect 1 051 of the 25 500 employees instead of the original 1 500 contemplated in the first phase of the plan," the statement said.

"A number of proposals were made by the unions and the company. Finally, the unions' proposal for the option of a lay-off with the guarantee of re-employment by August 7 1985, or retrenchment, was agreed.

"Retrenchments and lay-offs will take effect on January 31 (tomorrow). OK has guaranteed to give preference to employees who are laid off or retrenched when it requires casual, part-time or full-time staff in future," the statement added.

OK Bazaars workers

and the Press have been in the dark about the negotiations throughout because of an agreement between the management and unions not to discuss the issue in public.

The statement said the negotiations were characterised by "frankness and co-operation" and were arranged after the chainstore gave notice to the unions that it wanted to retrench about 2 000 employees.

An independent auditor was called to verify OK Bazaars' reasons for the staff cuts, the statement said. — Sapa.



# 400 lose jobs in Cape this week

AT LEAST 400 Western Cape employees have lost their jobs through retrenchments this week.

Thirty employees have been retrenched by Dions, about 150 have lost their jobs through the closure of a glass factory at Epping following Murray and Roberts' withdrawal from the glass industry, and 200 Western Cape employees

of the OK Bazaars are among the thousand who are being retrenched by the group across the country.

About 200 employees of OK Bazaars in the Cape Province face being laid off on the last-in-first-out principle in a retrenchment scheme announced to staff yesterday.

The employees, who will all have the option of

being retrenched or being laid off, are among 1 051 employed by the store nationally, who face job cuts.

About 200 of these are employees who are taking early retirement or who have already reached retirement age.

As a result of negotiations between the company and union representatives, those who agree to be laid off will receive a guarantee that they will be re-employed on August 7.

They will also be considered first when temporary, part-time or full-time posts become available. The jobs of a further 450 workers nationally are still under negotiation.

● Meanwhile in Natal nearly 2 000 workers have been retrenched during the past two months and hundreds more face the prospect of being axed in coming weeks.

This was confirmed yesterday by Mr Richard Savage, chairman of the Natal Clothing Manufacturers' Association, and Mr Yunus Shaik, a spokesman for the Garment Workers' Industrial Union.

Game Discount World laid off 115 workers from its Durban and Maritzburg stores yesterday and 161 OK Bazaars workers in Natal will lose their jobs.

Mr Alex Hurter, president of Game, said the retrenchments were at all levels at Game's head office and their Durban and Maritzburg stores but none of the other stores in Johannesburg or Cape Town will be affected.

About 30 workers at the Four Seasons Hotel have been laid off in recent weeks, general manager Mr V Grantham said yesterday.

At James North in Pinetown, about 150 workers face retrenchment at the end of February. Mr Shaik said the company had already informed the union and had called for a meeting to discuss the proposed staff cuts.

Commenting on clothing-industry layoffs, Mr Shaik said last night that the rate at which people were losing their jobs was "frightening" — Sapa. Own Correspondent and Staff Reporter

## Unrest flares again at Free State schools

CAPE TIMES 31/1/85

Own Correspondent

JOHANNESBURG. — Two more Free State townships have been hit by school boycotts and unrest flared again yesterday in Bothaville when youths set up road blockades and damaged two police vehicles and a delivery truck.

Police used tearsmoke to disperse a group of about 600 Bothaville youths who threatened to set fire to policemen's homes in the township, a police spokesman said.

Chaos also erupted at a secondary school in Virginia after pupils met the vice-principal and handed him a list of grievances.

Pupils then stoned the school and police used tearsmoke to disperse them, a police spokesman said.

At a school in Galashewe, Kimberley, pupils yesterday boycotted classes in solidarity with five former pupils who are to appeal against a conviction.

Following school disturbances in 1980, the pupils were found guilty of malicious damage to property, the regional director for the Free State, Mr N Botha, said.

Meanwhile, the Department of Education and Training has suspended classes at the Nkumbulo High School in KwaThema, Springs, after a week-long boycott during which pupils demanded that their principal be sacked.

## LAUNCH '85

... will take place at the ONE STOP OFFICE SHOP at NORTHERN OFFICE EQUIPMENT

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(OK) (D. Disputch) (31) (1/2/85)

## 20 workers affected by lay-offs 1/2/85

EAST LONDON — Fewer than 20 workers in the Border area are affected by the country-wide layoffs announced this week by OK Bazaars.

Miss Dulcie Hartwell, the general secretary of the National Union of Distributive and Allied Workers (NUDAW), said yesterday this figure included retirements and early retirements.

In terms of an agreement announced this week by OK, NUDAW and the Commercial, Catering and Allied Workers' Union (CCA-WUSA), 1 051 workers are to lose their jobs with the firm's branches around South Africa.

Originally, 1 500 were to lose their jobs—but unions managed to have the number dropped during negotiations.

Mr K. Hartshorne, industrial relations controller for the supermarket chain, said there was no area that was affected more than other areas.

Job losses were "fairly general across the country," he said.

Miss Hartwell said the retrenchments had been implemented according to the "last in first out" (lifo) principle. This means workers with shortest time of service are in line for retrenchment first.

The only exception had been where people had special skills, Miss Hartwell said. The company had intended a further 500 retrenchments in March and unions and management will now have to negotiate these. — DDR

LAY-OFFS AT OK

fm 1/2/85

(31) ~~31~~ ~~31~~

In the first large-scale retrenchments to hit retailing, up to 2 000 OK Bazaars employees — about 8% of the workforce — will be laid off over the next month. This follows several rounds of negotiations between the company and the two unions representing workers, the Commercial, Catering and Allied Workers' Union and the National Union of Distributive and Allied Workers.

The services of 1 051 employees will be terminated on January 31, while the future of an additional 950 hangs in the balance as the company and the unions continue to explore possible job-saving measures.

A compromise has been worked out with regard to the first group. Apart from about 200 who have been retired, all have been given the option of accepting a temporary lay-off. Those who take this option will be guaranteed their jobs back at the beginning of August. Workers will also receive between two and eight weeks' severance pay depending on their length of service.

An interesting feature of the talks is that the company made available comprehensive financial records to a union-appointed accountant in an attempt to prove to the unions the necessity for retrenchments.

## LABOUR DISPUTES

### Boycott time again

Unions are again resorting to consumer boycotts as a bargaining ploy in disputes with employers. In Natal the Commercial Catering and Allied Workers' Union of SA (Ccawusa) has launched a boycott of stores in the W G Brown group (including Spar supermarket outlets). It wants union recognition and the reinstatement of dismissed strikers.

The union's move follows a month-long consumer boycott of Simba Quix products

Financial Mail February 8 1985

by the Sweet Food and Allied Workers' Union in the Transvaal which ended in the reinstatement of 400 dismissed workers. Though Simba executives deny the boycott forced their hand, they acknowledge that it was harmful to their image.

So far Ccawusa's boycott is confined to Natal. It is directed particularly at stores in the Brown's Retail and Spar groups from which the majority of its 143 members were fired. Other divisions within the Brown group — its wholesale, cash-and-carry, and numerous trading operations — are also being cited as targets.

Local organiser, Jay Naidoo, says Ccawusa might even strike at Spar's overseas connections by mobilising union support abroad. Though Naidoo claims Fosatu and its affiliates are backing him, he says there are no plans at this stage to make the boycott a national issue. The battle, he says, will be primarily fought on "home turf."

According to Naidoo the decision to boycott was taken by the workers after months of "fruitless" negotiations with the company over, firstly, union recognition and later the reinstatement of the dismissed strikers.

He claims the union has majority representation in nine out of the 10 Brown stores and says Ccawusa approached management over recognition in April last year. The company balked, saying it wanted to verify membership claims.

It also asked for an "authenticated copy" of the union's constitution. Negotiations dragged out with little headway being made until August, when the union added an R80 a month increase per worker to its demands. By December, when no progress had been made on either issue, workers went on strike at four of the group's stores. That precipitated a rash of sympathy strikes and 143 workers were dismissed.

With the position of both the union and company firmly entrenched there seems little possibility of a speedy settlement. In a recent statement company chief executive, Phillip Heber-Percy, claimed that "considerably less than half" of the staff were union members. Consequently, there was no question of the union being recognised. In addition, he said there was "little hope" that the dismissed workers would be rehired.

Naidoo says the boycott "presents an opportunity to force the company to meet with the union and negotiate a settlement," something he says they have persistently avoided doing. But a pre-condition to talks would be the reinstatement of the dismissed workers.

At the same time he maintains the boycott is not the only option. The union has applied for a conciliation board. Naidoo says the union would be happy to submit the dispute to a board's jurisdiction, but the move has been opposed by the company. The Minister of Manpower's decision on the appointment of a board is still awaited.

Financial Mail February 8 1985

(2) (a) No.

(b) It has not been deemed specifically necessary to request the Board, to make recommendations on the creation of employment opportunities for unemployed contributors as the Directorate of Economic Planning in the Department of Constitutional Development and Planning and the National Manpower Commission have given serious attention to the unemployment question for several years and have submitted recommendations to the Government which led to the White Paper on A Strategy for the Creation of Employment Opportunities in the Republic of South Africa which was tabled last year. The Government accepted a recommendation to the effect that the National Manpower Commission and the Directorate of Planning launch an investigation into more effective methods that can be used to moderate cyclical increases in unemployment. In this process they have and will continue to consult with the Unemployment Insurance Commissioner and whenever necessary the Unemployment Insurance Board.

#### Dieldrin

\*34. Mr E K MOORCROFT asked the Minister of Agricultural Economics:

- (1) Whether any instances of dieldrin contamination have been reported to his Department; if so, (a) how many instances and (b) in which magisterial districts;
- (2) whether contamination of any food resources has been reported; if so, what resources;
- (3) whether any steps are being taken to trace the source of the contamination.

nation; if not, why not; if so, what steps;

- (4) whether he will make a statement on the matter?

#### The MINISTER OF AGRICULTURAL ECONOMICS:

- (1) No instances have been reported during the last 12 months.
- (2) and (3) No.

(4) I issued a press statement on the matter on 5 February 1985. In view of recent allegations in the media that dieldrin is being used on sugar cane in Natal, a team of 35 inspectors of the Department visited 400 sugar cane farms in Natal during the period 5 to 7 February 1985. No evidence could be found that dieldrin is still being used. Approximately 200 kg of dieldrin which is more than 6 years old was found on farms. On to the condition of the containers it is clear that these stocks were acquired prior to 1 May 1981 and have not been used since. The dieldrin was removed from the farms.

*Hansard*  
Q. Col. 84 12/185  
\*35. Mr E K MOORCROFT asked the Minister of Law and Order:

- (1) Whether the South African Police have conducted an investigation into the death of one Madodana Tyuka in Port Alfred Township on or about 6 November 1984; if not, why not; if so, what were the findings of the investigation;
  - (2) whether any person or persons have been taken into custody in connection with his death; if not, why not;
  - (3) whether any other action has been taken as a result of the investigation; if so, what action?
- The MINISTER OF LAW AND ORDER:

(1) Yes, the investigation of the inquest docket has not yet been concluded, but will on completion be referred to the attorney-general for a decision.

(2) and (3) No. Whether or not steps will be taken will be determined by the decision of the attorney-general.

*Hansard*  
Q. Col. 85 12/185  
\*36. Mr P G SOAL asked the Minister of Mineral and Energy Affairs:

- (1) Who are the members of Escom at present;
- (2) whether persons appointed to Escom are required to have any special qualifications in regard to the supply of electricity; if not, why not; if so, what special qualifications does each of the present members of Escom possess;
- (3) Whether the members of Escom are advised of losses which are not reflected in its books of account; if not, why not; if so,
- (4) whether these members are required to take any action as a result of such losses; if not, why not; if so, what action?

#### The MINISTER OF MINERAL AND ENERGY AFFAIRS:

- (1) Messrs Jan H Smith (Chairman)  
D J Malan  
F Pavitt  
T R Castle  
The Honourable J F W Haak
- (2) The members of the Electricity Supply Commission are appointed by the State President in terms of section 2(2) of the Electricity Act, 1958 (Act No 30 of 1958) for their knowledge and experience in respect of business and administration and, in so far as the State President may deem expedient, electricity supply.  
I would like to refer to the Honourable Member's attention also to

the reply to a question in his name, question 10 of 25 May 1983.

(3) Members of the Electricity Supply Commission are informed about trade losses suffered by Escom even if, as a result of security and/or security requirements, it is not specified in accounts.

(4) Yes. Applicable actions of control as dictated by circumstances.

*Hansard*  
Q. Col. 86 12/185  
\*37. Dr A L BORAINÉ asked the Minister of Manpower:

- (1) Whether he or any member of his Department has received any representations concerning apprenticeship training for motor mechanics; if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto;
- (2) whether any changes in the training of apprentice motor mechanics are envisaged; if not, why not; if so, (a) what changes and (b) when?

#### The MINISTER OF MANPOWER:

- (1) Yes.
  - (a) The major automobile manufacturers have made representations to the National Training Board.
  - (b) During 1983.
  - (c) (i) To have the existing system of training of apprentice motor mechanics changed. The proposed changes relate to institutionalized training by instructors as opposed to the present system of training on the shop floor by a qualified artisan as prescribed in the training schedules.

(2) (a) No.

(b) It has not been declassified specifically necessary to request the Board, to make recommendations on the creation of employment opportunities for unemployed contributors as the Directorate of Economic Planning in the Department of Constitutional Development and Planning and the National Manpower Commission have given serious attention to the unemployment question for several years and have submitted recommendations to the Government which led to the White Paper on A Strategy for the Creation of Employment Opportunities in the Republic of South Africa which was tabled last year. The Government accepted a recommendation to the effect that the National Manpower Commission and the Directorate of Planning launch an investigation into more effective methods that can be used to moderate cyclical increases in unemployment. In this process they have and will continue to consult with the Unemployment Insurance Commissioner and whenever necessary the Unemployment Insurance Board.

#### Dieldrin

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- (1) Whether any instances of dieldrin contamination have been reported to his Department; if so, (a) how many instances and (b) in which magisterial districts;
- (2) whether contamination of any food resources has been reported; if so, what resources;
- (3) whether any steps are being taken to trace the source of the contamination.

nation; if not, why not; if so, what steps;

- (4) whether he will make a statement on the matter?

#### The MINISTER OF AGRICULTURAL ECONOMICS:

- (1) No instances have been reported during the last 12 months.
- (2) and (3) No.

(4) I issued a press statement on the matter on 5 February 1985. In view of recent allegations in the media that dieldrin is being used on sugar cane in Natal, a team of 35 inspectors of the Department visited 400 sugar cane farms in Natal during the period 5 to 7 February 1985. No evidence could be found that dieldrin is still being used. Approximately 200 kg of dieldrin which is more than 6 years old was found on farms. On to the condition of the containers it is clear that these stocks were acquired prior to 1 May 1981 and have not been used since. The dieldrin was removed from the farms.

*Hansard*  
Death of M Tyuka  
12/2/85  
\*35. Mr E K MOORCROFT asked the Minister of Law and Order:

- (1) Whether the South African Police have conducted an investigation into the death of one Madodana Tyuka in Port Alfred Township, on or about 6 November 1984; if not, why not; if so, what were the findings of the investigation;
- (2) whether any person or persons have been taken into custody in connection with his death; if not, why not;
- (3) whether any other action has been taken as a result of the investigation; if so, what action?

The MINISTER OF LAW AND ORDER:

(1) Yes, the investigation of the inquest docket has not yet been concluded, but will on completion be referred to the attorney-general for a decision.

(2) and (3) No. Whether or not steps will be taken will be determined by the decision of the attorney-general.

*Hansard*  
Escom  
Q-601-85 12/2/85  
\*36. Mr P G SOAL asked the Minister of Mineral and Energy Affairs:

(1) Who are the members of Escom at present;

(2) whether persons appointed to Escom are required to have any special qualifications in regard to the supply of electricity; if not, why not; if so, what special qualifications does each of the present members of Escom possess;

(3) Whether the members of Escom are advised of losses which are not reflected in its books of account; if not, why not; if so,

(4) whether these members are required to take any action as a result of such losses; if not, why not; if so, what action?

#### The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(1) Messrs Jan H Smith (Chairman)

D J Malan

E Pavitt

T R Castle

The Honourable J F W Haak

(2) The members of the Electricity Supply Commission are appointed by the State President in terms of section 2(2) of the Electricity Act, 1958 (Act No 30 of 1958) for their knowledge and experience in respect of business or administration and, in so far as the State President may deem expedient, electricity supply.  
I would like to refer to the Honourable Member's attention also to

the reply to a question in his name, question 10 of 25 May 1983.

(3) Members of the Electricity Supply Commission are informed about trade losses suffered by Escom even if, as a result of security and/or secrecy requirements, it is not specified in accounts.

(4) Yes. Applicable actions of control as dictated by circumstances.

*Hansard*  
31  
Motor mechanics: apprenticeship training  
12/2/85

\*37. Dr A L BORAINÉ asked the Minister of Manpower:

(1) Whether he or any member of his Department has received any representations concerning apprenticeship training for motor mechanics, if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto;

(2) whether any changes in the training of apprentice motor mechanics are envisaged; if not, why not; if so, (a) what changes and (b) when?

The MINISTER OF MANPOWER:

(1) Yes.

(a) The major automobile manufacturers have made representations to the National Training Board.

(b) During 1983.

(c) (i) To have the existing system of training of apprentice motor mechanics changed  
The proposed changes relate to institutionalized training by instructors opposed to the present system of training on the shop floor by a qualified artisan as prescribed in the training schedules.

(ii) The representations were referred to the Committee of Inquiry into the training of Apprentices and Artisans which has just completed its investigation. The final report and recommendations have not yet been submitted to me as Minister of Manpower.

(2) Falls away.

**MAOF Airline flight: passengers**

\*38. Mr D J N MALCOMESS asked the Minister of Home Affairs:

(1) Whether immigration officials at Jan Smuts Airport refused entry to South African nationals from a diverted MAOF Airline flight on or about 15 October 1984; if so, why;

(2) whether the aircraft in question returned to Jan Smuts Airport later on the same day; if so,

(3) whether these passengers were allowed clearance on their second arrival at this airport; if so, why;

(4) whether any conditions were attached to this clearance; if so, (a) why and (b) what conditions;

(5) whether he will make a statement on the matter?

**The MINISTER OF HOME AFFAIRS:**

(1) No. The Department of Transport is responsible for landing rights and facilities at State Airports. The honourable member should therefore address the rest of the question to the honourable Minister of Transport Affairs.

*Hainson Q. 61. 87*  
Durban Local Road Transportation Board  
12/2/85

\*39. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

(1) Whether the Durban Local Road

Transportation Board has received any applications for members of all race groups to travel on buses in Durban; if so, (a) what was the nature of these applications and (b) (i) when and (ii) from whom were they received;

(2) whether these applications were granted; if not, why not; if so, when?

**The MINISTER OF TRANSPORT AFFAIRS:**

(1) Yes.

(a) (i) To allow whites to use certain black services over specific routes; and

(ii) for the conveyance of white and non-white organized parties between specific points.

(b) (i) On 2 March 1984 and 14 June 1983 respectively.

(ii) From Durban Transport Management Board and Maripine Transport (Pty) Ltd.

(2) No. Local Road Transportation Boards are autonomous Statutory Bodies and are not obliged to disclose reasons for the granting or refusal of permits. For this reason a reply cannot be submitted.

\*40. Mr B B GOODALL—Mineral and Energy Affairs. [Reply standing over.]

**Own Affairs:**

\*1. Mr R W HARDINGHAM—Agriculture and Water Supply. [Reply standing over.]

\*2. Mr P G SOAL—Local Government, Housing and Works. [Reply standing over.]

\*3. Mr P G SOAL—Local Government, Housing and Works. [Reply standing over.]

\*4. Mr H E J VAN RENSBURG—Education and Culture. [Reply standing over.]

(f) R 27 357

(g) (i) and (ii). The cost analysis of these items has not been completed.

(h) None.

(i) R 8 400

(j) (i) R 99 191

(ii) R 17 234

(k) R16 289 644.

In addition to the above mentioned costs the following expenditures also occurred:

— Transport of participating troops from and to their homes/bases R 694 166

— Sundries R 144 613

Concerning the costs with relation to salaries, fuel, rations and ammunition it should be pointed out that:

a. The Permanent Force members and National Servicemen who took part in the exercise serve on a full-time basis and they would in any event have had to be paid. The Citizen Force units took part in the exercise during their annual training camp and their members would also have had to be paid if their camps had been held at another venue or over another period. This also applies to rations for the participating National Servicemen and Citizen Force members.

b. A substantial amount of the fuel which was used by aircraft and vehicles during the exercise would have been used during the annual training of the participating units.

c. Ammunition has a limited shelf life. Annually a certain minimum amount of ammunition has to be expended to avoid reaching a stage where a large

*For written reply:*

*General Affairs:*

*Hainson Q. 61. 89*

*Exercise Thunder Chariot*

*12/2/85*

The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence:

What was the cost, in connection with Exercise Thunder Chariot, of (a) salaries of (i) members of the Permanent Force, (ii) members of the Citizen Force and (iii) national servicemen, (b) (i) petrol and (ii) aviation fuel, (c) (i) diesel and (ii) gas, (d) lubricants, (e) rations, (f) losses of equipment, (g) damage to (i) vehicles and (ii) other equipment, (h) claims by members of the public against the South African Defence Force, (i) printing and publications, (j) visits by (i) VIP's and (ii) members of the Press corps and (k) ammunition?

**The MINISTER OF DEFENCE:**

(a) (i) R1 222 582

(ii) R3 678 928

(iii) R 90 040

(b) (i) R 59 933

(ii) R 666 225

(c) (i) R 450 734

(ii) R 13 512

(d) R 29 845

(e) R1 175 911

CAPE TIMES  
14/2/85

# 300 new jobs at Pepkor

Staff Reporter

AT LEAST one South African employer is managing to buck the re-trenchment trend that is sweeping jobs out of every sector as a result of current economic conditions in South Africa.

Pepkor Limited, the Cape-based retail and manufacturing group, announced last week it had created about 300 new jobs in December and January to cope with its expansion programme.

The group, which includes Pep Stores, Shoprite, Ackermans and House of Monatic, employs a total workforce of 16 500.

In a statement issued by the company, the group chairman, Mr Christo Wiese, said the positions of all staff were secure and was hopeful this situation would endure through the rest of 1985.

The creation of new jobs has come about as a result of the group's retail development programme and the expansion of its manufacturing network.



# Worker crushed by loader

16/2/85

31

Mercury Reporter

A CONSTRUCTION worker was seriously injured when he was crushed by a payloader at the new La Mercy Hotel construction site on Natal's North Coast yesterday.

According to onlookers the payloader rolled down a bank, trapping Mr E Ngomo beneath it and crushing his head.

Apart from serious head injuries, Mr Ngomo also sustained burns from leaking oil.

He was taken to King Edward VIII Hospital where his condition has been described as satisfactory.

Mr John Bannerman, chief of Umhlanga Protection Services who attended the case, has urged the public not to move an injured person.

'An injured person should never be moved because it can be harmful if he has spine injuries but if it is necessary, please inform the ambulance where he has been moved to,' he said.

28/2/85 D. Radue

# King company closes ~~30~~ (31) one division

**KING WILLIAM'S TOWN** — One of the town's oldest companies, Radue Weir Holdings (Pty), will close its conventional wholesaling division tomorrow and place more emphasis on its cash and carry business.

The executive chairman of the company, Mr Bev Radue, said the closure of the conventional wholesaling division could be seen as a "transfer of business interests".

Conventional wholesaling entails having sales representatives on the road and the delivery of large bulk orders to outlying stores and farms. The cash and carry operation involves direct selling at the company's warehouse outlets.

"During the past eight years the company has changed the emphasis of thrust away from conventional wholesaling to that of cash and carry wholesaling. In the process our growth has been phenomenal with nine branches having been developed in the border area," Mr Radue said.

"Sound business sense has led the executive to make the decision to concentrate our efforts and assets into the segment which provides the best return on investment," he added.

"Regrettably this has resulted in the decision to cease operating the conventional wholesale outlet in King William's Town."

Mr Radue said "every effort" had been made to place staff affected by the decision in other segments of the business.

"Unfortunately some 30 of our staff have been retrenched and the company has provided more than adequate compensation for this event."

Mr Radue added that the distribution of maize, wheat and allied products would be taken over by the associated milling company.

# PE motor dealer retrenches 8 more workers

E. Post (31)

4/3/85  
Post Reporter

ONE of the biggest retail motor outlets in Port Elizabeth is to retrench staff — for the second time in six months.

Eight more people — salaried and hourly paid — at Pioneer Ford are to join the 15 laid off in October.

And the possibility of further retrenchments could not be excluded if the recession continued, Mr Sydney Lippstreu, the company's managing director, said today.

Since September sales of new cars had dropped by 40% a month, although sales of second-hand cars sales had risen.

Mr Lippstreu said expenses had been cut as far as possible. But the nature of retail businesses meant that going on short time was just not a viable possibility. Retrenchments were thus the only alternative.

with the health and safety of mothers and their children.

A Metro spokesman says that the agreement is a "pioneering document" which "reflects the philosophy of the company and its belief in its people." Ironically, it was made public in the same week that the Kirsh Trading Group's half-yearly figures — showing a deteriorating trading situation — were published. However, the spokesman says the maternity agreement is a "long-term investment" while the recessionary conditions are only temporary. Metro employs 6 700 people of whom about 2 000 are women.

Major points in the agreement are:

- All permanent female employees may take up to 12 months' maternity leave, beginning no more than four months before and ending no later than eight months after confinement, with a guarantee of re-employment;
- Mothers will be paid a proportion of their wages for seven months. Members of the medical aid scheme will receive 25%, and the company will pay both its own and the employees' medical aid contributions for the full leave period. Employees who are not members of the scheme will receive 33% of their wages for seven months. Women on maternity leave are entitled to claim 45% of their wages from the Unemployment Insurance Fund for six months provided their income amounts to less than 33,3% of their previous earnings;
- If women choose to take less than seven months' leave, the balance of the money will be paid out on their return to work;

## WORKING CONDITIONS

### Labour pains eased

EM 8/3/85  
The Kirsh Group's Metro Cash and Carry and the Commercial, Catering and Allied Workers' Union (Ccawusa) have signed the most comprehensive maternity agreement yet negotiated in SA.

The agreement is the first in the commercial distributive trade — a sector employing a high proportion of women — to provide for paid maternity leave. It also includes a number of novel features like time off for fathers and a lengthy section dealing

Before and after their maternity leave women will be entitled to one paid day off a month to visit a clinic;

Women may ask for time off to nurse their children if the request is accompanied by a doctor's recommendation;

Employees on maternity leave will be entitled to R100 worth of baby goods free at any Metro store; and

Male employees will be entitled to three days' paid paternity leave in the first month after the birth of their children.

Employees who are already pregnant at the start of their service with the company or fall pregnant within the first month will not be entitled to paid leave or the free baby goods. They are, however, covered by the rest of the agreement.

The FM understands that this is the first maternity agreement which does not stipulate that women must have been employed for a certain period prior to qualifying for unpaid maternity leave. The company has also undertaken not to discriminate against pregnant job applicants.

OK Bazaars is to delay any decision on further retrenchments until the end of March. The company laid off more than a thousand employees at the end of January (*Current Affairs*, February 1) and was due to have discussed the position of another 950 workers by the end of February with Ccawusa and the National Union of Distributive and Allied Workers. OK industrial relations controller Keith Hartshorne says there have been delays because staff turnover this year has been higher than expected.

CAPE Times 14/3/85

## Two men fined for incitement

PRETORIA. — Two Ver- aged different ethnic  
eeniging men who groups in Sharpeville on  
played a leading role in November 5 and 6 last  
encouraging people to year not to go to work, not  
stay away from work and to pay rents, water or and  
not to pay rent and other electricity tariffs.  
tariffs last November They were also  
were fined a total of charged with engender-  
R1 300 after being ing racial hostility be-  
convicted in the Pretoria tween the black ethnic  
Regional Court yesterday. groups and white popu-  
lation groups of Ver-  
The secretary of the eeniging, Vanderbijl-  
Commercial, Catering park and Meyerton.and Allied Workers  
Union of South Africa,  
Mongezi Joseph Radebe,  
27, was fined R800 (or  
eight months), plus a fur-  
ther nine months jail  
conditionally suspended  
for five years.

Paulus Motsoso Rama-  
kau, 30, was fined R500  
(or five months).

The court found that  
they incited and encour-

aged different ethnic  
groups in Sharpeville on  
November 5 and 6 last  
year not to go to work, not  
to pay rents, water or and  
electricity tariffs.

They were also  
charged with engender-  
ing racial hostility be-  
tween the black ethnic  
groups and white popu-  
lation groups of Ver-  
eeniging, Vanderbijl-  
park and Meyerton.

The two men, both of  
Sharpeville, pleaded  
guilty to the charges.

They were acquitted  
on the main charge of  
sabotage.

The magistrate said  
every individual should  
be discouraged from in-  
citing, encouraging and  
fomenting racial hostil-  
ity. — Sapa

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c  
g

CAPL Times 27/3/85

## Black managers in CBDs?

Political Staff

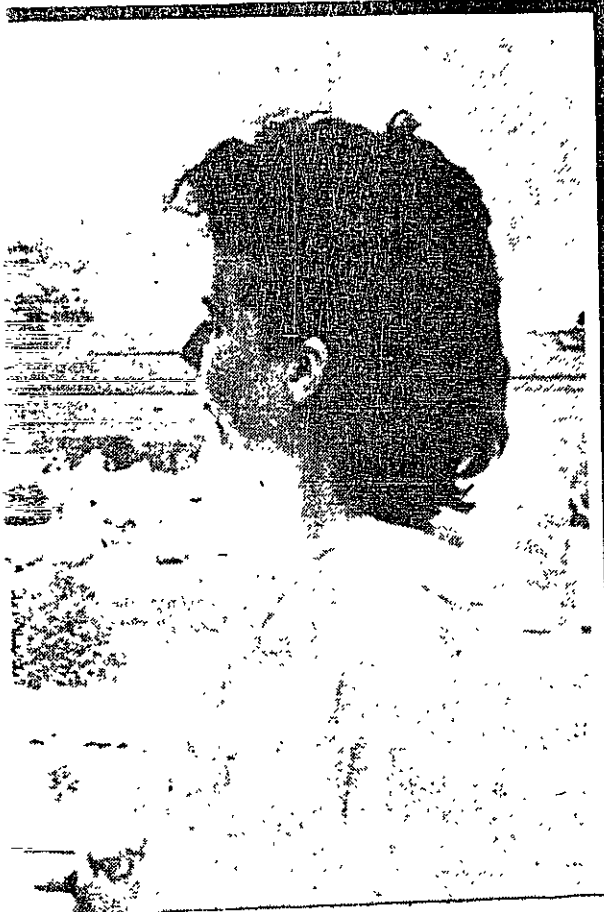
PARLIAMENT. — Amendments to the Blacks (Urban Areas) Consolidation Act are likely to be made during this session to allow non-white managers to be in charge of businesses in white areas.

This was revealed yesterday by the Minister of Constitutional Development and Planning, Mr Chris Heunis, in reply to a PFP question.

CAPT TIPS 29/3/85

# Saturday shop rule scrapped

31



### Municipal Reporter

SHOPS in Cape Town will be allowed to remain open on Saturday afternoons from tomorrow, in spite of strong protests from the National Union of Distributive and Allied Workers (NUDAW).

The City Council decided yesterday to scrap the weekly half-day closing order on shops within the municipal area, a move which has been welcomed by organized commerce and most major traders.

The NUDAW, however, has fought the proposal on the grounds that shopworkers will be forced to work irregular and longer hours, will not be able to participate in weekend sporting activities and will not have as much time to spend with

their families.

The union has also pointed out that all-day Saturday shopping will have no economic advantage for traders as consumers have limited spending power and longer shopping hours will make no difference to the amount of goods they buy.

Shopkeepers would also have to employ additional workers or pay overtime wages.

Two councillors, Mr Joe Rabinowitz and Mrs Eulalie Stott, expressed support for the workers' position and tried to introduce an amendment calling for the retention of the half-day closing order.

The amendment was not allowed on the grounds that it was a direct contradiction of the original motion.

City traders welcome extended shop hours

CART Times 30/3/81

31

Staff Reporter

MOST traders yesterday welcomed the choice of being able to open on Saturday afternoons.

They were reacting to a City Council decision on Thursday to scrap the half-day closing order on shops within the municipal area, allowing them to open on Saturday afternoons.

City retailers and business organizations said extended shopping hours would give them greater flexibility but they were proceeding cautiously before opening their shop doors.

Viability

Mr Geoff Sonnenberg, chairman of the Central Business District Retailers Association, said: "In Adderley Street, most traders will be considering carefully. Once they have tested the water, possibly by opening suburban branches, it could be that they will extend shopping hours."

He said it was unlikely that large numbers of shops in the City centre would be open today or

next week, as most retailers would wish to study the viability of the change.

Mr Brian Frost, a senior executive for Woolworths, said his company would give serious consideration to extending shopping hours but a decision would take a while. He said Woolworths' Mitchells Plain store would be open until 5pm today.

The director of the Chamber of Commerce, Mr Brian MacLeod, said the chamber had been pressing for this move for a long time.

The chamber believed there was great merit in the extended hours.

"The public will be better catered for. The strain formerly placed both on shoppers and shop assistants by having to get shopping done on Friday evening or Saturday morning will now be reduced, benefitting both shoppers and assistants," he said.

A spokesman for Garlicks said his company supported the change in the regulations as it al-

lowed businesses the freedom to choose if they wished to open or not.

"But that does not necessarily mean we will stay open for all the hours we can. We haven't taken a decision yet," he said.

Group decision

He said retailers in the City centre would probably discuss the matter as a group. "A decision like this can't be taken in isolation."

Mr John Barry, regional manager for Pick 'n Pay, said: "We are very thrilled. This is a step in the right direction. It gives shops the opportunity to decide where and when Saturday shopping is needed."

He said Pick 'n Pay would be opening its Mitchells Plain and Milner-ton stores until 5pm today.

"We have considered our workers. They will not be working longer hours. We will be taking on extra staff, which helps to deal with unemployment and offers jobs to people who need flexible working

hours."

Mr Hugh Mathew, managing director of the Foschini group, also welcomed the flexibility given to retailers but said he was skeptical as to whether increased shopping hours would increase sales.

"If that was the case shops would simply stay open 24 hours a day to increase their profits," he said.

Mr Len Clench, Western Cape director of Checkers, said his company was very happy with the new move. He said Checkers would open 16 stores until 5pm today.

A number of Peninsula municipalities have not yet taken advantage of the new legislation allowing them to lift the half-day closing order on trading.

Although the Fish Hoek Town Council decided in January to scrap the closing order on shops within its municipal boundaries, neither Simon's Town nor Pine-lands have even considered the matter.



contract is terminated by effluxion of time on completion of the five year prescribed period of apprenticeship. The question of the position of person who fail a qualifying trade test is dealt with in the report and recommendations of the Committee of Inquiry into the Training of Artisans.

(3) It is anticipated that the Cabinet will authorize the issuing of a general press statement upon the release of the report.

*Hawmond*  
Motor mechanics 9/14/85  
1. Dr A L BORLAINE asked the Minister of Manpower:

(1) Whether any changes are contemplated in the qualification requirements of motor mechanics; if not, why not; if so, (a) what changes and (b) when will they be implemented;

(2) whether consideration will be given to including more practical training in the courses for apprentice motor mechanics at technical colleges; if not, why not; if so, when will this be implemented;

(3) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

(1) The Department of Manpower is not aware of any changes being contemplated to the qualifying entry requirements for apprentice motor mechanics. The national Manpower Training Committee for the Motor Industry is representative of employers organizations and trade unions in this industry and that body is primarily responsible for suggesting changes to the conditions of apprenticeship, which include entry qualifications.

(a) Revised conditions of apprenticeship were published under

Government Notices R.1461 on 16 July 1982, R.252 on 11 February 1983 and R.1696 of 10 August 1984. An amendment relating to wages was published recently and a change to certain practical training schedules is in the process of finalization.

(b) Falls away.

(2) The Department of Manpower is aware that at selected Technical Colleges an integrated motor/diesel theory course for the National Technical Certificate Parts I and II is conducted during which the theory of the trade is supplemented by practical demonstrations. Since the contents of theoretical courses fall outside the jurisdiction of the Department of Manpower, enquires thereabout should be directed to the Department of National Education and the various Departments of Education and Culture as well as the Department of Education and Training.

(3) A comprehensive report—with recommendations—by the Human Sciences Research Council and the National Training Board into the Training of Apprentices and Artisans has been submitted to the Cabinet for approval of its tabling in Parliament for general information and with a view to certain follow-up action and it is anticipated that the Cabinet will authorize the issuing of a general press statement upon the release of the report.

*Hawmond*  
Waihoek Natal 9/14/85  
\*13. Mr M A TARR asked the Minister of Co-operation, Development and Education:

(1) Whether Waihoek near Ladysmith in Natal has been or is being developed as a resettlement area; if so, (a) how many sites have been completed in this area, (b) what specified communities are to be resettled there, (c) why are they being moved and (d)

what was the total cost involved in developing the area for resettlement;

(2) whether these communities were consulted on the proposed move; if not, why not; if so, when in each case, (a) were they consulted and (b) are they due to be moved;

(3) whether these communities expressed any objections to being moved; if so, what were their objections?

\*The DEPUTY MINISTER OF DEVELOPMENT AND OF LAND AFFAIRS:

(1) Yes.

(a) A closer settlement of 3 447 sites in total has been planned of which 1 800 sites are at present being developed.

(b) Illegal squatters residing on white owned farms who are required to vacate the farms on which they reside.

(c) They have no right to reside on these farms. Therefore the Department of Co-operation and Development is making preparations to provide accommodation for them elsewhere.

(d) The development has not yet been completed. The estimated total cost is R8 600 000 of which R1 000 000 has already been spent.

(2) and (3) Squatter families, when they are required to vacate these farms, are informed of this place of settlement and, if they agree to move there and require help, it is rendered to them.

*Hawmond*  
Control boards 9/14/85  
\*14. Mr M A TARR asked the Minister of Agricultural Economics:

(1) Whether the national Marketing Council has investigated or is investi-

gating the operation of the control boards; if so,

(2) whether the Council has submitted a report on its investigation; if so, when will this report be made public; if not, when is it anticipated that the report will be available?

The MINISTER OF AGRICULTURAL ECONOMICS:

(1) Yes.

(2) Yes. Priority was given to the Dairy Scheme and the National Marketing Council's report on this scheme has already been finalized and made available to the interested parties.

The remaining schemes are being investigated simultaneously by the National Marketing Council and it is anticipated that the investigation will be completed within the next 18 months.

Conveyance of money between banks: security measures

\*15. Mr M A TARR asked the Minister of Communications:

Whether any special security measures are taken regarding the conveyance of money between banks via the postal system; if not, why not; if so, what is the nature of these security measures?

\*The MINISTER OF COMMUNICATIONS:

Yes. The further information required by the hon member cannot unfortunately be furnished as the whole object of the security measures that are being applied will be defeated if details thereof were to be publicised.

*Hawmond*  
Death of M Tyuka 9/14/85  
\*16. Mr E K MOORCROFT asked the Minister of Law and Order:

(1) Whether, with reference to his reply to Question No. 35 on 12 February

contract is terminated by effluxion of time on completion of the five year prescribed period of apprenticeship. The question of the position of person who fail a qualifying trade test is dealt with in the report and recommendations of the Committee of Inquiry into the Training of Artisans.

- (3) It is anticipated that the Cabinet will authorize the issuing of a general press statement upon the release of the report.

**31**  
*Hansen*  
 Motor mechanics 9/4/85  
 Dr A L BORRINE asked the Minister of Manpower:

- (1) Whether any changes are contemplated in the qualification requirements of motor mechanics; if not, why not; if so, (a) what changes and (b) when will they be implemented;

- (2) whether consideration will be given to including more practical training in the courses for apprentice motor mechanics at technical colleges; if not, why not; if so, when will this be implemented;

- (3) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

- (1) The Department of Manpower is not aware of any changes being contemplated for the qualifying entry requirements for apprentice motor mechanics. The national Manpower Training Committee for the Motor Industry is representative of employers organizations and trade unions in this industry and that body is primarily responsible for suggesting changes to the conditions of apprenticeship, which include entry qualifications.

- (a) Revised conditions of apprenticeship were published under

Government Notices R.1461 on 16 July 1982, R.252 on 11 February 1983 and R.1696 of 10 August 1984. An amendment relating to wages was published recently and a change to certain practical training schedules is in the process of finalization.

- (b) Falls away.

- (2) The Department of Manpower is aware that at selected Technical Colleges an integrated motor/diesel theory course for the National Technical Certificate Parts I and II is conducted during which the theory of the trade is supplemented by practical demonstrations. Since the contents of theoretical courses fall outside the jurisdiction of the Department of Manpower, enquiries thereabout should be directed to the Department of National Education and the various Departments of Education and Culture as well as the Department of Education and Training.

- (3) A comprehensive report—with recommendations—by the Human Sciences Research Council and the National Training Board into the Training of Apprentices and Artisans has been submitted to the Cabinet for approval of its tabling in Parliament for general information and with a view to certain follow-up action and it is anticipated that the Cabinet will authorize the issuing of a general press statement upon the release of the report.

**32**  
*Hansen*  
 Waitoek Natal 9/4/85  
 Q. 61 936  
 \*13. Mr M A TARR asked the Minister of Co-operation, Development and Education:

- (1) Whether Waitoek near Ladysmith in Natal has been or is being developed as a resettlement area; if so, (a) how many sites have been completed in this area, (b) what specified communities are to be resettled there, (c) why are they being moved and (d)

what was the total cost involved in developing the area for resettlement;

- (2) whether these communities were consulted on the proposed move; if not, why not; if so, when in each case, (a) were they consulted and (b) are they due to be moved;

- (3) whether these communities expressed any objections to being moved; if so, what were their objections?

The DEPUTY MINISTER OF DEVELOPMENT AND OF LAND AFFAIRS:

- (1) Yes.

- (a) A closer settlement of 3 447 sites in total has been planned of which 1 800 sites are at present being developed.

- (b) Illegal squatters residing on white owned farms who are required to vacate the farms on which they reside.

- (c) They have no right to reside on these farms. Therefore the Department of Co-operation and Development is making preparations to provide accommodation for them elsewhere.

- (d) The development has not yet been completed. The estimated total cost is R8 600 000 of which R1 000 000 has already been spent.

- (2) and (3) Squatter families, when they are required to vacate these farms, are informed of this place of settlement and, if they agree to move there and require help, it is rendered to them.

**33**  
*Hansen*  
 Control boards 9/4/85  
 Q. 61 937  
 \*14. Mr M A TARR asked the Minister of Agricultural Economics:

- (1) Whether the national Marketing Council has investigated or is investigating the operation of the control boards; if so,

- (2) whether the Council has submitted a report on its investigation; if so, when will this report be made public; if not, when is it anticipated that the report will be available?

The MINISTER OF AGRICULTURAL ECONOMICS:

- (1) Yes.

- (2) Yes. Priority was given to the Dairy Scheme and the National Marketing Council's report on this scheme has already been finalized and made available to the interested parties.

The remaining schemes are being investigated simultaneously by the National Marketing Council and it is anticipated that the investigation will be completed within the next 18 months.

Conveyance of money between banks: security measures

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The MINISTER OF COMMUNICATIONS:

Yes. The further information required by the hon member cannot unfortunately be furnished as the whole object of the security measures that are being applied will be defeated if details thereof were to be published.

**34**  
*Hansen*  
 Death of M Tyuka 9/4/85  
 Q. 61 938  
 \*16. Mr E K MOORCROFT asked the Minister of Law and Order:

- (1) Whether, with reference to his reply to Question No 35 on 12 February

# Union starts boycott of Spar in Tvl

THE Commercial, Catering and Allied Workers' Union of SA will launch its consumer boycott campaign of Spar shops in the Transvaal at a rally at the union's Khotso House offices tomorrow at 8am.

The rally comes at a time when the Manpower Department is stepping in to try to resolve the dispute between Spar and 143 shop workers, who were sacked at eight Spar retail chains in Natal early in December when they downed tools in support of their demands.

## Spar boycott 'is shocking'

THE boycott of Spar stores, especially in black townships, was an action aimed at victimising the wrong man and was "shocking", the company's spokesman said yesterday.

Spar's Mr Sydney Matus said the company was prepared to reinstate the sacked workers and negotiate with the Commercial Catering and Allied Workers' Union of South Africa (Cca-wusa). *Sowetan 18/4/85*

However a spokesman for the union said that all attempts to have the dispute resolved have failed. The boycott was gaining momentum as it has been started in the Transvaal.

The workers were dismissed from Spar's eight shops owned by Brown's Retail, a subsidiary of the Brown Group, following a strike at the Natal plant last December.

Mr Matus said the boycott was "shocking" because wrong people were victimised. The group has a remote connection with Spar.

Other demands will be looked into later, he said.

# 'Explosive device' rocks supermarket in Durban

*Matus 19/4/85*

Argus Correspondent

DURBAN. — An explosion has rocked the Spar Foodliner supermarket in Trustbank Building, Smith Street.

Police and ambulancemen were on the scene soon after the explosion last night about 8.15pm. Streets around the office block were cordoned off.

A food rack was the only thing damaged by the blast but automatic fire sprinklers soaked food items causing thousands of rands damage.

Captain Winston Heunis, South African Police public relations officer, said an explosive device was definitely used.

## "STUNNED"

A nightwatchman at a nearby building, Mr Simon Simelane, said he was "shocked" by the explosion.

He said: "I was stunned for a while and minutes later I smelled smoke coming from the supermarket. Soon afterwards the police arrived."

The executive director of Spar (SA), Mr Sidney Matus, said this morning he thought the incident was connected to a labour dispute the company was having with former employees who are campaigning to get their jobs back after being fired late last year.

# PikPay expects turnover to top R2-billion

By TOM HOOD

SALES by Pick 'n Pay are expected to grow by 20 percent this year with turnover "comfortably" exceeding R2 000-million — 10 years ago turnover was R220-million

This is forecast by the retailing giant's joint managing directors, Mr Raymond Ackerman and Mr Hugh Herman, in the annual report today.

About 1 400 new jobs will be created through the opening of new stores this year.

"Sales in March were considerably in excess of budget which has proved an excellent start to the year."

Pretax profit, they forecast, will improve by the same as last year's 16 percent, when it jumped to R63,5-million from R54,8-million in 1983.

## R75-M EARNINGS

And if this happens, earnings could amount to about R75-million, although the report declines to give a figure. Profits of that level could also generate dividends of around 96c against the current total payout of 83,5c

Supermarkets at Tyger Valley regional shopping centre, at Shelly Beach and Kingsburgh, Natal, as well as a hypermarket at Wonder Park, Pretoria, are to open later this year.

Another R9-million will be spent on modernising 15 older stores.

## HEALTHY BALANCES

The report discloses the group holds a healthy R64-million in bank balances and cash, almost three times the cash figure of a year ago.

Almost R7-million was earned in interest (up from R4,6-million) while interest paid amounted to only R1,9-million, slightly more than the previous year's R1,8-million.

Although more stores were opened, improved stock control enabled the group to end the year with R120-million of stock — R299 000 below the

stock level at the end of the previous year.

## TIGHTER MARGINS

Greater staff productivity also helped Pick 'n Pay to increase its work force by only 4 percent to 18 950 while opening more stores and increasing its turnover by 21 percent to R1 825-million.

Turnover per employee rose to R114 from R92 and profit per employee improved to R3 872 from R3 653.

And in spite of tighter profit margins, profit a sq m rose to R289 from R283 a year ago.

## IMPORT DUTIES

The balance sheet shows property valued at R117-million against a book value of R68-million.

In the 12 months to end-February, wealth created by the group amounted to R335-million, of which R169-million went to the State in income tax, PAYE, GST and import duties. In addition, R4-million of GST was paid for property development undertaken by Pick 'n Pay for third parties.

The next biggest slice of the cake, R116-million, went in wages.

Another R31-million was spent on equipment and vehicles, R18-million was paid in dividends and interest and only R1-million was retained.

## PUNITIVE TAXES

Commenting on these figures, the directors say: "The company profit is R63-million, which illustrates the punitive rate to which taxation has now climbed. It is indeed worrying to contemplate that further municipal taxes are now envisaged. Surely the situation has gone far enough?"

● With Pick 'n Pay's annual report comes a comic supplement, Asterix Goes Shopping, featuring the well known children's comic character, to explain the company's business. Another character, an "old warrior" called Raymondackerfix, is described as majestic, brave and hot tempered.

AR6645  
30/4/88 (30)  
(31)

# Work-to-rule protest plan

ARH/S

30/4/85

31  
128  
129

## Labour Reporter

CAPE shopworkers will work to rule in protest against the City Council's decision to permit Saturday afternoon shopping in the city.

The decision was taken at a meeting of the National Union of Distributive and Allied Workers (NUDAW) in St George's Cathedral hall this week.

Mr Graham Shelver, branch secretary of the union, said the meeting resolved to oppose shop trading on Saturday afternoons and Sundays as it would disrupt family and religious life, would increase costs, spread to other occupations and interfere with free time.

"The meeting called on all shopworkers to work strictly according to company rule and to refuse to work on Saturday afternoons and Sundays," he said.

The union has about 5 000 members in the region, mainly from larger companies such as OK Bazaars, Pick 'n Pay and Checkers.

The council decision to allow extended Saturday shopping was taken in December, but objections from the union compelled reconsideration — and approval — of the issue in March.

The union claimed that Saturday afternoon shopping would not boost turnover but would deny staff free time for recreation or to spend with their families.

# Unions unite against longer shop hours

31  
36/1/88 Own Correspondent

JOHANNESBURG. — Shopworkers' unions representing workers of all races have come out against longer shopping hours and are likely to campaign against the extension.

The unions say extended trading hours would inconvenience workers, fuel inflation and snuff out many workers' jobs. They say the move will not prompt consumers to spend more and will therefore not increase stores' profits.

These charges are contained in a memorandum by the (coloured and white) National Union of Distributive Workers, which is supported by the (black, coloured and Indian) Commercial, Catering and Allied Workers Union.

The memorandum comes amid mounting demands by traders, particularly in Hillbrow, that they be allowed to open after normal hours and on weekends. Police recently intervened to prevent Hillbrow shops from trading after hours.

In their memorandum, the unions support action against traders who open after hours and call on Provincial Councils, who control shop hours, not to allow general trading at nights or over weekends.

## Difficult to attend church

Workers would also have to do domestic work at inconvenient times, would be denied leisure time over weekends and would have less time to visit doctors, government offices and other places where they conduct their personal business. Those with strong religious beliefs would find it more difficult to attend church.

Black shopworkers, the unions charge, would be hit particularly hard because they have long distances to travel between work and homes, have "tremendous transport problems" and face the threat of township crime at nights and over weekends.

The unions say that overseas experience has shown that longer hours lead to a loss of full-time jobs because stores take on growing numbers of casual workers to work after hours and are able to dispense with full-time workers.

● The Shopworkers' Union adopted a resolution opposing Saturday afternoon and Sunday trading, at a meeting held at St George's Cathedral on Saturday and called on workers to refuse to work on Saturday afternoons and Sundays.



# Pick 'n Pay banks on its people power

By Trevor Walker

Pick 'n Pay, with sales now pushing R2 billion is learning quickly that when margins come under ever increasing pressure, the wealth and stability of the group depends heavily on the people it employs.

Writing in the 1985 annual report, joint MDs Raymond Ackerman and Hugh Herman say that while the group has had its fair share of strikes and industrial action in the past, a great deal of effort has been put into increasing harmonious relationships with the staff and positive results have flowed from this.

The 1984 financial year was almost entirely free from work stoppages. Communication between management and staff has been extended.

But while trade union recognition is important, in modern industrial societies it cannot replace the direct relationship between a company and its staff.

Individual worth is important, and the company has steadily introduced a broad range of additional benefits in the fields of housing, education and subsidised amenities.

The company employs nearly 19 000 people, and its R116 million wage bill reaches into the homes of a wide cross section of the country's urban population.

Never slow with innovation, the company's excellent annual report even has a report for the kids. The comic strip character Asterix has been included in a strip in which Raymondackerfix features somewhat prominently.

However, the joint MDs, despite all the "people fun" now introduced to the report, are quick to point out that the economy does not hold great hope for an improvement in business conditions this year. Nevertheless sales are expected to top R2 billion this year.

They say sales in March were considerably in excess of budget which has provided an excellent start to the year. The company expects pre-tax profits will improve by at least the 16 percent increase of last year.

In addition it has continued policy of de-centralised management in terms of which its 17 trading regions will have a local board to deal with day-to-day management.

The company's tax position of R169 million is broken down as follows: company tax R30 million; GST on group expenditures R7 million; import duties R3 million; GST on sales R119 million; PAYE — employees R10 million (employees net pay totalled R119 million); dividends and interest were R18 million; and equipment and vehicles R31 million).

Financial director Mr CD Hurst says in the report that modern communication is making a huge impact on the banking scene, and many people are now making use of automatic teller machines together with a plastic debit card to obtain cash without ever going near their bank.

The company is currently evaluating the possibility of



Raymondackerfix . . .

going one step further by enabling its customers to pay for their merchandise and draw cash if they please at each of the company's checkouts by utilising the same debit card.

Commenting on these figures, the directors say: "The company profit is R63 million, which illustrates the punitive rate to which taxation has now climbed.

"It is indeed worrying to contemplate that further municipal taxes are now envisaged. Surely the situation has gone far enough?"



. . . and the old Asterix.

By Peter Farley Inve...

## Letters to the Editor

PO Box 11, Cape Town 8000

# Public must determine shopping hours

*Cape Times  
3/5/85*  
*31*

From TONY SILBERBERG, Cape Peninsula Commercial Employers' Organization (Cape Town):

PERMIT me to reply to the letter from Miss Dulcie Hartwell, general secretary, National Union of Distributive and Allied Workers, that appeared in the Cape Times recently.

It is difficult to understand the view that inflation will be boosted by the more productive use of resources. The opposite should be true.

A number of incorrect assumptions were made. For example, it is a fallacy to believe that there is a fixed amount of money that is spent by the public in retail stores. After all, recessions occur when less is spent (and more is saved) and booms and prosperity are when business is good and more is spent. What would happen to the economy if stores were allowed to open for only a half day throughout the week?

Surely shopping hours that are more convenient to the public will make shopping easier and help to end the recession that the country is experiencing?

A retailer's main function is to satisfy the public's needs for consumer merchandise.

The public should be allowed to determine the shopping hours that best meet its needs. Stores should remain open when the public wants to shop, and close when there is no demand.

Shops will be able to offer the best prices and service if they match their trading hours and staffing to the customers' needs. It is not logical that shops should be forced to close early on the very day when most business is done and be open, fully staffed on quiet weekdays when there are few customers about. This is apparently what the union wants, and believes is not inflationary. By correct staff scheduling, stores can reduce costs, offer better prices to customers and remain open all day on Saturday.

I agree that conditions of employment for shopworkers are not ideal and can be improved. Rather than fight progress, staff should, together with management, take advantage of the opportunities offered by the more liberal trading hours to improve productivity and staff benefits.

With a little creativity, management will be able to now offer a five-day week to their staff and allow them to spend more time with their families. Better salaries can also be offered to more productive staff. Also transport and security should present no undue problems on Saturday afternoons.

In conclusion I call on the union to consider the opportunities made available by more flexible shopping hours to ensure that every one benefits — the staff the shop owners and most important of all, the public.

# More shopping hours would cut jobs — unions

By Mike Siluma

Two major trade unions in the retail industry, representing about 50 000 workers, have come out strongly against the extension of trading hours, saying it would be inflationary and would lead to the loss of jobs.

The unions' view is contained in a comprehensive memo, drawn up by the Cape-based National Union of Distributive and Allied Workers (Nudaw) and supported by the powerful Commercial, Catering and Allied Workers' Union.

Nudaw says it has sent a copy of the memo to the Minister of Manpower, Mr P T C du Plessis, and will meet him on May 14.

To support the unions' stand, the memo quotes executives of several big stores here and abroad as saying extended trading hours would involve "considerable expense and add to inflation in food prices".

## 'UNSOCIAL'

The memo argues that extended trading hours would force shops to pay more for the extra electricity used and to pay workers extra wages for "unsocial" hours of work.

A number of major retailers are said to be opposed to extended trading hours.

The experience of other countries has shown that full-time jobs in shops are reduced by extended trading hours, says the memo.

Citing Australia, it says a supermarket in Canberra slashed full-time jobs by 25 percent after Saturday shopping hours were introduced.

This, the memo says, puts workers under pressure of understaffing.

"The loss of jobs will mean more persons in the unemployed queues, drawing unemployment

pay for a maximum of six months — and then?" inquires the memo.

Turning to the issue of wages and work hours, the memo says: "While the protagonists of longer shop hours want us to ape what happens overseas, they do not include the workers' conditions in their demands."

It then points out that in New York workers get double pay for working during "unsocial" hours. In South Africa, night work carries an extra amount of only 10 percent of a worker's wages.

The memo further argues that longer trading hours would, in the present economic climate, cause small businesses to go bankrupt.

Expressing concern at the social consequences of longer trading hours, the Nudaw memo quotes OK Bazaars executive, Mr A A Fabig as saying:

"The social consequences of (longer trading hours) are clearly severe, and in extreme cases could lead to an increase in juvenile delinquency."

Nudaw also asserts in the memo that black workers are against extended trading hours because:

- They have a limited amount to spend.
- They have tremendous transport problems.
- They have long distances to travel and get home hours after they stop work under normal circumstances.
- They have "pass" problems.
- They have crime problems both in town and in the townships.

South Africa, says Nudaw's memo, has not the population to warrant longer trading hours.

The memo concludes by appealing for the continued prohibition of night, Saturday afternoon and Sunday trading.

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# Long shopping hours due next year

Pretoria Bureau <sup>30</sup>

Transvaal shopkeepers will probably be allowed to trade between the extended hours of 7 am and 11 pm daily, except Sundays, next year.

The MEC for shop hours, Mr Skippie Botha, has announced he is forming an all-party committee to draw up a measure for approval at the provincial council's final short session in February.

Mr Botha's move comes after years of heated provincial debate on the issue. The past few

years have also seen a growing demand among shopkeepers and businessmen for more flexible hours.

Recently the MEC and the provincial inspectorate clashed with members of the Hillbrow Traders' Association who claimed the present limited trading hours were putting them out of business and defied the law by remaining open later than was allowed.

Several of the errant traders are now being prosecuted.

Mr Botha said the committee

he had called together would be an informal one and would meet during the current session.

He appealed to leaders of the opposition parties in the council to help draw up a brief for the committee.

The Progressive Federal Party provincial spokesman on shop hours, Mr Alan Gadd, who will serve on the committee, applauded Mr Botha's announcement, saying the council was moving towards providing for the needs of the Transvaal shopping public.

Mr Ben Nortmann (Independent Pretoria West) said it was the right of any Transvaal resident to buy what he needed when he needed it.

He said at present the number of exemptions granted to individual businesses was "longer than the ordinance itself".

The provincial council last night passed legislation which will make it possible for shops to remain open until 5 pm on the two Saturdays before Christmas this year.

## MPCs jest over escort agencies

Draft legislation which will require all escort agencies to be licensed, and will give the police broad new powers over hotel and gym licences among other things, was the subject of ribald debate in the provincial council last night.

Innuendo abounded as councillors disagreed on whether licensing an escort agency amounted to approving a brothel and whether such a licence would in fact make any difference.

Among other things, the legislation stipulates:

- The Licensing Board can refuse any type of licence on the ground that activities are taking

place which are contrary to public morals.

- Licensing Boards must check with the police regarding an applicant's previous character.

- Any member of the police can take the applicant's fingerprints for identification.

Mrs Pat van Rensburg (PFP Bryanston) said most escort agencies were merely fronts for brothels, but Mrs Sheila Camerer (NP Rosettenville) warned that some offered a genuine service and must be accepted as bona fide businesses. The council should therefore avoid a head-in-the-sand approach. — Pretoria Bureau.

Dress your way to



# Another victory for Ccauwsa

Sowetan  
10/5/85  
~~1/38~~  
~~2/38~~  
~~1/2/85~~  
31

THE Commercial Catering and Allied Workers Union has scored another wage victory for its members when it signed a pay package deal with a Kirsch group subsidiary, Metro Cash and Carry, this week.

In terms of the agreement workers will receive an across-the-board increase of R60 as from May and R10 from November 1, according to a spokesman for the parties.

This is the second time Ccauwsa wins a wage increase for its members within a month during "hard times" when managements complain about recession and proposing wage cuts, a union spokesman said.

The union concluded a wage package with 3M, a multinational company last month.

The union's spokesman said this was a breakthrough considering that the country was in a recession and

things are on the "tough side" for most employers.

The company's personnel director Mr Joas Kahan confirmed the agreement. He said it will cover 7 000 black and white employees throughout the country.

Meanwhile the union is to finalise another agreement with Spar company concerning the plight of the 143 workers sacked at the plant in Natal.

The workers were dismissed following a strike over the firing of colleagues.

The Natal branch has since started a boycott of all Spar products in an attempt to pressurise management to reinstate the workers. Several meetings have taken place earlier between the parties.

It was expected that another meeting on Monday will finalise the issue, sources said.

# Tearsmoke fired into union office — 22 held

Argus  
24/5/85  
31

Argus Bureau

PORT ELIZABETH — Police fired tearsmoke into the East London offices of the South African Allied Workers' Union and arrested 22 people, including union officials.

Police liaison officer for the Border, Lieutenant Dot van der Vyver, said 19 will be charged with intimidation and three union officials with obstruction of justice.

Lieutenant van der Vyver said police acted after receiving complaints that shoppers near the union offices were being prevented from buying meat.

Nineteen of those arrested were former employees of the East London abattoir who were fired recently after striking, she said.

She said three men locked themselves in the union offices and police fired tearsmoke through an open window to flush them out.

However, the organising secretary of the union, Mr Derrick Smoko, said the 22 men were meeting in union offices when the police fired tearsmoke and baton-charged without provocation.

He denied there had been any intimidation at the butcheries.

But this was contradicted by butchers who said intimidation had been going on for two weeks and was related to the strike by abattoir workers.

"The intimidation is being directed against any blacks who buy meat," said Mr Arthur Lock.

# THE DOORS OF LEARNING ARE CLOSING DOWN...

THE Medical University of Southern Africa has been closed until June 2 - the third black campus to shut this month.

First to close was Fort Hare University, where students have been boycotting classes since May 8 - a day after the Ciskei cops arrested eight students, including members of the interim SRC.

And at Turfloop, 4 000

students also boycotted classes on May 8 - demanding the immediate expulsion of Prof Paul van Warmelo.

Turfloop's council will meet today to decide when to re-open the campus.

Medunsa students started boycotting classes after demanding that Anatomy Department head G G J de Roux be dismissed.

Prof Le Roux was ac-

cused of being responsible for the high failure rate in his department and of "un-professional" behaviour.

Medunsa rector L Taljaart said the university has been closed until June 2 after a meeting between him and the SRC ended in deadlock on Tuesday night.

Fort Hare PRO Alleta Eliote said a number of students attended lectures yesterday.

She said the university has issued an ultimatum to students to return to classes by 1pm yesterday - or risk being kicked out.

There are fears that if the issues at the three troubled campuses are not solved, they may affect other universities.

● A solidarity rally will be held by students at St Charles Luanga Catholic Church in Soshanguve at 2pm today.

Fort Hare, Turfloop and Medunsa students have been invited to attend.

★ HOTELS may be opened to all races if proposed changes to the Liquor Act are made, Liquor Board chairman Tommy Foster told the Federated Hotel, Liquor and Catering Association's annual congress in Durban this week. ★

## Just when Spar wars was over...

By PHINDA KUZWAYO

A WAR of words erupted this week between Ccawusa and a Natal supermarket group - only hours after the two reached a settlement.

The Commercial Catering and Allied Workers' Union of SA called a Press conference in Durban to announce the settlement in which, among other things, 143 workers dismissed in December were re-instated.

During the conference a union spokesman said the settlement showed managements that "their unfair actions will not be tolerated by the working class or the community"

He was referring to the nationwide boycott of the Pinetown-based Brown Group - holders of the Spar supermarket franchise - after they fired 143 workers from eight Natal outlets last December.



It is time to pause and reflect on one lesson history has taught people in our position - disagreement does not equal bloodshed.

Lebanon control and all the built-in evils of present-day South Africa.

And not because of apartheid, forced removals, influx of refugees, the reason deserts our struggle - the verge of collapse of townshipships.

Lebanon control and all the built-in evils of present-day South Africa.

It is time to pause and reflect on one lesson history has taught people in our position - disagreement does not equal bloodshed.

May 26, 1985

**Press**



31 7/6/85  
Plea for  
workers'  
weekends

Municipal Reporter

A PETITION signed by 2,276 people has been handed to the City Council in protest against the decision to allow Saturday afternoon trading in the municipal area.

The National Union of Distributive and Allied Workers, which strenuously opposed the move, organized the petition which was supported by shopworkers, workers from other trades and industries, and consumers.

The petition appeals to the council to rescind its decision, saying: "Leave us to spend our weekends with our children."

"Shop workers are *not* employed in essential services and are therefore entitled to their weekends as much as you and others are, to share and enjoy with family and friends, to attend to their domestic responsibilities, and to participate in or watch sport as do many South Africans," the petition says.

It says consumers have admitted they do not need the extended shopping hours, and that later trading "will involve other sectors of the economy and establishments such as the police, traffic officials, banks and transport workers".

The council agreed earlier this year to withdraw the half-day closing order for a trial period of 12 months.



# Union, Foschini clash over part-time work

~~31~~ ~~31~~ 31 B. Day 12/6/87

THE giant Commercial Catering and Allied Workers Union (Ccawusa) has declared a dispute with the Foschini group over its decision to place 230 workers at Pages Stores nationwide on part-time from July 1.

The union said management had refused their alternative suggestion of short-time for all workers in the 133 Pages stores, and affected workers would lose one third of their wages. They charge the company with trying to break the union's strength by placing some workers on part-time.

John Corlett, Foschini's representative on industrial matters, said the Foschini group had been negotiating with Ccawusa and national shop stewards for four months on the matter.

Instead of retrenching, the company would introduce part-time on

## Business Day Reporter

a last-in-first-out (lifo) basis, a procedure which Ccawusa had agreed to in its recognition agreement.

The union was not being harmed because the lifo system was not a selective one and part-timers, who would be getting two-thirds of their pay for 55% of work time, would be treated as permanent employees.

By contrast, he said, short-time was inflexible and difficult to administer and failed to provide a permanent solution.

Foschini had also been interviewing affected workers for positions in other group companies.

The union said it intended applying for a conciliation board and a court interdict to prevent the company placing workers on part-time.

ARGUS 7/8/85 (70) 31/201/201

# Wages lagging behind profits, seminar hears

Labour Reporter

SINCE 1937 retail industry wages have increased by 2 200 percent, while company profits have risen by 11 389 percent.

Even in the present recession companies were increasing their profits while workers' wages were being eroded, showing unions were needed to protect their members' wages and improve working conditions, Ms Dulcie Hartwell, general secretary of the National Union of Distributive Workers (Nudaw), said yesterday at a seminar on trade unions in the retailing industry.

The seminar, at the University of Cape Town, was part of the Commerce Students' Society's focus on trade unions.

She said unions were there for workers and not, as some people thought, to promote the political ambitions or "ego trips" of others.

Mr René de Wet, personnel chief of Pick'n Pay, said the company's association with unions had been a "fast learning process", especially in the past year.

The company had always regarded itself as sympathetic to employees, but confrontations with the Commercial, Catering and Allied Workers' Union (closely associated with Nudaw) in two strikes had shown that it had not really come to grips with talking to employees.

Management had learnt that it needed to be seen to be fair in order to negotiate. It was not enough to set up committees. In the process of learning this it had also learnt that what it thought of as non-negotiable management prerogatives were seen by workers as completely negotiable.

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31 B. Day

16/8/51

AGREEMENT has been reached between the Commercial Catering and Allied Workers Union (Ccaawusa) and The Foschini Group following a long standing dispute over the company's plan to place 280 workers at Pages Stores on part-time.

This was confirmed by both the union and management yesterday. The company has agreed to submit its proposals to the union within eight weeks, but has not been able to promise whether or to what extent it will phase out part-time for short-time.

Ccaawusa's talks with Foschini over the death of a worker Sam Mashaba in the cold rooms at the City Deep depot last week are continuing.

□ □ □

THE death toll in the depot

0 2 0 4 2 0 1 0 1

31

# Store sacks 4000

MORE than 4000 workers from the country-wide J&J, Edgars and Sales House, chainstores, yesterday claimed they had been dismissed for taking strike action after demanding the sackings of a white supervisor at one of the stores.

At a meeting in Johannesburg, the workers, mainly members of the Federal Council of Retail and Allied Workers' Union (FCRAWU) called for a boycott and appealed to the unemployed and to take up jobs at the stores.

Scores of the workers, chanting Reddon songs and making black power slogans, including shouting "an injury to one is an injury to all", assembled at Kloof House where they discussed their problems.

The strike was sparked off by what the workers regard as racist and rude attitude of a white supervisor, who allegedly used abusive language against workers at the Blackheath branch store.



SOME of the workers from Jet, Sales House and Edgars stores who have been dismissed for going on strike.

After several meetings were held in an attempt to resolve the issue, the workers downed tools and were supported by other stores.

Edgars' human and public affairs manager, Mr Fred Haupt, confirmed that workers have been dismissed after refusing to work. Several of their stores' staff have joined the industrial action and the company was due to hold a meeting with the union yesterday.

He said the workers had complained about the usage of abusive language by a white worker. The matter was investigated and the said worker was warned after claiming that he did not recall using "bad language" and asked for forgiveness.

## Strike at Woolworths

BLACK workers at several Woolworths stores in Johannesburg downed tools in protest against an incident in which a colleague collapsed and died after complaining of being sick while working in a "freezing room" on the factory floor. 18/8/85

Mr Sam Mashaba, a migrant from Giyane and a staunch member of the Commercial, Catering and Allied Workers' Union (Ccaawusa), was allegedly forced to work in the room even after he had refused to do so, the union claimed yesterday. SOWETAN

Mr Mashaba's death last week has angered several colleagues, including shop stewards, who immediately called for a work stoppage to protest against the working conditions at chain stores. 18/8/85

Woolworths' director Mr. Robert Stern confirmed the work stoppage and said that workers would not get paid for not working.

He said that according to a certificate they received, Mr Mashaba died of natural causes.

"We have always taken the safety and welfare of our staff at heart," he said. 31

gations were continuing Phoenix, he said.

# Fosatu to extend Howick shops boycott to capital

**Pietermaritzburg**  
The Federation of South African Trade Unions (Fosatu) has decided to extend its black consumer boycott of white shops in Howick to Pietermaritzburg.

The union said in a statement yesterday that after extensive discussions between trade unions and civic and youth organisations in Pietermaritzburg it had been agreed to support a call for a boycott of white shops and businesses in support of the demand for BTR Sarmcol to reinstate its workers and negotiate a settlement with the Metal and Allied Workers' Union.

The statement said the decision to boycott had come after 'last-minute unsuccessful efforts by the union and other bodies to set up a meeting with BTR Sarmcol to negotiate a settlement'.

The Pietermaritzburg Chamber of Commerce has come out strongly against the proposed boycott, saying it would only lead to unnecessary hardships to black and white people totally unrelated to the dispute.

The move is ill-timed, following the successful negotiation by the Co-ordinating Committee for the Development of Pietermaritzburg for R1 500 000 from the Central Government to offset the hardships of the unemployed blacks in the Pietermaritzburg area, said chamber president Dr Keith Wimble.

The chamber urged the union to accept its legitimate course of action of redress to the Industrial Court. A court decision, it said, would clarify the situation and be binding on both parties.

'Such action by the union will confirm their faith in their dispute with Sarmcol.'

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## TO FOR

# le Natal FCU



Former employees of the Lockhat group join the scramble for jobs at the union offices yesterday. Taking down details of the unemployed are some of the union staff.

# Ripple effect feared after group's closure

Labour Reporter

THE collapse of Lockhat Brothers, one of the longest-established Indian family businesses in Durban, is likely to have a ripple effect on other, small, independently-owned businesses, placing the jobs of hundreds more in jeopardy.

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said a number of small factories depended heavily on the Lockhat group for supply of clothing material.

'This trade is known as CMT, cut-make-and-trim. It is not yet known how many people will be affected, but is expected to run into hundreds,' he said, adding that about 40 factories would be

affected.

Meanwhile, the scramble for jobs by the 1500 former employees of the Lockhat group started in earnest yesterday.

## Particulars

Still reeling from the shock of the group's sudden collapse, they crowded the union offices to ask for help in finding jobs. The Lockhat group was one of the major employers in the clothing industry.

Union staff took down particulars of the unemployed and asked them to return tomorrow to check whether they had been able to find their jobs.

Mr Hansa said everything possible was being done to place as many people as possible in jobs. There is still plenty

of scope for employment in the clothing industry,' he said.

A special 'Help U' fund created by the union to help the unemployed would provide financial aid for those who were unable to find employment.

'Each person will receive 25 percent of his or her wages from the fund for up to two months, in addition to receiving benefits from the Unemployment Insurance Fund run by the Department of Manpower. This is about 45 percent of a member's wages,' he said.

## Hardest hit

Interviewed by the Mercury as they queued outside the union offices, former employees said they were still shocked by

the loss of their jobs.

For some it meant the loss of their livelihoods as they were the sole supporters of their families. The hardest hit were a husband and wife who worked for the same company.

Supervisor Mr Siva Pillay had 28 years' service while his machinist wife, Violet, worked for the Lockhats for eight years.

'We have three school-going children and have no other means of income,' said Mr Pillay.

'I don't know where to find the money to pay my next month's rent of R195 if either my wife or I are still without a job.'

Mrs Musi Mzolo, a mother of eight children and sole supporter, said this

was the second time she had lost her job. 'The first time was when a boys' hostel in Woodlands where I worked as a cleaner for 13 years, closed down. Now after five years' service as a machinist I am back in the street in search of a job,' she said.

Mrs Tryphina Chilie, of Umlazi, a mother of seven children, joined the company as a machinist in 1978. Her husband is unemployed and her family has no other means of income.

Mr Richard Savage, chairman of the Natal Clothing Manufacturers' Association, said job prospects were not bright in the clothing industry' and the position was not likely to improve in the immediate future.



400 sales workers strike over 'racism'

31

W. Mail 26/9/85

ABOUT 400 workers have been staging sympathy strikes at Edgars, Jet Stores and Sales House outlets following a dispute over a store controller who employees say has a "racist attitude".

The strikes, which are now affecting stores in Johannesburg, Pretoria, Vereeniging and Sasolburg, began last Friday after workers at Edgar's Cresta branch were fired for striking in protest against the controller.

This was followed by the dismissal of over 300 strikers and the Federal Council of Retail and Allied Workers (Fedcrow) are now demanding unconditional reinstatement of employees and the transfer of the store controller.

Edgars management said the store controller had been removed from the Cresta branch last week while workers' charges were investigated. But they had not found evidence proving his attitude was racist and were not going to transfer him.

Fedcrow President Masilo Mpiti said a deadlock had been reached in talks between Fedcrow and Edgars, with the union rejecting management's offer to reinstate all the workers with a "final warning hanging over their heads".

Management, in turn, believe their offer is reasonable.

Mpiti said Fedcrow had appealed to management for talks on Monday, but employers were not prepared to discuss the Cresta issue. Management says it will only agree to talks if the union encourages those strikers who have not been fired to return to work, he said.



A placard-bearing striker defiantly ignores police outside Edgars in Johannesburg. Sixty two people were arrested and charged under a by-law for distributing pamphlets illegally.

Picture: ORDE ELIASON, AFP



# Strike at Edgars ends

THE longest strike to hit Edgars ended yesterday after an agreement between management and the Federal Council of Retail and Allied Workers (Fedcrow).

The strike — sparked by complaints of racism against a store controller — began more than two weeks ago at Edgars' Cresta branch and eventually included nearly 400 workers at Jet Stores, Edgars and Sales House stores.

Edgars' group personnel executive Don Findlay said yesterday that workers who had been dismissed for striking had been re-instated without final warnings or loss of service benefits.

Fedcrow, in return, had undertaken to follow agreed procedures in future before taking industrial action.

This follows two days of intensive meetings.

CLAIRE PICKARD-CAMBRIDGE

Fedcrow could not be contacted last night.

Findlay said an initial demand for the transfer of the store controller had not been granted because allegations of racism had not been proved and the controller had proved his worth in the past.

The strike began after more than 20 workers at the Edgars' Cresta branch were fired for refusing to work until the controller they regarded as racist had been transferred.

Edgars promised strikers earlier that they would be re-instated, but with final warnings relating to illegal stoppages.

This was rejected by Fedcrow which wanted workers re-instated unconditionally.

**T**RADER unions, community organisations and football clubs, including Jomo Cosmos FC, have pledged their support for the 500 workers who have been dismissed by a group of chainstores.

The chairman of the Federal Council of Retail and Allied Workers' Union (Fedcrow), Mr Masilo Mpiti, said they were ready to intensify the boycott of the stores, Jet, Sales House and Edgars, if management showed unwillingness to re-open negotiations.

The workers were sacked after going on strike in support of several demands, including the request that a white store controller be dismissed because he "uses racist remarks" at the Blackheath store.

Since their dismissal three weeks ago, the workers have been meeting at Khotso House in Johannesburg. They sing freedom songs, give black power salutes and on one occasion they staged a demonstration at several stores in the city.

The organisations that have pledged solidarity with the workers are: Fosatu, Cusa, Azapo, Azactu, UDF, National Union of Mineworkers and Jomo Cosmos who donated a substantial amount of money.

The calling for a national day for all Christians to be held on October 9 and asking them to stay away from work was not a "cheap political act" and should not be seen as "a strike" or a "stayaway", the organisers have said.

The National Initiative for Reconciliation Continuation Committee said the call was not a threat but an act of penitence. Appealing to trade unions and political organisations, they said they should neither oppose the call nor enforce it, because any response had to be voluntary.

### 3 held

The three members of the Chemical Workers' Industrial Union who were detained under the state of emergency regulations, have been released. They are T Ntaopane, B Ntshalinshali and B Moholo.

The union has condemned the detention and called on employers to put pressure on the Government to lift the emergency regulations and remove the SADF and the SAP from black townships.

The general secretary of the Retail and Allied Workers' Union, Mr Donsie Khumalo, who is out on R1 000 bail, will appear in the Pretoria Regional Court on November 25 on allegations of intimidation.

Mr Khumalo (30), of Mamelodi, appeared before Mr J A Carsten on September 17, two

weeks after he was arrested following a foiled strike at Harrop Alling, a retail outlet in Pretoria.

The National Union of Clothing Workers has succeeded in getting eight fired workers reinstated in their jobs by taking the case to the Industrial Court.

Eight workers of Nieman Dyers and Finishers in Pretoria were dismissed after a wage dispute. The union had already negotiated their return to work with a wage increase, and had warned the company that it should not victimise any of the workers involved.

The annual conference of the Consultative Committee of Garment, Textile and Leather Workers' Union was held in Johannesburg last week. The meeting was attended by delegates from all the unions who make up the CC.

### Influx

The unions called on the Government to react positively to the report that influx control be abolished. A major focus of the conference was the issues of retrenchment and what the unions could do to protect members.

The trade union unity talks resumed this week after a walk-out by two major unions Metal and Allied Workers' Union and the National Union of Mineworkers.

The two staged a walk-out after a misunderstanding over vital issues, including the draft constitution, disbandment of small unions and on increasing the members of the feasibility committee.

It is understood from reliable sources that the proposed "giant federation" will be inaugurated next year. A crucial meeting is to be held in November/December to decide on the inception day.

The Textile Workers' Industrial Union is to take the management of Associated Spinners to the Industrial Court under section 43 of the Labour Relations Act.

The company has retrenched 41 workers and has dismissed 230 others. Those who were dismissed have been re-employed under new conditions and the union is demanding that they be employed under previous contracts.

The Maritzburg boycott of white shops by black workers has been called off. The boycott committee called it off because it had grown ineffective over the last two weeks after achieving its aim of high-lighting anger felt at the dismissal of workers at

BTR Sarncoi. The Metal and Allied Workers' Union which claims more than 30 000 members, is to call a strike at the end of this month against 70 Transvaal companies who have responded "negatively" to the union's demand for plant level bargaining.

The union has declared disputes with the companies involved at the industrial council. Trade unions have called on employers to

put pressure on the Minister of Law and Order, Mr Louisie Grange, to release all trade unionists detained under the state of emergency regulations and to halt further harassment of their members.

The union which include Fosatu, Cusa, Azactu and several independent unions, were reacting to the arrest of 62 members of Fedcrow and detention of 14 unionists under the emergency regulations.

## WORKERS' DIARY — BY JOSHUA RABOROKO

# Dismissed 500 get support

SOME of the 568 workers who were dismissed from Jet, Sales House and Edgars at a meeting in Khotso House, Johannesburg, yesterday.



138

SOME FOR

2/10/85

31

As is usually the case in situations where there is unrest, South African businessmen have suddenly awakened to the fact that there is a need for change in South Africa.

Recently, they took the bull by the horns when they went to Lusaka to speak to the ANC — an organisation branded by some as terrorist and communist — about the deteriorating political situation in this country.

They also featured in large numbers among top people who met in Johannesburg about two weeks ago to start moves towards the possible holding of a national convention.

In a full-page advertisement ran in some newspapers early this week, the businessmen signed a declaration calling for the acceleration of reform.

They state, among other things, that they reject violence as a means of achieving change and that they support the politics of negotiation. But they do not say anything about the violence used by the Government to maintain the status quo.

Mr Phandelani Nefolovhodwe, chairman of the Azanian Congress of Trade Unions (Azactu), said utterances of white businessmen should be viewed with caution.

He said "The migrant labour system and the influx control laws which humiliate the working class were designed to promote the interests of the capitalists. This makes businessmen part of the problem in this country and we cannot suddenly see them as being on our side."

### Reform

The Kairos document produced by 151 theologians and ministers says it is in the interest of those who benefit from the status quo to introduce a number of reforms in order to ensure that the system is not radically changed so that they can continue to benefit from it as they have done in the past.

The document says there are those who are treated as mere labour units, paid starvation

# Bosses must talk to their workers

## FOCUS

By  
**SAM**  
**MABE**

wages, separated from their families by migratory labour, moved about like cattle and dumped in homelands to starve.

True justice, God's justice, demands a radical change of structures which can only come from below, from the oppressed themselves. God does not bring his justice through reforms introduced by the Pharaohs of this world.

Experience has also proved that reforms coming from the top do not have long-term effects on the people.

The "middle-class" that was created after the 1976 unrest was meant to act as a buffer between the Govern-

Instead of  
calling on  
Govt to  
negotiate  
with  
leaders



BAMCWU's Phandelani Nefolovhodwe.

3/10/85

Sowetan

ment and the masses at the bottom. There were even suggestions by some experts around the early 80s that chances of another 1976 type of unrest were non-existent.

It was believed that blacks were happy with the reform introduced at the time and that they would have no reason to rise against the authorities. They were wrong.

### Fear

Members of the "middle-class" are today joining the masses. They have been radicalised: some to safeguard their interests and others out of fear.

Mr Nefolovhodwe said businessmen could express their concern about the situation in South Africa in the factory floor where they are forever at loggerheads with workers.

His argument sounds sensible. The business-

men would seem to be engaging in a public relations exercise designed to give blacks the impression that they identify with their plight.

This was confirmed by the group's spokesman who told a morning English newspaper that the message in the advertisement was directed at blacks to show them how their employers and the people they buy from feel about change.

But the majority of black people, especially the grassroots level of blacks, do not read newspapers. The few who read them are not among the stonethrowers.

What many people would rather see the businessmen do is to address themselves to the people closest to them and over whom they have control — their employees.

Instead of calling on the Government to negotiate with acknowledged black leaders, they should recognise

trade unions and negotiate better wages and working conditions with them.

They should also accept the workers' right to strike when there is a deadlock in negotiations. They should not dismiss the workers or set the police on them.

### Jobless

It should be borne in mind that some of the people who engage in the violence that has characterised the unrest in the townships once had jobs which they lost through strike dismissals or retrenchment.

Others are still employed but are underpaid, denied promotion, discriminated against and denied the right to belong to unions.

They are the angry people who have an axe to grind with management. Hence the targeting of commercial vehicles and anything that is associated with white employers.

Declarations will certainly not get anywhere near satisfying them.

# Worker alleges (31) night-long ordeal

A 52-YEAR-OLD employee of a leading supermarket chain, who was accused of stealing video recorders, has taken legal action after being allegedly whipped with sjamboks in a night-long ordeal. Sowetan

Mr Alfred Khuse, a father of three, of Tladi township in Soweto, was allegedly assaulted by two security guards employed by Checkers at the store's City Deep, Johannesburg distribution centre. 3/10/85

Mr Khuse, a driver employed by the chain store for 20 years, said the men — one white and the other black — assaulted him in turns at the offices of Shield Security in Brixton on September 25. They accused him of smuggling out four video recorders and other goods from the depot.

He said the guards interrogated him for the whole night and released him the next morning.

"I told them I knew nothing of these allegations but they insisted I should identify those to whom I gave the goods."

The managing director of the chainstore, Mr

Clive Weil, said yesterday that he was aware of the allegations.

He said the store would support any legal action Mr Khuse took against the store or the security company.

"We view these allegations so seriously that we have started our own investigation. We will not tolerate this type of alleged treatment of our staff," Mr Weil said.

(3) B. Day 7/10/85

# Rising costs hit bar coding

THE introduction of bar coding on goods sold across retail counters in SA is beginning to gain momentum — but full-scale implementation of the system is being bogged down by rapidly escalating costs.

First moves towards adopting the international coding system in this country were made two years ago when SA acquired its own EAN code, and the SA Numbering Association (Sana) was formed to control its implementation.

Since then about 900 local manufacturers and suppliers have registered with Sana and are marking all their products with bar-coded labels.

This is good progress in a short time and compares favourably with the development of the system in countries like the UK and West Germany, remarks Sana's Bob Percy.

In the UK, for example, where bar coding has been around for a lot longer, about 4 000 companies are mem-

By CHRIS CAIRNCROSS

bers of Sana's equivalent body there.

"Our performance so far suggests we are probably on a par with Australia or New Zealand," Percy adds.

Coding products is one matter; getting retailers to complete the cycle by installing scanning equipment at checkouts is a different story.

Percy reckons that only about 25 stores throughout SA have installed scanning sites thus far. These include the big chains like OK Bazaars, Pick 'n Pay and Checkers. CNA and Boardmans are also on the list.

The slow start from the retail sector is understandable as there is a high cost in equipping outlets with computer-linked electronic scanners.

This, more than anything else, has caused these retailers to cut back substantially on any plans they may have originally had of using bar-code scanning in a big way.

Pick 'n Pay is, perhaps, one of the more enthusiastic proponents of the system, yet it has introduced scanning equipment into only one of its outlets thus far — its newest hypermarket in Pretoria.

The capital costs for this single exercise, according to Pick 'n Pay executives, is well over R25m.

OK Bazaars is another of the big chains which has pruned back its initial plans for going into scanning in a big way, and only two stores — both in the Transvaal — are being equipped with scanners.

OK's GM management services Taffy Hewson says it costs more than R600 000 just to equip the group's comparatively small Randburg store with hand-held and flat-bed electronic scanners, and he confesses there are still considerable mixed feelings about the bar-coding system.

### A short-time option

Shopkeepers in the eastern Cape, squirming for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours.

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work. The exemption permits working hours, and hence wages, to be reduced by up to 80%. This move followed an application by the local Chamber of Commerce.

Port Elizabeth retailers are now emulating their East London counterparts. The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation. The CEA, however, is not requesting a blanket exemption. Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs.

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasise that their moves should not be interpreted as hostility towards the black community and shopworkers. Says PE Chamber of Commerce director Tony Gilson: "This is not a counter-boycott measure. It is a means of maintaining employment levels."

But Emma Mashinini, general secretary

Financial Mail October 11 1985

of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), is sceptical of the motives. "This is a move to put pressure on people to end the consumer boycott. They are trying to set black on black instead of negotiating and meeting the demands of the consumer boycott committees," she says.

Ccawusa, the largest black shopworkers' union, previously threatened to target stores which use the boycotts to retrench employees for "further action." Mashinini believes that the threat prompted the decision to opt for short-time work instead. And while unhappy about latest developments, Ccawusa clearly prefers them to the retrenchment alternative.

So does Dulcie Hartwell, general secretary of the white, coloured and Indian National Union of Distributive and Allied Workers (Nudaw). "Earning 20% of a normal wage is better than nothing," she says.

One feature of the East London exemption which may soften black hostility is the requirement that short time may be implemented only after full consultation with employees affected. The PE CEA has recommended that consultation be a precondition there, too.

A source at the Manpower Department interprets "full consultation" as meaning that agreement from employees must be obtained before short-time measures are implemented. Complaints from workers about lack of consultation will be investigated by the department, he says.

East London Chamber of Commerce secretary Jock Allison — who estimates that the majority of shops in the area are working short time — says the chamber has informed members of this provision. Most workers have accepted short time, realising that the alternative is retrenchment, he says.

Ccawusa's spokesman in the city, Vumile

Danile, says that the major chainstores, in which union membership is concentrated, have not at this stage implemented short-time work. But the threat of it does not appear to have dampened the enthusiasm of those workers for the consumer boycott.

According to Danile, employees entitled to staff discounts at their workplaces continue to refuse to patronise their stores. But Hartwell believes that the boycott organisers should recognise the "harm their activities are doing to their own people."

While the eastern Cape boycott continues unabated, the boycott in Natal was called off last week. Organisers say the decision was made to prevent divisions in communities and to avoid bloodshed. They allege that the Inyanda Chamber of Commerce has made threats of violence to end the boycott.

And in the Transvaal there is little sign of the boycott having gained widespread popular support.

FM 11/10/85

unaltered

# Extended shopping hours draft ordinance goes unaltered

31

R. Day

15/10/85

THE draft amendment ordinance to allow shops to open between 5am and 11.30pm is to be submitted to the February sitting of the Transvaal Provincial Council unaltered, MEC in charge of shop hours Skippe Botha said in Pretoria yesterday.

He hoped it would be promulgated by mid-May. Botha said the reaction to the draft had been overwhelmingly positive — except from OK Bazaars, which registered

a strong objection. Even the National Distributive Workers Union, although opposed to the ordinance, had compromised provided the hours were restricted to between 6am and 9pm.

"And I don't believe any responsible local authority would permit shops to stay open after 9pm," he said. Welcoming the decision not to alter the draft, PFP's provincial councillor Alan Gadd said the need for extended

GERALD HELLY

hours was unarguable and virtually all concerned — municipalities, commerce and traders' associations — fully supported the move.

Ok Bazaars director A. A. Fabig said shifts would have to be rescheduled and some staff would have to work less pleasant hours. More serious, he said, some stores would elect to stay open on Saturday afternoons.

Saturday would then become a full working day, and staff would be deprived of their one-and-a-half-day weekend. A half day on Monday would hardly compensate.

Another issue was the safety of staff who would have to go home at night.

"We feel, too, the flexible hours will be inflationary. There are only a finite number of retail rands to be spent, and we don't believe there will be significant turnover increases."

Fabig added that it was vital if the ordinance did become law, that the list of restricted items should be abolished.

"It would be a disaster unless all items across the board can be sold."

Checkers executive director Lionel Blakeman said Checkers supported the move in principle.

"If a store wants to remain open and it considers it worthwhile, then it should be allowed to do so."

Consumers will pay, warn unions

# Extra shopping hours opposed

TRADE unions yesterday restated their opposition to extended shopping hours after the announcement by MEC Skippie Botha that a draft ordinance permitting shops to remain open between 5am and 11.30pm would come before the Provincial Council in February unaltered.

National Union of Distributive and Allied Workers Union general secretary Dulcie Hartwell said longer hours would be inflationary.

Her view was backed by the SA Society of Bank Officials, the Commercial, Catering and Allied Workers Union and the National Council of Transport Workers.

Hartwell said she agreed fully with the OK Bazaars, which has argued that extended shopping hours would lead to price rises.

"Shoppers must watch closely the pattern of prices in Hillbrow (Johannesburg) when late shopping starts there. Employers' costs must rise and will be recovered from consumers," she said.

## Pretoria Bureau

If the ordinance had to go through, it should restrict shopping from 6am to 9pm, Hartwell said.

Pick 'n Pay chief Raymond Ackerman said that although extended hours placed an extra burden on management and staff, they would be in the interests of consumers.

Experience in Cape Town, where shops could open from 6am to 9pm, had shown clearly the strong demand for flexible hours. The effects of extended hours on turnover had been favourable.

Meanwhile, PETER WALLINGTON reports that while the Hillbrow Traders Association has welcomed the move, it would have liked extended hours to be implemented immediately.

Spokesman Peter Rose said shopkeepers had waited a long time for flexible shopping hours and saw no reason why they should wait any longer.



# Boycott shops may cut wages

THE Chambers of Commerce in Queenstown and East London have threatened to cut employees' salaries by as much as 80 percent in a counter move to end trading boycotts.

The organisations have already been granted exemption from wage determinations to enable them to cut wages and hours to 20 percent and Chambers in other areas affected by the boycott have indicated they may also apply for exemption.

The wage determinations lay down that employers may not pay workers

less than two thirds of their full wage in a short-time situation.

A statement by the Queenstown Chamber said the move was designed to enable employers "to fulfil their obligation to existing employees" without having to resort to further drastic action such as retrenchment.

However the secretary of the East London Chamber, Mr Jock Allison,

## WEEKLY MAIL REPORTER, East London

conceded that it was also a way of putting pressure on the black community to end the boycott.

In Queenstown a stage-by-stage reduction of hours and wages is envisaged, leaving the employee with 20 percent of the full wage. This

means that after five weeks some workers may work for as little as one day a week.

In another development in Queenstown, housewives are following suit and putting their domestics on "short time".

This follows a call made to them in a pamphlet which said domestics were "having their cake and eating it while

businesses are grinding to a halt".

The pamphlet told housewives they could help by "for instance telling your domestic that you can only afford him/her once or twice a week and that their remuneration will be adjusted accordingly".

The pamphlet made other suggestions for ways in which housewives could "help" including not allowing domestics to take food and provisions home to the township. This was "only feeding the intimidators" it said.

CAPC Times 12/11/85  
31

## Outlook bleak for commercial workers

JOHANNESBURG. — Few workers can expect year-end pay increases that will keep pace with inflation, according to forecasts released yesterday.

Many employers struggling for survival may be forced to announce a pay freeze, the Associated Chambers of Commerce warned.

Mr G A V Brett, secretary of Assocom's manpower committee, said the outlook was bleak for a number of firms in the commercial sector, particularly in the distributive and retail trades.

"Workers awarded increases around 10 or 12 percent can count themselves as fortunate.

"The economy is no longer dependent on simple economic factors, but is influenced by political events."

A survey by P-E Corporate Services of 800 companies in the industrial and commercial sectors, found that average pay rises would fall far short of the expected inflation rate of 18 percent next year.

A spokesman said: "It will be the third or fourth year in a row that living standards will have to be cut. We estimate that no fewer than 85 percent of employees should brace themselves for increases of 10 percent at best — and often lower.

"Workers in the construction industries will be worst hit. The most favoured will be employees in the financial institutions." — Sapa

1/19/85 22/11/85

CITY/NATIONAL

## Cut-price petrol scheme 'could mean loss of jobs'

Staff Reporter:

THOUSANDS of jobs are at stake if the move to self-service, cut-price petrol is allowed to grow, according to South African Motor Traders Association chairman Mr George Beckman.

The move has been initiated by a major super market group which is expecting to have the scheme in operation at 12 centres countrywide — including Brackenfell — by the start of the Christmas holidays.

Mr Beckman said there was no doubt that if self-service spread it would eliminate jobs in the industry and would also threaten medical aid and pension schemes — but would benefit only large operators who could afford the sophisticated equipment to monitor sales.

"This thing also cuts both ways," he said.

"If we end up in a situation without price control then big operators in cities will be able to sell at lower prices but owners in rural areas could decide to raise their profit margins and charge more.

"Not only are they threatening employee security and benefits but a delicate balance which has been built up over 70 years.

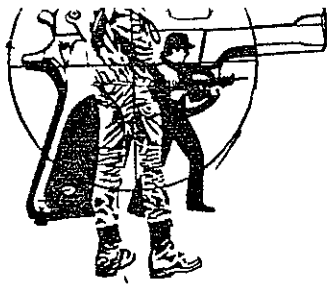
"It is not as though anyone is profiteering out of petrol sales.

"Our profit margins are fixed at 5.2c a litre and at the last analysis only three percent of our members, big dealers, were making substantial profits on their petrol sales.

"Without profits we could not continue employing forecourt attendants and that would just lead to more unemployment — and we've got enough of that already.

"Cut-price petrol is a wonderful marketing gimmick but it is irresponsible and a lot of our members are very uptight, especially those in the Brackenfell area.

"They have stuck by the rules because they see them as being for the benefit of everyone and now they are being threatened by a major chain which could more usefully pass these cost cuts on to consumers through food prices."



# Gas-pump gan.

31

22/11/85 August

SEVERAL petrol pump attendants in Cape Town have been wounded this year in the spate of hold-ups that have followed the sharp increases in the price of petrol and the fact that filling stations are now permitted to sell fuel at night.

So far this year there have been 118 attacks at garages in the Peninsula and R70 000 has been stolen, according to the Peninsula murder and robbery squad.

The squad only investigates robberies in which firearms are used, so these figures do not include attacks with knives or other dangerous weapons.

In most of the cases, the lives of petrol pump attendants were at risk for a few rands.

Shots were fired on at least four occasions and at least two attendants were hit.

## Risk factor

The high number of attacks at garages in relation to other violent robberies can be gauged from the fact that the Peninsula murder and robbery squad has investigated only 37 bank and building society hold-ups in the same period this year.

Because of the risk factor to attendants, suggestions are being made that the manner in which petrol is sold at night should be changed.

Experts point out that if clients buying petrol outside office hours were forced to pay the exact purchase price and this money was deposited immediately in a safe, the attendants would have no change on them — and they would not be worth robbing.

Police say the attacks on petrol pump attendants have become one of their greatest headaches and that there appears to be no way to stop the robberies.

## Worst hit

There is no real pattern to where and when they happen. Worst hit have been garages in Grassy Park where there have been 14 attacks. But in Philippi there have been 12 robberies, Athlone 11, Mitchell's Plain and Bishop Lavis nine and Lansdowne and Woodstock eight.

There have also been attacks in Elsies River, Parow, Steenberg, Kuilsriver, Bellville, Retreat, Kraaifontein, Manenberg, Mowbray, Claremont, Cape Town, Maitland, Durbanville, Guguletu, Goodwood, Diep River, and Ravensmead.

## Sunday, Monday

On average, most of the robberies occur on Sundays and Mondays but no day can actually be described as safe as can no hour of the night.

Police complain there is an added

problem to the investigation of the robberies — many of the victims leave their places of employment shortly afterwards leaving no forwarding address.

Suggestions have been made that some of the attendants have been fired after being attacked.

A spokesman for the Garage and Allied Workers' Union said the recently-formed body had, as yet, received no complaints about the dismissal of staff after robberies.

## Cash shortage

However they had heard of an across the board levy being made on attendants salaries if there was a cash shortage — even if the attendant was not in charge of the money.

According to the union, attendants earned about R46 a week on average.

A spokesman for one major oil company said the principle of paying the exact amount had been found to have a "lot of merit" by the company's marketing division.

However the division could foresee difficulties with the implementation and wondered about whether the measure would not an imposition on the right and freedom of choice of the individual.

## Regulations

The firm's legal department had found that the idea would be easy to implement. All that would be necessary would be for the Motor Industries Federation to ask the Minister of Mineral and Energy Affairs to change regulations governing the sale of petrol.

A spokesman for the Motor Industries Federation said it was aware of the present situation but robberies had been happening for years.

## Unemployment

"Possibly the recession, unemployment and the high price of petrol is resulting in an increase in this type of crime."

"Also stations that are open 24 hours a day are fairly easy to hit."

The spokesman said the problem had not been discussed as far as "no change" purchases were concerned but that this would now be brought up at a bi-monthly meeting of the executive committee of the Western Province division of the SA Motor Traders Association.

Dr L Alberts, director-general of the department of Mineral and Energy Affairs, said he personally felt the suggestion was a "smart idea". However he felt there might be problems, especially if it led to automatic pumps and a subsequent loss of jobs.

He said that any attempt to change the regulations would have to come in the form of a request from the MIF.

## No facilities, p

MOST night-shift petrol pump attendants at 24-hour service stations earn a weekly wage of between R70 to R85 — without tips.

Often the conditions under which they work are poor. Shelters are small and offer little comfort or warmth during cold nights.

According to the pump attendants at a Bonteheuvel service station that has been particularly hard hit by robbers this year, they are not members of a union and receive no benefits such as paid leave, paid sick leave or accident pay.

They work a 13-hour shift from 6pm to 7am the following day.

The men have no facilities except a toilet and are not even able to make themselves something warm to drink.

Told of the men's claims, Mr G M Heneke of the Motor Industries Combined Workers Union said such conditions seemed highly improbable. Attendants have to contribute to a pension fund, he said, and it was required by law that they should get

year there have been 118 attacks on petrol pump attendants at gas stations on the West Coast of the Cape Peninsula and R70 000 has been stolen. **STEPHEN WROTTESELEY** and **T DU PLESSIS** investigate the reasons why there are...

# S-pump gangsters

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## Shortage

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## Employment

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A spokesman said the problem was discussed as far as "no purchases were concerned" would now be brought to a monthly meeting of the executive committee of the Western Cape Division of the SA Motor Association.

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## No facilities, poor conditions

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Told of the men's claims, Mr G M Heneke of the Motor Industries Combined Workers Union said such conditions seemed highly improbable. Attendants have to contribute to a pension fund, he said, and it was required by law that they should get

workmen's compensation if injured at work.

"There are garages, of course, that take chances," he said.

According to Mr Y Singh, owner of another service station in Bonteheuwel, hold-up gangs usually strike between 11pm and 3am after keeping their targets under observation for some time.

Mr Singh closes his service station at 9pm every night. He says he does not believe in exposing his pump attendants to dangers he would not face himself in what he terms a high risk area.

The situation is not bad at all 24-hour service stations, however.

At one filling station in Mitchell's Plain, pump attendants sit behind a bullet-proof window in the main building at night. The pumps are computerised and can be controlled from inside the building.

Customers help themselves to petrol at the pumps and deposit their money in a special drawer which is passed in under a bullet-proof window. They receive their change in the same way.

Strike held off as  
talks go ahead

By Jon Qwelane

31  
The strike planned for Saturday at CNA branches and warehouses was deferred pending the outcome of talks today between the Commercial, Catering and Allied Workers' Union (Ccaawusa) and management.

However, a picket of the CNA headquarters in Commissioner Street, Johannesburg went ahead on Saturday.

More than 700 workers had intended striking in support of wage demands, but when the Minister of Manpower granted an application for a conciliation board on Friday afternoon, the strike was deferred.

On Saturday pickets took up positions outside the CNA headquarters and the Carlton Centre branch.

Workers congregated in the hall of the South African Council of Churches and a number left every hour to relieve pickets.

# CNA and union settle wage dispute

By Sheryl Raine

A wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union was settled this morning when the parties agreed to an increase of R580 a year for shop assistants and other helpers.

Strike action by 700 CNA workers, which was temporarily suspended at the weekend pending the outcome of talks this week, has been cancelled.

In a brief statement CNA said an amicable settlement had been reached. Workers would receive the following increases: R20 a month effective from August 1, a further R20 a month from October 1 and an additional R35 a month from April 1 1986.

Before the conciliation board began its hearings on the dispute the union was demanding an increase of R600 a year and CNA was offering R537 a year.

Mr Michael Wright, the personnel resources manager of CNA, said the settlement also included an undertaking of full productivity from the union over the Christmas period.

**Attempts to resolve  
wage dispute continue**

Efforts to resolve a wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union resume today.

A conciliation board established by the Minister of Manpower to settle the dispute sat for the first time on Monday and talks were adjourned until today.

A strike scheduled for last Saturday by 700 CNA shop assistants and helpers was suspended pending the outcome of the conciliation board hearing.



## Another 14 boycott leaders held — report

STAR 20/12/85

At least 14 consumer boycott officials from the the West Rand townships of Kagiso and Munsieville were detained on Wednesday night, according to reports.

If the detention of the 14 is confirmed, it will bring the total number of people detained in the PWV area since last Friday to 21.

The 14 who are said to have been detained in the West Rand are also members of the Kagiso Youths Congress (Kayco) and the Krugersdorp Residents Committee (KRC).

According to a spokesman for both organisations, "four of our members were rounded up, beaten and released".

The spokesman added that, in a bid to root out thuggery and hooliganism during the enforcement of the boycott, 15 knives and other weapons were confiscated from people posing as

members of the boycott committee. "This was just an example that violence associated with the consumer boycott will not be tolerated."

He added: "We want white businessmen to take this up with the Government so it could be realised that we are also human beings and our demands need not be suppressed."

Meanwhile the Azanian Student Movement (Azasm) also urged the black community to intensify the consumer boycott to drive home a political point.

But Azasm's national publicity secretary, Mr Gamolemo Mokaie, warned: "Azasm also supports the black youths who exercise restraint in a bid to see the programme is successful."

"The last thing we can afford to do is to alienate the very community we seek to stand behind us."

# CNA workers set to strike over wages

By Shervi Kain

About 700 workers are poised to strike in support of wage demands at CNA branches and warehouse tomorrow according to the Commercial Catering and Allied Workers Union.

A CNA spokesman said yesterday the company had made plans in anticipation of the strike by 704 union members and service levels would not be affected. Strike targets included the company's Johannesburg and Durban warehouses and retail outlets.

Following unsuccessful attempts to resolve a dispute declared in August, a conciliation board to be established by the Minister of Manpower was applied for on October 3.

In terms of the Labour Relations Act, the Minister has 30 days to report. However, this morning no report had been received.

A union spokesman said a strike ballot was held this week and the union received a 97 per cent vote in favour of strike action.

COMMERCE - LABOUR - 1986

JAN —

NOV —→ DEC,

# 24 arrests after OK pickets

TWENTY-FOUR <sup>9/11/86</sup> workers are believed to have been arrested after the nationwide picketing of strike-hit OK supermarkets yesterday.

According to Commercial Catering and Allied Workers' Union (Cawusa) representative Saliem Vally, nine workers were arrested at the OK's Eloff Street branch in Johannesburg, two each in Randfontein, Eastgate, Pinetown and Durban North.

Three workers were arrested in Port Elizabeth and Umkhlanga Rocks, and one at the Kerk Street branch in Johannesburg.

According to Cawusa, the nine arrested at the Eloff Street branch were dragged into the shop by OK security personnel and locked in the canteen until police arrived.

OK representative Keith Hartshorne said one person was initially apprehended by OK staff at the Eloff Street store after customers complained about "intimidation".

He said the police had been asked to "take over from there".

"Apparently they also arrested eight others outside the store," Hartshorne said.

He was not sure why the others had been detained, but thought it could be because of similar complaints of

intimidation.

He confirmed that police had acted against strikers at two other branches, but said this was "not on our instructions".

He said managers had been told it was company policy not to interfere with picketers on public property.

At the Eloff Street branch, workers — who early this week refused to be paid through an opening in the goods receiving bay — went to fetch their money yesterday, and several picketers stood at store entrances.

The workers said they agreed to go into the goods receiving area and leave through a side door (an offer they refused early this week) "to show the world how rotten, intransigent and arrogant the OK is," according to a shopsteward.

Police drove past the supermarket several times but made no attempt to stop or confront the picketers.

There was also a heavy police presence at the OK's Sandton store yesterday, but no incidents were reported.

Cawusa said it hopes to continue with the pickets until the strike is over.

By SEFAKO NYAKA

31

Durban's new exhibition centre on the health and beauty and agriculture.

able future. In the business mood," says John Knock-... improvement... had been... able future.

Call to use powdered type in protest

# Public is urged: Don't buy fresh milk for a week

*31*  
*BUS DAY TO 11/86*

THE National Consumer Council has called on consumers not to buy fresh milk for a week in protest at the latest price increase.

Chairman Betty Hirzel urged consumers yesterday to use powdered milk instead of fresh milk and said the move, if successful, would force distributors to reconsider the 6c/l increase.

"Powdered milk is an excellent substitute for fresh milk because it contains the protein which is the most essential constituent of milk," Hirzel said. "There is an enormous surplus of powdered milk and it is considerably cheaper than fresh milk."

Powdered milk manufacturers have promised to reduce prices by 65c a kg. Meanwhile Consumer Council director Jan Cronje has accused the distributors of price-fixing.

Cronje said he was "amazed that a simultaneous price hike was announced by milk distributors.

"It is ironic that against a background of a big milk surplus, distributors fix the same price rise."

He said although the Milk Board accepted new distributors who met certain requirements, it was "obvious there were too few distributors to make free enterprise work".

He asked whether the nature of these requirements was making acceptance to

GERALD REILLY

the milk distributive trade difficult, or whether established distributors had closed ranks to keep newcomers out.

The council said it supported the view of Agriculture Minister Greyling Wentzel that supply and demand should regulate prices. Cronje said spiralling prices were forcing consumers to use consumer resistance to combat inflation.

ALAN PEAT reports that fresh milk consumption has declined in recent years as consumer prices have risen.

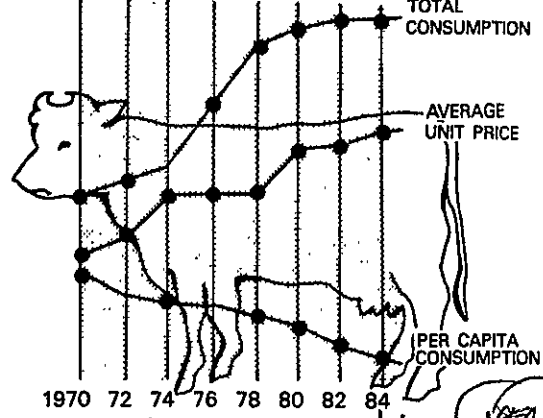
Since milk price controls ended in July 1983, the consumer price has risen by about 30%. Experts say milk consumption is directly related to price, despite other factors such as health.

A member of the milk industry said: "The health stigmas have proved to be only temporary aberrations. Price is the influencing factor. This is particularly true among blacks, whose allowable income for such products is low."

At the turn of the century, the producer price of milk was 4c/l. This rose slowly until 1963, when the price breached the 6c/l level. Since then, the producer price has risen by more than 510% and the per capita consumption has fallen by over 40%.

In the same period, the total consumption of milk in its many forms has risen less than 7%.

SPILT MILK  
TRENDS IN MILK CONSUMPTION  
& PRICE



*BUS DAY TO 11/86*

## Local packaging could limit rises

ALAN PEAT

SAPPI and Mondi are competing to produce a locally-manufactured paper board suitable for milk cartons.

A successful product could reduce future increases in the retail price of milk.

The increased cost of imported packaging was given as a major cause of the latest price increase.

Both Sappi and Mondi said yesterday they were testing local production equipment and had made "encouraging" progress towards producing the complicated board used for milk cartons.

Executives of both companies said the reason for non-availability of the board until now was lack of necessary high-tech plant facilities. Major capital expansion by both companies last year had made these facilities available.

Sappi hoped to have the board commercially available by the middle of this year and Mondi before the end of the year.

Metal Box Liquid Packaging and Tetra Pak, two major producers of milk cartons, both welcomed the prospect of local raw materials.

A Dairy Board spokesman said: "We hope distributors will be able to keep the price of milk down for longer with local packaging material."

# Cape urges youth jobs plan

WIC Argus 18/1/86  
By DALE

LAUTENBACH  
Weekend Argus  
Reporter

31  
THE Cape Town Chamber of Commerce has stepped in to help thousands of school-leavers and graduates who have joined the ranks of the unemployed.

The chamber has proposed a youth training scheme and suggested that Assocom refer the plan to the National Manpower Commission.

If put into action, the scheme could provide a positive bridge of training and temporary employment between school or university and the employment sector.

Describing the plan in its latest bulletin, the chamber suggests employers and the State contribute towards an allowance for each candidate enrolled in the scheme.

## Subsistence

The young person would receive a month's "induction training" and would work for 11 months with a company while receiving a subsistence allowance.

The chamber warns too that without help now, young people could drop out of society and become a serious burden to relatives, friends and the State.

"Without experience in the employment sector it is extremely difficult for individuals to adjust to a situation of non-employment and provide for their own existence."

The chamber's suggested scheme is similar to those used in the United States and Britain when young people were offered induction training and subsidised jobs with companies who took them on temporarily.

Cape Times  
21/1/86

## Twelve garages robbed in month

Crime Reporter

THREE petrol attendants were shot, wounded and robbed of a total of R500 at the weekend.

The latest spate brings to 12 the number of petrol station robberies in the Peninsula this month.

Captain Jan Calitz, a police liaison officer for the Western Cape, said the first robbery was about 2.40am on Saturday when three men shot petrol station attendant Mr Frank Meshlonibala, 64, in the stomach at Ben Foster Motors in Coronation Road, Maitland.

Two other robberies followed the theft of an Oudtshoorn-registered car from outside a Foreshore hotel on Saturday.

Using the stolen car's registration plates, a gang of four men held up two petrol stations in different cars.

Mr Gert Bloem, 35, an attendant at Gerhard Motors in Voortrekker Road, Kuils River, was shot in the hip at point-blank range seconds after an expensive German car pulled up at the petrol pumps.

About 5am, Mr Arthur Masango, 38, an attendant at Trek Stop Motors, Voortrekker Road, Maitland, was confronted by four men who pulled up in a saloon car. The men fired two shots, hitting Mr Masango in the upper leg and hip.

Captain Calitz and Mr George Beckman, chairman of the South African Motor Traders Association, appealed to motorists to use credit cards or pay in exact cash amounts when buying petrol after hours.

## Petrol-pump man robbed

Staff Reporter

*AKGUS 3/2/86 (31)*  
ARMED robbers snatched R251 cash and a radio from a Mitchell's Plain petrol-pump attendant.

Mr Charles Brewis, 38, is the 20th late-night pump attendant to be robbed this year in the Western Cape.

He was threatened by three men about 11pm on Friday while on duty in Eisleben Road.

Most of the victims have been confronted by three armed men. Lieutenant Attie Laubscher, police liaison officer, declined to comment on whether the same gang is suspected of being responsible for the robberies.

No arrests have been made, he said.



(31)  
31

## Police seek two suspects

Crime Reporter

**POLICE** yesterday released pictures of two men, one of whom is believed to be responsible for at least eight recent petrol station robberies in the Peninsula and both believed to have been involved in the murder of a hawker in Kensington on Saturday.

The hawker, Mr William Lamberts, died of a gunshot wound in Grootte Schuur Hospital after he was attacked and shot by two men while collecting money in Loods Plein, Kensington, about 7.30am.

Police believe the two suspects teamed up after Mr Kevin van den Heever, alias Kevin Josias, escaped from Athlone Magistrate's Courts on January 12 by allegedly using another su-



Mr Gary King, alias Gary Heldsinger.



Mr Kevin van den Heever, alias Kevin Josias.

spect's name and being granted bail.

Mr Van den Heever had been awaiting trial for allegedly robbing a bus driver in Manenberg last month.

He can be identified by a fresh gunshot wound on his right forearm.

The second suspect, Mr Gary King, alias Gary Heldsinger, was last known to be living in

Bokmakierie, Athlone. Detectives believe he is the mastermind behind at least eight of this year's 22 petrol station robberies in the Peninsula.

Both men are armed and considered dangerous.

Anyone with information is asked to contact police radio control at 10111.

# Men snatch R1 400 in 26th garage raid

Staff Reporter

LATE-NIGHT petrol station robbers snatched more than R1 400 in the 26th such robbery in the Western Cape this year.

Three armed men threatened an 8th Avenue, Kensington, attendant on Wednesday night and fled with R1 404.

The attendant, Mr Skosana Matzikula, 35, was not injured, said Lieutenant Attie Laubscher, police liaison officer.

This year armed men have robbed late-night station attendants of about R3 000 and at least four attendants have been shot and wounded.

Several methods of stopping the robberies have been suggested by bodies connected to the petrol industry.

The Garage Workers' Union has said it supports the proposal that garages demand exact payments for petrol sold late at night.

Recently Mr George Beckman, chairman of the Western Province division of the South African Motor Traders' Association, said he felt most garage owners did not feel a need to act because only a small percentage of the total number of garages had been robbed.

"If three out of 1 000 have hold-ups, it is difficult to convince the remaining 977 until they, too, get robbed," Mr Beckman said recently.

Police have asked customers to pay with credit cards or the exact amount after hours to enable pump attendants to deposit cash in night safes.

ARGUS 2/86

## R650 taken in two petrol station robberies

Staff Reporter

FOUR armed robbers fled with R400 today after holding up a petrol station attendant.

Mr Wellington Naukidiku, 28, an attendant at a station in Jakkalsvlei Road, Bonteheuvel, was robbed soon after midnight, said Lieutenant Attie Laubscher, police liaison officer.

Last night a Philippi pump attendant was robbed of R250 by two armed men, bringing the number of station attendants robbed in the Western Cape this year to 28.

Mr S Bondele, 27, was robbed about 7.45pm while on duty at a Lansdowne Road service station.

No arrests have been made.

● A 62-year-old Simondium woman is in a serious condition in Paarl Hospital after being beaten with an iron pipe.

Mrs Magdalena Klein, owner of Vredelust Farm, was attacked about 10.15am yesterday by a man who surprised her as she walked through her back door, said Major Frank Alton, Boland police liaison officer.

Mrs Klein was beaten on the head and arms.

Shortly before the attack she had chased two youths out of her garden, he said.

An undisclosed sum of money was missing from the house. No arrests had been made, Major Alton added.

(31)

# Unions shocked at minimum wage exemption

## Labour Reporter

A WAGE Board decision to exempt small businesses in the commercial distributive trade from minimum wage regulations has sent shock waves through unions.

About 500 000 employees are covered by Wage Board determinations and under the latest determination for the industry employers with fewer than five workers are not bound by minimum wages.

A new employer with any number of employees and stores is exempted from the determination for the first year and for the next year can pay 10 percent less than the Wage Board determination.

### Third year

Only in the third year must prescribed wages be paid.

An employer already trading for 12 months and less than 24 at the time of the exemption may pay up to 10 percent less than the determination.

Wage Board determinations for the industry cover the whole of South Africa except Kimberley, where an industrial council operates.

Miss Dulcie Hartwell, general secretary of the National Union of Distributive Workers, was horrified at the move.

"They are asking workers to subsidise businessmen and it is not going to stop there.

"The Temporary Removal of Restriction on Economic Activities Bill gives the President the power, basically, to deregulate any business.

"The whole system of minimum wages is under attack," she said.

The latest report on minimum wages by the University of Cape Town's South African labour and development research unit (Saldru) shows minimum wages in the industry have declined seriously since 1968 and no increases were granted for two years from November 1983.

Real buying power of wages in two categories — shop and sales assistants — dropped by 31 percent from 1976.

12/3/86  
WUSA  
31  
152

# Pay talks to continue

PICK 'N PAY is to continue negotiations today with the Commercial, Catering and Allied Workers Union (Ccawusa) as a nationwide strike enters its fifth day.

Ccawusa and Pick 'n Pay met for six hours on Saturday, but failed to resolve the wage dispute. The union is demanding a R90 a month across-the-board increase. Pick 'n Pay has offered R80, back-dated from March 1, or R60 from March and R30 from July.



Personnel director Rene de Wet said yesterday discussions would continue this afternoon. He said all stores would be open. He estimated the company had lost R5m in turnover since the strike began last Wednesday.

Ccawusa was reporting back to workers countrywide yesterday. Organiser Jeremy Daphne said that, depending on the outcome of the report-back, negotiations could take place this afternoon.

The minimum wage in the industry was R303 a month. The average wage

PETER WALLINGTON  
paid by Pick 'n Pay, said Daphne, was R493.

Daphne said workers would not go back until a settlement had been reached.

He saw statements threatening dismissal as a form of intimidation.

De Wet said no deadlines had been made for workers to return. Nor had any threats of dismissal been made.

Dismissals were a possible course that would have to be looked into should the strike remain unresolved.

About 6 500 workers are involved in the strike.

The dispute took an unexpected turn last week when company chairman Raymond Ackerman claimed a union negotiator — not part of Ccawusa — had told him the strike was part of a plan to make SA ungovernable.

Ccawusa rejected the claim, describing it as "naive and simplistic".

CLOSE

CAR 7/15 AS 25/3/66  
31

# 31 robberies on petrol stations in 1986

Staff Reporter

ARMED robbers escaped with R572 after holding up a petrol attendant in Athlone at the weekend. The robbery was the first on a service station since January this year.

A police spokesman said that two men — one armed — held up Mr Lenox Sonderi, 36, of Silvertown Motors, Kipton-tein Road, Rylands Estate, at 5.45am on Saturday. Mr Sonderi was not injured.

Police are investigating and no arrests have been made.

Police were unable to confirm whether this robbery was connected to the escape from police custody last week of the Peninsula's most wanted man, Mr Kevin van der Heever.

He was awaiting trial on 13 charges of armed robbery on petrol attendants in the Peninsula in January and February this year.

Since the previous arrest of Mr Van der Heever and his alleged partner Mr Reginald Fortune in mid-February, police recorded a marked de-

cline in armed robberies on service stations.

But when Mr Van der Heever escaped last week to join Mr Fortune who had escaped a week earlier, police predicted a new outbreak of armed robberies.

Mr Fortune was, however, shot dead by police at a house in Mitchells Plain on Friday. He was also wanted for 13 armed robberies on petrol attendants and murder of a vegetable vendor.

Police have arrested three people in connection

with the theft of a television camera and a recorder from the car of a foreign news team in Athlone last week.

A police spokesman said yesterday that a television camera and videos worth R65 000 were recovered from a township home.

The equipment was stolen from the parked car of two Visnews correspondents in Beverley Street, Athlone, at 4pm on Friday.

The spokesman said that three men, aged 23, 27 and 35, will appear in court today.

CAP TOWN 2/1/86

# Two garages robbed

Staff Reporter

TWO petrol attendants were robbed of more than R1 000 at the weekend — bringing to 34 the total of armed robberies on Peninsula service stations since January this year.

Hundreds of rands were also taken in several other armed robberies at the Easter weekend.

A police spokesman said yesterday that Mr Jombard Mbebe, 43, of Nissan Centre, Somerset Road, Green Point, was robbed of R540 on Saturday.

The suspected robber was armed, but no shots

were fired.

On Friday two men, one with a firearm, robbed Mr Monty Dodwaxa, 40, of Rendezvous Motors, Voortrekker Road, Parow, of R600.

No shots were fired and no one was injured.

A City Tramways bus driver, Mr Norman Sampson, 35, was robbed of R40 by an armed man when he stopped at the Hanover Park terminus on Saturday morning.

Two men, one with a firearm, robbed the owner of a mobile shop of R450 on Saturday evening.

Mr Abraham Rosenkrug, 19, was standing

next to his shop in Mitchells Plain, when he was accosted. He was not injured.

On Sunday Mr Melvyn Nicolaas, 41, was robbed of R70 and a wristwatch worth R75 by two men, one armed, when he was walking along Bird Road in Athlone.

A Kuils River man, Mr Johannes Charles, 32, was surprised by two men, one armed with a sawn-off shotgun, who called at his home early on Monday morning.

When he opened the door of his Mimosa Street home they threatened him and robbed him of R61.

(31) (A) FM (A) 14/2/86

## LABOUR DISPUTES

### Not OK in the store

Relations between retailers OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) are strained. Last week the company launched an urgent application in the Witwatersrand Supreme Court to interdict the union from inciting its employees to participate in an illegal strike.

The case, originally heard last Wednesday, was postponed to Tuesday this week. But early in the week attorneys for the two parties were trying to reach an out-of-court settlement. The terms that were being debated centered on:

- The union recording that it had, and has, no intention of calling any unlawful strikes;
- Ccawusa undertaking to comply with its recognition agreement with OK; and
- Ccawusa agreeing to draft an agenda for a meeting with the company to discuss a number of grievances.

In his affidavit to the Supreme Court last week, OK general manager (personnel) Richard Blackwell said the company had heard from another retailer, as well as from two of its suppliers, that a national strike at the chain group's stores was imminent. Press reports also quoted a Ccawusa Pretoria branch official as threatening a national strike over the dismissal of an employee from the OK's Menlyn Hyperama.

Blackwell stated that there have already been 11 strikes at OK Bazaars stores this year. All were resolved quickly but the company felt they may represent a build-up to a national strike.

Blackwell also surmised that the strike activity was related to a power struggle within the union.

He pointed out that Ccawusa general secretary Emma Mashinini has announced her intention to step down from her post later this year, and, while acknowledging he had no proof, said the strikes may be connected to a succession struggle.

In reply, the union denied it planned to call a strike. It also denied Blackwell's allegations about a power struggle and said the "minor" Pretoria official had not had the authority to make the alleged statement.

Clearly, there is serious conflict between the union and the company. Prospects for peace in the near future appear to depend largely on the successful outcome of the talks between the two due to be held soon. ■

## THE COMMONWEALTH

### EPG's expected soon

Three members of the Commonwealth Eminent Persons Group (EPG) are expected in SA next week.

They are a former Australian prime min-



Australia's Fraser ... Commonwealth watchdog

ister, Malcolm Fraser, former Nigerian military leader Olusegun Obasanjo, and a president of the World Council of Churches, Nita Barrow.

FM sources say the three are expected to be in the country for one or two weeks. The full EPG group is expected to visit the country later. The group comprises Fraser, Obasanjo, Barrow, Lord Anthony Barber, a former British Chancellor of the Exchequer, Archbishop Edward Scott, the Primate of

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APR 18/46  
**Dairy strike**  
— **guards**  
**for drivers**

The Argus  
Correspondent

PRETORIA. — Dairy-belle has hired security guards to protect temporary replacement drivers during the strike.

General manager Mr D Waldeck said today delivery truck drivers had been intimidated.

Hundreds of Dairy-belle workers are on sympathy strikes at three Pretoria depots and the Turffontein West depot in Johannesburg following the dismissal of strikers at the Clayville factory on April 3.

# Pick 'n Pay staff

## votes to strike

CLAUDE PICKARD-CAMBRIDGE

WORKERS at Pick 'n Pay have voted to go on a national wage strike from May 2 at about 76 supermarkets, hypermarkets and warehouses, according to the Commercial, Catering and Allied Workers' Union (Ccawusa).

And in a separate action, deadlock has been reached in wage negotiations affecting about 350 000 workers in the metal industry.

Three of the 15 unions, party to the metal industrial council, walked out of Friday's meeting in protest at the offer made by the Steel Engineering Industries Federation of SA (Seifsa).

Pick 'n Pay workers want an immediate increase of R90/month. Management is offering a R50 increase backdated to March 1 and a further R40 from October.

There is controversy about the legality of the strike. Ccawusa says it will be legal, while management rejects this on grounds that "negotiation procedures

● To Page 2



# Pick 'n Pay staff votes to strike

have not been exhausted".  
Meanwhile in the metal industry negotiations, Seifsa increased its minimum offer from 26c/hour to 28c, bringing the minimum to R2,18/hour.

Seifsa director Sam van Coller said he was expecting two or three unions to formally announce disputes with the employer body.

□ A legal strike which began at Foschini stores on Friday over the retrenchment of workers continued yesterday.

Foschini's John Corlett said 259 workers were on strike at 55 stores in the Transvaal, Free State and Natal, while Ccawusa's Vivi Masina said almost all

5 000 of Foschini's employees were on strike.

The company says 235 workers have been retrenched, while the union puts the figure at 301.

Ccawusa said yesterday it had launched a boycott of Foschini products. Corlett said the company was distressed at this decision because it had followed all principles laid down in the Labour Relations Act, the Industrial Court and the recognition agreement between Ccawusa and Foschini.

● From Page



# Workers reject pay-rise offer by Pick'n Pay

AKGUS 29/4/86  
Finance Editor

PICK'N PAY'S offer to its workers of R50 a month back-dated to March 1 and a further R40 a month from October 1 had been rejected by the workers' union, the company's personnel director, Mr Rene de Wet, said today.

The union, the Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA), is threatening to call a strike on Friday if the R90-a-month pay increase it is seeking is not granted immediately.

Mr de Wet said the union had refused to hold further discussions with Pick'n Pay management unless the company first agreed to meet its wage demand.

Pick'n Pay has 13'000 full-time employees of whom 5 200 belong to the union. The union is represented in 38 of the group's 82 stores and hypermarkets.

CAN TOLL 29/4/86  
20/3/86

# 235 lose jobs at clothing stores

Staff Reporter

THE Foschini group has retrenched 235 workers from its outlets nationwide following a deadlock between the Commercial, Catering and Allied Workers' Union of South Africa and Foschini management.

Mr Jackie Masuku, a branch secretary of Ccawusa, has alleged that Foschini did not use "recognized dispute-resolving machinery" and unilaterally chose to retrench the workers.

He said Foschini had therefore made "a farce and mockery of South African industrial relations".

Mr Clive Hirschsohn, the deputy managing director of Foschini, yesterday said staff had been laid off only after "intensive discussions" with the union over two years.

Mr Hirschsohn said the group had been "obliged" to reduce its staff "as a result of the adverse economic climate".

He said the retrench-

ments had been inevitable because the past year had been the first that growth in published profit for Foschini "did not exist".

"We conformed with procedures laid down in the Labour Relations Act and as prescribed in the Industrial Court, as well as our own recognition agreement with the union."

Mr Masuku said the union had proposed that rather than workers losing their jobs, "the burden should be shared by introducing short-time or a reduced hours scheme" to be negotiated between the union and the company.

But he said the company was "refusing to listen to the union's proposal", saying such a scheme was unworkable in the retail trade. "Ccawusa rejects this fallacious statement."

Mr Hirschsohn said the scheme had been "very carefully" considered, "but we do not believe it can be put into practice effectively".

...at the Good Hope Centre last night. Kader won by two falls to one. Picture: Richard Bell

CAF Times 29/4/86  
Food chain strike plan

# Laurent Fabius stoned in Old Crossroads

CAF Times 29/4/86

Own Correspondent

DURBAN. — Pick 'n Pay workers around the country plan to strike on Friday in support of their demand for a R90-a-month pay increase.

A spokesman for the Commercial Catering and Allied Workers' Union, said shop stewards voted at the weekend in favour of a national, legal strike affecting about 76 stores and warehouses.

Pick 'n Pay management retorted that only 38 stores' staff were represented by CCAWUSA and said a strike ballot had not yet been held.

Mr Raymond Ackerman, chairman of Pick 'n Pay, could not be reached for comment, but the company's personnel director, Mr Rene de Wet, said an offer to meet the union to resolve the dispute had been refused.

Staff Reporter

THE former French Prime Minister, Mr Laurent Fabius, was showered with glass when rocks smashed the windscreen of the kombi in which he was travelling through Old Crossroads yesterday, an hour after he arrived in Cape Town.

"I'm pleased that I've had this experience, because I can understand the level of frustration and anger in this country — violence, breeds violence", Mr Fabius said immediately afterwards to his driver, Ms Lesley Lidell, a Western Province Council of Churches ecumenical worker.

Mr Fabius described apartheid as "a scandal" at a press conference last night and added that he was in South Africa to support the "fight against apartheid".

Explaining the incident in Crossroads Mr Fabius said he imagined the youths reacted strongly when they saw white people in a bus even though they were Frenchmen and supported human rights. It was obvious that the situation was "very tense".

Mr Fabius and former French Min-

ister of Culture, Mr Jack Lang, were invited to South Africa by Bishop Desmond Tutu. Mr Fabius said he and Bishop Tutu had become friends in France while he was Prime Minister and had reached decisions "related to the fight against apartheid".

Mr Fabius met Dr Allan Boesak in Bellville South soon after he arrived yesterday afternoon and from there he went to Old Crossroads where he visited the Sacla clinic.

"What strikes the visitor even in a short time is the extraordinary gap and confrontation between this area and other areas I've been through", Mr Fabius said.

Asked whether he would meet any members of the government Mr Fabius replied there would be "no point. If Mr Lang and myself should ask to see Nelson Mandela, and to say that he should be freed, we know the government would say, No."

Mr Fabius met Dr Van Zyl Slabbert yesterday afternoon and said that he also expected to meet Mrs Helen Suzman, Mr Jan van Eck and Mr Gavin Relly, of Anglo American.

# We'll strike, says Ccawusa

THE Commercial, Catering and Allied Workers' Union has threatened to call its 5 200 members at Pick 'n Pay out on strike this Friday unless the chain's management agreed to its wage demands.

Ccawusa is demanding a R90-a-month pay increase. Pick 'n Pay management is offering R50 a month backdated to March 1 and a further R40 a month from October 1.

The union has also threatened to call a boycott of Pick 'n Pay stores if the group failed to resolve the dispute.

Mr Rene de Wet, personnel director, said Ccawusa's boycott threat was unreasonable because management did not believe that the negotiating procedure had been exhausted.

"Ccawusa has 5 000 members from 38 Pick 'n Pay stores. This number could increase depending on how much sympathy action they will receive from other stores in the group," Mr de Wet said.

Mr de Wet said he has appealed to the union not to go on strike on Friday, but to resume negotiations. Any strike before Tuesday, when the 30 days conciliation period expires, would be illegal.

Ccawusa said mass meetings had been organised throughout the country. Union members had rejected the

yesterday by a NUM spokesman who said the union would decide on the next step if the Chamber of Mines implemented its principle of "no work no pay".

NUM would call out its members tomorrow. This is likely to affect 20 gold mines.

The strike by 250 Soweto City Council workers was still unresolved yesterday. The striking workers are demanding wage increases.

The workers' rep-

resentatives, the National Union of Public Service Workers, was due to meet council officials late yesterday.

• One big domestic workers' union may soon be formed.

At the weekend representatives of eight domestic workers' unions agreed on the formation of the South African Domestic Workers' Union.

About 20 000 domestic workers were represented at the talks.

By **LEN  
MASEKO**

management's offer.

Meanwhile the strike by several hundred Foshini workers at 55 stores throughout the country, is still on. These Ccawusa members are protesting against the retrenchment of 301 colleagues. Management says 235 workers were retrenched.

Talks between Foshini management and the union have deadlocked.

Ccawusa has accused management of retrenching workers unilaterally, and of failing to use recognised dispute-resolving methods such as mediation and the Industrial Court.

• The National Union of Mineworkers may meet on Friday to review the May Day issue following the Supreme Court ruling which entitled its 200 000 members to strike in support of the commemoration.

This was disclosed

31  
Sewetan 3/1/86

2 Cape Times, Friday, May 2, 1986

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# Pick 'n Pay staff call off strike

**Own Correspondent**  
DURBAN. — The planned nation-wide strike by Pick 'n Pay workers for today has been called off, according to Mr Rene de Wet, the company's personnel director.

And a Supreme Court interdict which the company was to have brought against the Commercial Catering and Allied Workers' Union (CCAWUSA) to stop the strike, has been postponed until 2pm today.

Speaking from Pick 'n

Pay's headquarters in Johannesburg, he said further talks would be held with the union today in a bid to resolve the dispute.

CCAWUSA had threatened earlier this week to call its 5 200 members at Pick 'n Pay to go out on strike in support of their demand for a R90-a-month across-the-board wage increase.

Mr de Wet said the company was willing to drop the interdict if CCAWUSA was willing to negotiate.

7/8/86

Bus DAY

Pick 'n Pay (31)  
staff rejects  
wage offer (31)

CLAIRE PICKARD-CAMBRIDGE

THE Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday rejected Pick 'n Pay's revised wage offer and announced it would take industrial action at more than 60 stores.

The union is demanding a R90-across-the-board increase while the company's latest offer is R80.

Ccawusa organiser Jeremy Daphne said up to 8 000 workers could be affected by industrial action "which could take any number of forms".

The company said it would affect just over 5 000 employees.

Daphne maintained the union's demand was reasonable. The increase to the company's present average monthly wage (R433) would not make it a living wage, he said.

The Rand Supreme Court ruled yesterday that a proposed strike by Ccawusa against Pick 'n Pay between May 2 and May 5 would be illegal.

But the union is to go ahead. It believes the strike would be legal as, among other reasons, 30-days have expired since a conciliation board was appointed to resolve the dispute.

□ A strike at Foschini stores in the Transvaal, Natal and Free State continued yesterday. Workers are demanding the reinstatement of more than 200 retrenched workers.

07080



# Pick 'n Pay sit-in pay strike planned

Not 153

7/5/88  
STRIKE  
About 8 000 members of the Commercial, Catering and Allied Workers' Union (Ccaawusa) were expected to stage a sit-in strike today at 60 Pick 'n Pay concerns around the country after wage talks between the union and the company deadlocked yesterday.

A Pick 'n Pay spokesman said today the group had received reports of work stoppages from stores, but that it was too early to gauge the extent of the strike. Contingency plans had been made and would swing into action immediately.

31  
Housewives had phoned to offer help. School children, university students, casual employees and white monthly-paid staff would stand in for the strikers.

Those expected to go on strike included packers, till operators, cleaners and warehouse staff.

According to company estimates the strike is expected to affect 38 stores, warehouses and hypermarkets and will involve a maximum of 5 200 of its 13 100 black employees.

The decision to stop work follows Pick 'n Pay's failure to meet Ccaawusa's ultimatum to agree to a R90 a month across-the-board increase by yesterday afternoon. Pick 'n Pay has offered the workers a monthly increase of R80, backdated to March 1, or a split rise of R60 from March with a further R30 in July.

# Pick 'n Pay sit-in pay strike planned

not 152

7587  
STKR  
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CHE Times  
7/5/86  
31

# Shop workers plan 'action'

Own Correspondent

JOHANNESBURG. — The Commercial, Catering and Allied Workers' Union (CCAWUSA) yesterday rejected Pick 'n Pay's revised wage offer and announced that it would embark on a campaign of industrial action at more than 60 stores.

The union is demanding a R90 across-the-board increase while the company's latest offer is R80.

CCAWUSA spokesman Mr Jeremy Daphne said up to 8 000 workers could be affected by industrial action "which could take any number of forms", while the company says just over 5 000 employees are affected.

Mr Daphne said the action would be nationwide with the exception of stores in the Western Cape and parts of the Northern Transvaal.

He said both sides had urged each other to reconsider their positions but neither was prepared to back down.

Mr Daphne said the union's demand was reasonable because the company's present average wage of R433 a month, with the increase, would still not be a living wage.

Pick 'n Pay general manager Mr Rene de Wet told Sapa last night that the company had not given in to the wage demands and had asked CCUWASA to return to the negotiating table.

He said: "We cannot continue to try to sort this thing out over the telex machine."

He said the company had contingency plans to deal with any action.

"We intend to trade as normal and trust there will not be too much disruption to customers," Mr De Wet said.

8/5/86  
CT.

# workers begin strike

Own Correspondent  
JOHANNESBURG.

Thousands of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and a bomb blast rocked the shopping centre housing one of the chain's stores here.

Pick 'n Pay property was not damaged and police said they did not believe the blast was related to the strike.

The Commercial, Catering and Allied Workers' Union (CCAWUSA) said 8 000 workers were on strike at 55 outlets in the Transvaal, Free State, Natal and Eastern Cape.

The company said 6 000 workers had stopped work at 45 outlets.

The strike is believed to be the biggest to have hit the company.

Pick 'n Pay personnel manager Mr Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday due to "unruly behaviour" by strikers.

Pick 'n Pay in the Western Cape is not affected as the union is not recognized in the region.

Pick 'n Pay's Benmore store in Johannesburg was closed briefly yesterday after a bomb exploded in the complex where the store is housed.

The bomb had been placed in a fire escape. Several window panes in the complex were shattered in the blast. No one was injured.

In Natal at least two supermarkets were closed yesterday.

Most of the other stores, including the Durban North Hypermarket, stayed open manned mainly by white casual employees and members of the management staff.

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage".

The company is offering an R80 increase backdated to March, alternatively R60 from March and a further R30 from July this year.

Deadlock was reached more than a month ago and conciliation board meetings have failed to resolve the dispute.

City Cavanaugh Sq  
Tiger Valley Farm  
Parril  
Lanlicks  
Pretty Printed Scarves  
with winter scarves

- 25: **Insight**
- 30: **Small Claims Court**: Reviewing all the steps which have to be taken when instituting a claim.
- 50: **Late News**
- 55: **Feature Film: The Black Tent**. Romantic drama concerning an army captain wounded during a Libyan battle who is cared for by Arabs and marries the sheik's daughter.

**BELVILLE FACTORY: Ph 97 4821/2/3**

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# BUSINESS DAY

C (45c + 5c tax) For other prices, see Back Page

8/5/86. BUSDAY

31

## 8 000 Pick 'n Pay workers in nationwide strike

THOUSANDS of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and many were planning to sleep over in the company's canteens last night.

The Commercial, Catering and Allied Workers' Union (Ccawusa) said 8 000 employees were on strike at 55 outlets in the Transvaal, OFS, Natal and Eastern Cape. However, the com-

### CLAIRE PICKARD-CAMBRIDGE

pany said 6 000 workers had stopped work at 45 outlets.

The strike is believed to be the biggest experienced by the company.

Pick 'n Pay personnel manager Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday because of

striking workers' "unruly behaviour".

Pick 'n Pay's Benmore store was also closed briefly yesterday after a bomb blast occurred in the shopping complex where the store is housed.

Pick 'n Pay property was not damaged and police do not believe the blast was related to the strike.

Ccawusa spokesman Jay Naidoo said striking workers had experienced

severe harassment yesterday. This included having a petrol bomb thrown at them when they were gathered in the company's Norwood hypermarket canteen.

Aubrey Zelinsky, GM of the Norwood store, dismissed this report as "absolute nonsense", saying staff

● To Page 2 →

## Stoppage at 45 Pick 'n Pay stores

were sitting peacefully in the canteen singing songs, reports LINDA ENSOR. Black workers at the store and police also said they knew nothing of the event.

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage".

The company is offering an R80

monthly increase — back-paid from March — or, alternatively, R60 from March and a further R30 from July. Deadlock was reached more than a month ago and conciliation board meetings have failed to resolve the dispute.

From Page 1

46615 8/5/86 31.0

## Four Pick'n Pays close after workers stage sit'n stay strike

The Argus Correspondent

JOHANNESBURG. — Four Pick'n Pay stores closed yesterday as a sit-in wage strike by about 6 000 employees continued.

And the group's chairman, Mr Raymond Ackerman, claimed in a speech to the Cape Town Clothing Institute last night that the aim of the striking union was to bring the whole retail industry down and to make South Africa ungovernable.

The group's personnel director, Mr René de Wet, said today that workers at some of stores slept at their work places last night.

### "INTERFERING"

The Commercial Catering and Allied Workers' Union (Ccawusa) could not be reached for comment.

Mr de Wet said the four stores — two in Natal and one each in Vanderbijlpark and Vereeniging — had to be closed because striking staff were "interfering" with customers.

Yesterday, Ccawusa said it was investigating the allegations.

A spokesman charged in turn that a "petrol-bomb type explosive" was thrown into a canteen in which strikers had gathered at the company's Norwood hypermarket. Mr de Wet dismissed this as untrue.

Ccawusa said nearly 8 000 workers at 55 outlets had downed tools. The company put the number of outlets at 40, with 6 000 workers taking part.

● Pick'n Pay stores in Natal will open tomorrow regardless of whether the strike is over or not, Mr Vernon Mitchell, general manager of Pick'n Pay in Natal, said today.

"The only problem is people being victimised. If our workers are threatened for coming to work, then we will have to close some stores."

He said the strike had affected 11 stores in Natal and there were about 100 workers at each store.

They had also been shot in the head.

She then saw Mrs Matakovic, with a single bullet wound in the head, lying face down on a carpet next to her bed. She was lying on a .22 Browning pistol used for target shooting.

### Toddler hanged

Mrs Matakovic was last seen alive on Wednesday between 6 and 7 pm.

She apparently suffered from a nervous disorder, and according to Mrs Engelbrecht, had suffered severe depression since the birth of her youngest child.

Driven home from his engineering firm in Ellisras by a colleague yesterday, Mr Dubravko Matakovic (36), was carried into his mother's home, where he collapsed.

No letters were found at the scene of the family tragedy.

In the Western Transvaal, the Rob Ferreira holiday resort

man and his three-year-old daughter in the bathroom of one of the cottages yesterday.

District investigating officer Major N J R Ferreira said today a worker at the resort called the police when he found the cottage locked from the inside.

Police unlocked the door and found the bodies of 27-year-old Mr Hendrik Jacobus (Hennie) Coetzee of Randfontein and his daughter Chantel.

He said investigations had shown that Mr Coetzee had probably hanged his daughter and himself from a roof beam. A nylon rope was used.

The two could have died two days earlier, police said.

Major Ferreira said Mr Coetzee was divorced from his wife, Maria last December. Mrs Coetzee had custody of the child.

● A Johannesburg man, Mr Alwyn Rautenbach (53), hanged himself with electrical cord in his Berea flat on Wednesday, police said.

## Union denies chainstore boss's claim

By Mike Siluma

The Commercial, Catering and Allied Workers' Union (Ccaawusa) today strongly denied its aim in calling a strike at Pick 'n Pay was to bring down the retail industry, as claimed by the group's director, Mr Raymond Ackerman.

The strike is continuing today. About 4 500 strikers slept in 24 of Pick 'n Pay's supermarkets and five hypermarkets country-wide on Wednesday and last night. Ccaawusa spokesman Mr Jeremy Daphne said workers at all organised stores would con-

tinue with sit-ins today.

Mr Daphne said the union viewed Mr Ackerman's charge seriously and would hold him personally responsible for any State intervention in the dispute.

In a speech to a meeting of the Cape Town Clothing Institute on Wednesday night, Mr Ackerman quoted an unnamed negotiator as saying the union wanted to make South Africa ungovernable and to bring Pick 'n Pay, and with it the whole retail industry, down.

Mr Daphne said Mr Ackerman's statement had potentially grave consequences for the dis-

pute between Pick 'n Pay and Ccaawusa. The union demanded Mr Ackerman publicly dissociate it from the statement allegedly made by the negotiator.

In his speech Mr Ackerman also accused the union of using disgraceful methods.

Rejecting Mr Ackerman's allegations of union intimidation, Mr Daphne said the union regarded Mr Ackerman's "resort to slander with disappointment", and pointed out that Ccaawusa had gone through the full negotiating process provided by the country's labour legislation.

STAR 9/5/86

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# Pick 'n Pay dispute on new ground

31

NEW battle lines have been drawn between the Commercial Catering and Allied Workers' Union (Cawusa) and the strike-hit Pick 'n Pay chain, which accuses the union of trying to destroy the retail industry.

Cawusa has strongly denied this and other statements by Pick 'n Pay chairman Raymond Ackerman, who has quoted an unnamed union negotiator as saying: "We want to make SA ungovernable, we don't care if our workers are dismissed, we don't care if your whole image that you've built up is smashed."

Ackerman said this on Wednesday when thousands of workers began a wage strike at more than 40 stores in the Transvaal, Free State, Natal and Eastern Cape.

Cawusa negotiator Jeremy Daphne said Ackerman's allegations would have "grave implications" for the company's relationship with Cawusa. Daphne said the union was demanding that Ackerman publicly dissociate Cawusa from this

● To Page 2

# New lines for wage strike

"simplistic" statement.

Ackerman told *Business Day* yesterday his information about Cawusa's attitude had come from a Cawusa negotiator in Johannesburg 18 months ago, as well as from Australian unions, the African National Congress (ANC) and the South West African Peoples' Organisation (Swapo) when he met them jointly in Australia to discuss the dispute over Pick 'n Pay's Melbourne site in January. Ackerman said: "I think there are grave implications when a union tells blatant lies about a petrol bomb being thrown at workers in the Norwood hypermarket canteen, when it refuses to meet with management over the past six days and when it issues pamphlets to workers threatening "necklacing" if they do not

sign strike ballots."

He said the union claimed Pick 'n Pay paid "starvation wages", when the company's wages were far higher than those of other retail chains.

Daphne denied that the union issued the pamphlets. He said the union felt meetings with management about the wage dispute were unnecessary because Cawusa had been negotiating over the past two months.

"The union is demanding an increase of R90/month, a bare minimum because the minimum wage is presently R303/month and the average R433," Daphne said. The company is offering an R80 increase, backdated from March.

● From Page



Four stores closed as strike goes on

# 6 000 sleep-in at Pick 'n Pay

By JOSHUA RABOROKO

THOUSANDS of black workers at Pick 'n Pay outlets countrywide continued their sleep-in wage strike yesterday.

The situation remained calm at several of the hypermarkets where more than 6 000 employees are sleeping in, according to a company spokesman.

Four stores at Shelly Beach in Port Shepstone, La Lucia in Durban, Bedworth in Vanderbijlpark and Benmore in Johannesburg — have been closed due to "unruly behaviour of staff towards customers".

The Commercial Catering and Allied Workers' Union was investigating the incidents, the spokesman said.



PICK 'n Pay boss, Raymond Ackerman.

An explosion rocked the Benmore Gardens Shopping Centre in Johannesburg on Wednesday shattering windows. No one was injured. The incident happened near a Pick 'n Pay store, but both the police and management have not linked the explosion to the labour dispute.

A police spokesman said they were investigating the "blast which occurred at 1.20pm beneath steps outside the building".

The police spokesman has denied rumours that there was an explosion in the canteen of a Pick 'n Pay store in Norwood.

Pick 'n Pay chairman Mr Raymond Ackerman said the aim of the striking union was to bring the "whole retail industry down" and make South Africa ungovernable.

Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that "we want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care

if your whole image that you've built up is smashed".

The striking workers are demanding a R90-a-month increase. Their minimum pay is R303 a month. The company

has offered R80 a month, back-dated to March 1, or a split increase of R60 a month from March with a further R30 in July. Workers have rejected the company offer.

Many families carrying food parcels and clean clothes have been flocking to the stores to see their relatives who are sleeping in. In some instances women with babies strapped on their backs visited their husbands, the *Sowetan* found yesterday.



# ACKERMAN TAKEN TO TASK BY CCAWUSA

SQWETAN

PICK 'n Pay chief Mr Raymond Ackerman would be held "personally responsible" for any "state interference" with the Commercial, Catering and Allied Workers' Union following his statement that a union negotiator had told him they wanted to make South Africa un governable.

In a statement strongly dissociating the union from Mr Ackerman's reported comments on Wednesday night, Mr Jeremy Daphne, Ccawusa negotiator, said he was the only Pick 'n Pay negotiator and "no such statement came from myself if he is referring to me".

Addressing a meeting of the Cape Town Clothing Institute on Wednesday night, Mr Ackerman quoted an unnamed union negotiator as saying that: "We want to make South Africa un governable, we don't care if your workers are dismissed, we don't care if your whole image that you've built up

is smashed".

Mr Ackerman said the union leader had told him that if Pick 'n Pay was "brought down" the whole retail industry would collapse.

"We are disappointed in Mr Ackerman's statement," the statement said.

### Impact

"His statement is going to have a grave impact on the dispute.

"He will be making a number of demands to Mr Ackerman related to his statement, one of which is to publicly demand . . . that he publicly dissociate Cawusa from that statement.

"If, as a result of his statement, we experience any state interference, in any form, we will hold him personally responsible."

Referring to Mr Ackerman's reported statement that the union's negotiation methods were "disgraceful and distasteful," Mr Daphne said Ccawusa had "carefully gone through our recognition agreement and the various

dispute resolving procedures".

He said these included a conciliation board hearing "and Ccawusa have at all times in our opinion conducted ourselves in a correct and professional manner. So we are surprised to hear such a statement from Mr Ackerman".

The R10 extra a month the union is demanding "is huge for people earning very low wages," Mr Daphne said.

### Blast

"We also took exception to any link between the current pay dispute and a blast yesterday at a Pick 'n Pay store in Sandton near Johannesburg." No one was injured in the explosion.

Any link between the two was "an insult to the union".

"We are not picking on Pick 'n Pay. What is occurring . . . is a situation where Pick 'n Pay workers have reached saturation point in terms of

poor working conditions and the industrial action is a result of that".

Pick 'n Pay's Transvaal personnel director, Mr Rene de Wet, said yesterday the company would try and continue negotiations with Ccawusa.

The union says it is of the opinion its strike is legal and it too will not negotiate.

Pick 'n Pay workers, whose minimum pay is R303 a month, are demanding a R90-month increase.

Pick 'n Pay has offered R80 a month backdated to March 1 or a split increase of R60 a month from March with a further R30 in July. Workers rejected the company's offer.

The union also said yesterday it was not responsible for pamphlets saying members not supporting the strike would be necklaced.

"We don't know of any pamphlets. The union would not produce such a pamphlet," Mr Daphne said. — Sapa.

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Four stores closed as strike goes on

# 6 000 sleep-in at Pick 'n Pay

By JOSHUA RABOROKO

THOUSANDS of black workers at Pick 'n Pay outlets countrywide continued their sleep-in wage strike yesterday.

The situation remained calm at several of the hypermarkets where more than 6 000 employees are sleeping-in, according to a company spokesman.

Four stores — at Shelly Beach in Port Shepstone, La Lucia in Durban, Bedworth in Vanderbijlpark and Benmore in Johannesburg — have been closed due to unruly behaviour of staff towards customers.

The Commercial Catering and Allied Workers' Union was investigating the incidents, the spokesman said.



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Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that "we want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care

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The striking workers are demanding a R90-a-month increase. Their minimum pay is R303 a month. The company

has offered R80 a month, back-dated to March 1, or a split increase of R60 a month from March with a further R30 in July. Workers have rejected the company offer.

Many families carrying food parcels and clean clothes have been flocking to the stores to see their relatives who are sleeping in. In some instances women with babies strapped on their backs visited their husbands, the *Sowetan* found yesterday.

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# Strike-hit chain stores to open today

Mercury Reporter

IT WILL be business as usual at most Pick 'n Pay stores in Natal today, in spite of strike action by black workers countrywide, a spokesman for the chain said yesterday.

The strikes, called by the Commercial Catering and Allied Workers' Union, closed two supermarkets in Natal on Wednesday — at La Lucia and Shelley Beach — with workers demanding an across-the-board pay rise of R90 a month.

Pick 'n Pay stores, including the Durban North Hypermarket, will be manned mainly by management staff and white casual workers today.

Mr Martin Rosen, general manager of the Durban North Hypermarket, said he had no idea what strategy the strikers would take today but they had met with union officials yesterday.

He said he would have to 'wait and see' what the outcome of the meeting was.

Sapa reports from Johannesburg that Pick 'n Pay chief Mr Raymond Ackerman would be held 'personally responsible' for any 'State interference' with the Commercial, Catering and Allied Workers' Union following his statement that a union negotiator had told him they wanted to make South Africa ungovernable.

In a statement strongly dissociating the union from Mr Ackerman's reported comments, Mr Jeremy Daphne, the union's negotiator, said he was the only Pick 'n Pay negotiator and 'no such statement came from myself if he is refer-

ring to me'.

Addressing a meeting of the Cape Town Clothing Institute on Wednesday night, Mr Ackerman quoted an unnamed union negotiator as saying that: 'We want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care if your whole image that you've built up is smashed.'

Mr Ackerman said the union leader had told him that if Pick 'n Pay was 'brought down' the whole retail industry would collapse.

## Impact

'We are disappointed in Mr Ackerman's statement,' Mr Daphne said.

'His (Mr Ackerman's) statement is going to have a grave impact on the dispute.

'We will be making a number of demands to Mr Ackerman related to his statement, one of which is to publicly demand... that he publicly dissociate our union from that statement.

'If as a result of his statement we experience any State interference, in any form, we will hold him personally responsible.'

Referring to Mr Ackerman's reported statement that the union's negotiation methods were 'disgraceful and distasteful', Mr Daphne said the union had 'carefully gone through our recognition agreement and the various dispute resolving procedures'.

He said these included a

conciliation board hearing, 'and (the union) has at all times, in our opinion, conducted itself in a correct and professional manner. So we are surprised to hear such a statement from Mr Ackerman'.

The R10 extra a month the union is demanding 'is huge for people earning very low wages', Mr Daphne said.

He also took exception to any link between the current pay dispute and a blast on Wednesday at a Pick 'n Pay store in Sandton near Johannesburg. No one was injured in the explosion.

Any link between the two was 'an insult to the union'.

'We are not picking on Pick 'n Pay. What is occurring... is a situation where Pick 'n Pay workers have reached saturation point in terms of poor working conditions and the industrial action is a result of that.'

Pick 'n Pay's personnel director, Mr René de Wet, said the company would continue to negotiate with the union if it could.

The union says it is of the opinion its strike is legal and it, too, will not negotiate.

The union also said yesterday it was not responsible for pamphlets saying members not supporting the strike would be neck-laced.

'We don't know of any such pamphlets. The union would not produce such a pamphlet,' Mr Daphne said.

— (Sapa)

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*Argus 9/5/86*

# Pick'n Pay strikers 'manhandle' customers

*31/12/86*

The Argus Correspondent

DURBAN. — Pandemonium erupted at Pick'n Pay Hypermarket here today when strikers stormed the store, manhandling customers and workers who defied a strike call.

A cashier who asked not to be identified said that when staff reported for work they were met by about 1 000 strikers who told them there would be "bloodshed" if they went inside.

The cashiers ignored the warning and about 30 minutes later the strikers rushed into the building and started "pushing around" staff and customers. The cashier said several customers vaulted over the tills to escape.

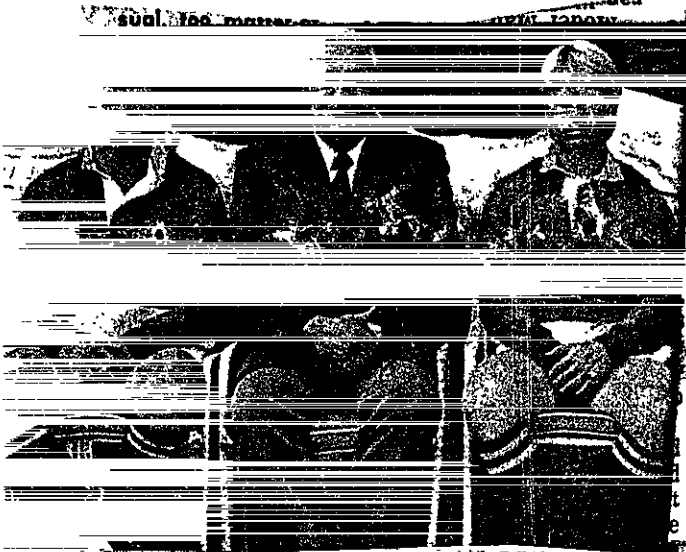
Mr Martin Rosen, general manager of the Pick'n Pay Hypermarket, could not be contacted for comment. However, initial reports are that the store has been closed for the day.

The strike has been called by the Commercial Caterers and Allied Workers' Union of South Africa over a R90 across-the-board wage dispute — which has been agreed to in principle by the management, but on condition that the increases are paid in two instalments. This was rejected by Ccausus.

So far the strike is said to have affected some 70 stores and about 5 000 workers around the country.

Pick'n Pay chief Mr Raymond Ackerman today stood by his claims that Pick'n Pay was a prime target because it was an efficiently run organisation with high staff morale. It was in the front line against militant unions and this had been spelt out to him by union leaders.

Ccausus negotiator Mr Jeremy Daphne denied that the strike was anything more than a wage dispute and that the union was not "gunning" for Pick'n Pay.



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## Pick 'n Pay goes to court over violence

10/3/86 SDA  
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By Estelle Krengeve

Pick 'n Pay has launched Supreme Court actions nationwide in an attempt to prevent violence and intimidation from erupting at shops where workers are striking.

A court order was granted in Bloemfontein yesterday restraining certain people from violence, intimidation or other unlawful acts.

A similar application was heard in the Natal Division of the Supreme Court last night. At the time of going to press, the

● To Page 2, Col 2



Picard carrying Pick 'n Pay workers marching through the giant Norwood store yesterday. The workers have been staging a sit-in at the store from Wednesday in support of wage demands.

SDA 10/3/86 31

## Pick 'n Pay in court bid to prevent violence

● From Page 1

the strike call.

At present, an estimated 6 200 workers are striking at 45 Pick 'n Pay outlets.

A Pick 'n Pay spokesman emphasised that the company was not trying to evict the striking workers by means of court action.

"We don't deny workers the right to strike. If it is a peaceful strike, we can accept it as part of the process leading to negotiations."

It was unacceptable, however, if people's behaviour became so unruly that it scared away customers and workers defying

result of the action was not known.

In Port Elizabeth, Grahams-town and the Transvaal, Pick 'n Pay is in the process of drawing up papers, but management is still assessing the situation in these areas before taking action.

In Johannesburg, talks between management and the Commercial, Catering and Allied Workers Union of South Africa are to start today.

Urgent court actions were initiated after pandemonium at a Durban store when striking workers allegedly manhandled customers and workers defying

# Pick 'n Pay closes 18 stores

JOHANNESBURG. — Pick 'n Pay closed 15 stores and three hypermarkets countrywide yesterday and the pay dispute involving about 6 000 of their workers enters its fourth day today.

Indications last night were that the strike in support of a demand for an across-the-board rise of R90 a month is set to continue today as strikers in most stores slept in the canteens last night.

And in a bid to resolve the dispute which disrupted trading at about 45 outlets countrywide, a top-level meeting between representatives of the management and the Commercial Catering and Allied Workers' Union (CCAWUSA) is to be held in Johannesburg today.

There were also reports of confrontations at some of the stores yesterday as the company released a statement saying that the 18 closures were due to "unlawful and unruly behaviour on the part of striking workers" and was to "protect our cus-

tomers". Pick 'n Pay's chairman, Mr Raymond Ackerman, said yesterday that all the company's employees would receive a letter advising them to reconsider their position and requesting them to return to work by "either Monday or Tuesday next week".

Mr Jeremy Daphne, negotiator for CCAWUSA, confirmed that there had been "incidents" at some of the stores, but these had not been "criminal and unruly".

"One must remember that in a strike of this magnitude, there is bound to be a lot of anger among the workers."

He accused Pick 'n Pay management of "overreacting" to the closing of the 18 outlets and "issuing melodramatic statements". — Sapa and Own Correspondent

## BUSINESS BRIEF

Gold (close) ....	\$345,05
Rand .....	\$0,4755/65
FT index (close)	1330,30
BD 100 .....	1234,80
Dow Jones .....	1.789,43

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CALL TIPS 12/8/86 (31) (31)

# Retail strike negotiations to continue

Own Correspondent

JOHANNESBURG. — Retail giant Pick 'n Pay plans to continue negotiations today with the Commercial, Catering and Allied Workers Union (Cawusa) as a nationwide strike, which involves 6500 workers, half of its staff, and has cost the company about R5m in turnover, enters its fifth day.

Cawusa and Pick 'n Pay met for six hours on Saturday but failed to resolve the dispute, over wage increases, which began on Wednesday. Cawusa are demanding a R90-a-month across-the-board increase, while Pick 'n Pay has offered R80, back-paid from March 1, or R60 from March and R30 from July.

Pick 'n Pay personnel director Mr Rene de Wet said yesterday discussions would continue this afternoon. He said all of Pick 'n Pay's stores would be open. Fourteen stores were closed last week.

Cawusa was yester-

day reporting back to workers around the country. An organizer, Mr Jeremy Daphne, said that depending on the outcome of the report-back, negotiations could take place with Pick 'n Pay this afternoon.

Mr Daphne said Cawusa considered the increase a reasonable demand that would bring workers a "living wage".

The minimum wage in the industry is R303 a month. The average wage paid by Pick 'n Pay according to Mr Daphne is R433 a month.

## Settlement

Referring to earlier reports that workers would be sacked if they did not return to work by a certain date, Mr Daphne said they would not go back to work until a settlement had been reached.

Mr De Wet said no deadlines had been made for workers to return to work, and neither had any threats of dismissal been made.

Dismissals were a possible course of action that would have to be looked at should the strike remain unresolved indefinitely, he said.

The dispute between Cawusa and Pick 'n Pay took an unexpected turn last week when company chairman Mr Raymond Ackerman said that a union negotiator — not part of Cawusa — told him that the strike was part of a plan to make South Africa ungovernable.

## Rejected

Cawusa rejected the claim, and described it as "naive and simplistic".

Sapa reports that Pick 'n Pay closed 16 stores and 5 hypermarkets at the weekend. The company also obtained a Supreme Court rule nisi in the OFS and Natal.

All stores in the Northern Transvaal and Western Cape not affected by the strike are trading normally.



# Pick'n Pay strike: *News 12/15/86* Talks to *3/1/86* continue *182*

The Argus Correspondent

JOHANNESBURG. — Talks between the Commercial, Catering and Allied Workers Union and Pick'n Pay are expected to resume today in a bid to end the five-day strike by about 6 500 employees.

The talks began at the weekend after the company had closed more than 10 of its stores in Natal and the Free State at a cost of between R4-million and R5-million in lost sales.

Pick'n Pay's group personnel director, Mr René de Wet, said the company hoped all strike-hit stores would open for normal trading today after the weekend talks.

He said the company was granted a Supreme Court order in Natal and the Free State at the weekend restraining strikers from acting unlawfully.

The company claims the closure of the stores was a result of unruly behaviour by the strikers. But the union says strikers were merely holding demonstrations.

# New P&P talks due today

Talks between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Pick 'n Pay are expected to resume this afternoon in a bid to end the five-day strike by about 6 500 employees.

The talks began at the weekend after the company had closed more than 100 of its stores in Natal and the Free State at a cost of between R4 million and R5 million in sales.

Pick 'n Pay's group personnel director Mr Rene de Wet said this morning that the company hoped that all strike-hit stores would open for normal trading today.

He added that the company was granted a Supreme Court order in Natal and the Free State at the weekend restraining strikers from acting unlawfully.

The company has charged that the closure of the stores was a result of unruly behaviour by the strikers, while the union maintains that the strikers were merely holding demonstrations.

Ccawusa spokesman Mr Jeremy Daphne confirmed that another meeting with the company was possible this afternoon.

Workers are demanding a monthly increase of R90 as opposed to the company's offer of R80, backdated to March, or a two-phase rise of R60 in March and another R30 in July.

# Costly workers' strike at Pick 'n Pay stores ends: new deal on pay

E-Post 13/5/86. 31  
R2 RCO R35

By CATHY SCHNELL  
THE week-long strike by Pick 'n Pay workers ended today.

After talks which ended at 2.30am today, shop stewards and management representatives agreed to an R85 a month across the board wage increase backdated to March 1.

A spokesman for the Commercial, Catering and Allied Workers Union (Ccawusa) said the union's members had agreed to end their sleep-in strike today, but that workers were given the right in terms of the agreement to take the day off.

Many workers, he said, would attend report back meetings today and "get some sleep" before returning to work tomorrow, he said.

The Pick 'n Pay chairman, Mr Raymond Ackermann, said the strike had cost the company more than R7 million in turnover throughout the country and "we just have to fight to get it back".

Mr Ackermann added: "The ending of the strike is a victory for labour relations.

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife."

A union spokesman said: "We see the settlement as another step towards a living wage for workers.

"We believe the action

taken by our members was legitimate and correct under the circumstances. Overall, the industrial action was conducted in a peaceful and disciplined manner."

A management spokesman, Mr Peter Dove, said all stores appeared to be operating normally today. They were still using casual staff and head office personnel until all the strikers arrived back at work tomorrow.

Workers at the Hunters Retreat Hypermarket in Port Elizabeth went home early today after spending the night in the canteen.

The general manager, Mr Fred Perl, said all the African staff had walked

● Turn to Page 3

Pick'n

PICK 'N  
**Pay**

**talks**

**go on**

Own Correspondent

JOHANNESBURG. — Pick 'n Pay closed five stores in Natal yesterday as union representatives and management continued top-level negotiations into the night in attempts to end the five-day-old strike which has cost the company millions.

The supermarket chain's warehouse in Prospecton and other stores, including the Durban North hypermarket were kept open for trading, manned mainly by white management staff and part-time employees.

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, said that apart from "an ugly incident" between strikers and customers at the supermarket at Kingsburgh there had been no major incidents of violence at other stores.

At Kingsburgh, customers, many of them Transvaal holiday-makers insisting on their groceries, were involved in a punch-up with strikers.

Nobody was injured but the store was shut down by management "for the safety of customers and staff", he said.

Mr Mitchell said the stores that were closed within two hours of opening yesterday were at Maritzburg, Shelly Beach, Kingsburgh, La Lucia, and Empangeni.

#### Increase

Late last night, representatives of the Commercial, Catering and Allied Workers Union (Ccuwsa) were still in a meeting with Pick 'n Pay management in Johannesburg.

The strike is over a wage increase. The union is demanding a R90 across the board increase, while the company has offered R80.

Asked whether he planned to better his offer of R80 a month, the Pick 'n Pay chairman Mr Raymond Ackerman said: "The very fact that I am prepared to negotiate speaks for itself."

It is rumoured that management may meet them halfway by raising their offer closer to the R90 increase.

Only stores in the Northern Transvaal and Western Cape are unaffected by the strike.

# CHAIN STORE STRIKE SETTLED

ARGUS  
13/5/86

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~~13/5/86~~

DURBAN. — After 11 hours of negotiation the five-day strike at Pick'n Pay ended today with a compromise pay deal.

The supermarket chain and the Commercial, Catering and Allied Workers' Union of South Africa agreed to an increase of R85 a month.

Pick'n Pay chairman Mr Raymond Ackerman said the end of the strike was "a victory for labour relations".

About 5 000 workers from stores throughout the country went on strike last week to press demands for a R90-a-month wage increase. Management offered R80 a month backdated to March 1.

Mr Ackerman said negotiations with union representatives began at 5pm yesterday and ended at 4am today.

## No strike pay

He said: "Negotiations were difficult. The union dropped its demand of R90 a month and after some hard negotiations we finally settled for R85 a month. It was also agreed there would be no strike pay."

"Everything should be back to normal today at most of our stores."

"The ending of the strike is a victory for labour relations. I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife."

Mr Ackerman said the strike had cost the company more than R7-million in turnover nationwide and we "just have to fight to get it back".

● Employees would receive their R85 a month across-the-board increases next Wednesday, according to Mr Frans van der Walt, the chain's chief personnel director.

Mr van der Walt said all workers would receive the increase.

## Battle

He said 16 stores were closed on Friday, eight on Saturday and six yesterday. Strike action was aimed at stores in the Free State, Natal and Transvaal. Stores in the Western Cape were not affected.

● No action will be taken against the 40 or so Pick'n Pay strikers who destroyed R300 worth of tomato sauce and chutney in a pitched battle with customers at Kingsburgh in Natal yesterday.

The fight — during which 15 furious shoppers, many of them holidaymakers from the Transvaal, put the strikers to flight — began when a woman striker shoved a woman customer.

The regional manager of Pick'n Pay in Natal, Mr Derek O'Connor, said: "Feelings were running high. The shop was actually closed when it happened. We've cleaned up all the mess now and decided not to take any action."

He said the cost of repairs to about 10 vehicles stoned by the strikers was still being assessed.

He was surprised by the militant attitude of the staff: "We've been open here for only six months and when we advertised for staff about 3 000 people turned up. Those who were appointed seemed very glad to have the jobs." — Staff Reporter and The Argus Correspondent.

# Supermarket strike wins wage increase

CAPE TOWN 19/4/86  
31  
THE five-day sit-in and sleep-in strike by more than 5 000 Pick 'n Pay workers has ended after the trade union and management agreed to an R85-a-month across-the-board wage increase backdated to March 1.

Western Cape employees of Pick 'n Pay will also benefit from the wage agreement reached with the Commercial, Catering and Allied Workers Union (CCAWUSA) after exhaustive wage talks which ended at 3am yesterday.

Pick 'n Pay lost about R7,5-million in turnover during the strike, and the backdated pay rise to 13 000 workers nationwide will increase its wage bill by more than

R13-million this tax year.

A union spokesperson said the strike was significant because it was the most widespread industrial action in the retail industry in South African history.

"Co-ordination of the strike over huge distances and arrangements for the sleep-in were done mostly by shop stewards. This reflects the fact that shop steward structures have now reached a high level of organization," he said.

Management spokesman Mr Peter Dove said all stores appeared to be operating normally yesterday and were using casual staff and head office personnel until all

the strikers arrive back at work.

Pick 'n Pay chairman Mr Raymond Ackerman said: "The ending of the strike is a victory for labour relations.

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife," he added.

From Durban it is reported that in Natal, where the strike was most intense, losses are expected to be more than R3-million, with the hypermarket in Durban North losing about R1,2-million. — Own Correspondent and Sapa

# Back to work — but what will happen now at P&P?

Question — What short, medium and long-term effect is the strike likely to have?

Answer — Union spokesman: It was the most widespread industrial action to have affected the retail trade and the largest sleep-in carried out in South Africa. It was a legal strike in terms of the Labour Relations Act. The union wishes to emphasize that action was only resorted to after the full negotiating process had been exhausted.

The industrial action was highly co-ordinated with union members and shop stewards country-wide working in unison. This is a reflection of the level of development of shop steward structures within Pick 'n Pay.

The workers now have increased confidence in themselves and their union. A lot more people are joining up. At the start of the strike we had 5 200 paid-up members at Pick 'n Pay. We have received hundreds of new application forms.

In the medium to long term we view this as a first step towards a living wage. We would like to think that retail managements in general will now take us more seriously and take more cognisance of workers' demands.

Answer — Mr Hene de Wet, Pick 'n Pay group personnel director: It has made us more aware of our own vulnerability as well as of our strengths. Having been through a strike like this, I would not suggest anyone try it just for the experience! But, we learned a lot.

The most immediate impact is a wage bill which is going to take some swallowing. Also, there is likely to be an increase in union membership.

There are some inevitable questions that will go through the retail industry's mind after a wage rise like this — how labour intensive do we really have to be and what are our productivity levels?

Other retailers realise their time is coming. De-

Thousands of Pick 'n Pay workers streamed back to work today after one of the biggest and most effectively co-ordinated strikes in the South African retail industry. SHERYL RAINE spoke to union representatives and the company about the strike and its implications.

mands will be made on them. I believe this is the start of a new era of aggressive and militant bargaining related to the broader socio-political circumstances in the country.

Q — Pick 'n Pay offers the best salaries and conditions of service. Why was it singled out for industrial action?

A — Union: Workers see the company as the wealthiest retailer in the country. Considering its obvious wealth and resources and the gap between management and worker salaries, they felt they weren't getting a fair share of the profits. In spite of company benefits such as housing loans, workers are interested in the hard cash they take home every week. Even with the latest increase of 19,6 percent (bringing the average wage to R518 a month), the monthly minimum is R388.

Checkers' minimum in Johannesburg ranges from R240 to R270 a month and we were granted about a 14 percent increase this year. OK Bazaars granted an approximate 10 percent increase this year.

A — Mr de Wet: We accept the bona fides of the union that it is not a political issue, but an economic one. I think the politically tense situation involving a struggle for a redistribution of wealth is a contributory factor. Pick 'n Pay is perceived as a rich company and workers' expectations are much higher.

Q — During the strike there were claims of in-

tense militancy, violence and intimidation. What is your view of these claims?

A — Union: There has been a marked increase in militancy. This is due to improved union structures, a new layer of shop steward leadership, the economic circumstances in the country, raised worker consciousness and increased ability to articulate aspirations.

We don't see it so much as militancy but as a union carrying out its job correctly and representing its members efficiently. We now have the resources and organisation to do it.

A new form of shop-floor demonstration was initiated. Police, some customers and management reacted strongly against demonstrations. We maintain demonstrations are a legitimate and correct form of industrial action carried out in the process of persuading management to see reason.

Reference has been made by management to violent methods and threatening behaviour by union members. The union maintains that management is overreacting and, in general, the industrial action was conducted in a disciplined, peaceful and structured manner.

There were examples of rude and threatening behaviour by some customers, management and police which sparked off incidents. No arrests or injuries were reported.

Management in Natal and the Eastern Cape who had not experienced strike action reacted particularly badly to the situation.

The company has agreed not to institute disciplinary action except in very specific instances and special committees will be established to investigate each case. We will be monitoring any cases of victimisation of strikers.

A — Mr de Wet: I believe the militancy experienced can be attributed to many factors, including the current unrest, the country's political problems and the formation of the Congress of SA Trade Unions (Cosatu) with the potential for greater solidarity among unions.

Militancy was particularly pronounced in Natal and Port Elizabeth, where management has not had strike experience. Although our management undergoes rigorous labour relations training, there is nothing like a real strike in the training process. We anticipate a period of readjustment and tension between strikers and managers in some areas. Debriefing sessions for managers are already underway to ease the situation.

There was tremendous intimidation. The union used "hit squads" in the Transvaal, which travelled to supermarkets in the region stirring up strikers to stage strategic marches through the stores with placards.

There were threats of violence and the "necklace". Our staff were terrified.

As far as customers were concerned, the union used strong-arm tactics but stopped short of bodily contact. At some stores they used a mass of people on the march to terrify customers.

## After seven days the strike is over

The Pick 'n Pay wage strike involving more than 5 500 workers — mostly black but including a handful of whites at Transvaal stores — closed 21 outlets at its height and affected more than 45 stores nationwide.

The seven days of industrial action, including five trading days, cost the company about R6,5 million in turnover. Add legal fees to that and the figure is likely to top R7 million.

The industrial action involved sit-ins, sleep-ins, shop-floor placard demonstrations and rousing songs from members of the Commercial Catering and Allied Workers Union of SA (Ccaawusa).

Ccaawusa claims a total paid-up membership of 52 000. At the start of the strike, it had 5 200 members at Pick 'n Pay.

At one store in Natal punch-ups occurred between strikers and customers wanting their groceries. At Three Rivers in the Vaal Triangle, strikers marched up and down supermarket aisles. Customers fled.

Pick 'n Pay sought various court orders "to prevent violence and intimidation from erupting" at certain outlets, it said.

The union believes the demonstrations were legitimate ways to put the workers' cause.

After a marathon negotiating session, the parties settled their wage dispute.

More than 13 000 weekly paid workers of all races will now get an extra R85 a month in their pay packets, backdated to March 1. The minimum Pick 'n Pay wage is now R388 a month.

The approximately 20 percent increase will add R16 million to Pick 'n Pay's wage bill when overtime and peripheral costs such as pension contributions are taken into account.

Within hours of the settlement, Pick 'n Pay group chairman Mr Raymond Ackerman was touring Johannesburg stores talking to customers and trying to repair any damage done to the chain's image.

# Pick 'n Pay pick up the pieces

With the brief but acrimonious Pick 'n Pay strike behind them, company officials are busy smoothing ruffled feathers at both management and union level. SEFAKO NYAKA reports



Strikers at the Norwood Pick 'n Pay in Johannesburg slept in the store canteen during the 5-day dispute. Here they serve themselves sandwiches. Picture: STEVE HILTON-BARBER, Afrapix

PICK 'n PAY group chairman Raymond Ackerman was touring Johannesburg stores this week, talking to customers and trying to repair any damage done to the company's image — and its staff/management relations — by last week's brief but occasionally acrimonious wage strike.

The seven-day strike not only cost the company about R6,5-million in turnover, but it also strained staff relations, according to group personnel director, Rene de Wet.

This week, after protracted negotiations with the Commercial Catering and Allied Workers Union (Ccawusa), the company agreed to an R85 across-the-board monthly increase, backdated to March 1.

The union had initially demanded a R90 across-the-board increase, while the company was prepared to grant a R67 increase, De Wet said.

After negotiations at the Conciliation Board failed, the union decided to go on a legal strike. Its first choice of date was the Monday following the Conciliation Board deadlock, but, said De Wet, "we applied to the Supreme Court, stating that the union had not called for a ballot and the 30-day cooling off period had not elapsed." The strike was then postponed for 30 days.

In the meantime, the company offered an R80 across-the-board increase or a two-phase rise of R60 in March and another R30 in July.

The union rejected the offer and refused to negotiate further, De Wet said.

"We then said to them that their position was like they were holding a gun to our heads and thus submitting the whole company to blackmail."

The company refused to be subjected to "blackmail" and the workers went out on strike.

The strike, involving more than 5 500 workers — mostly black, but including a handful of whites at Transvaal stores — closed 21 outlets at its height and affected more than 45 stores nationwide. Ccawusa said the strike was the most widespread industrial action ever to have affected the country's retail trade.

Asked if it was worth the company's while to hold out for a week, De Wet said this was brought about by the unions' refusal to negotiate.

"After going out on strike we continued calling for meetings with the union, but they made it clear that they would not negotiate for anything below the R90 demand.

"It was only after we told them that they would never get R90 from us that

they went back to their members and were given a mandate to negotiate."

After sitting up for nearly the whole night on Monday, the two parties announced they had settled.

The loss in revenue might not be as great as the dent in the company's image.

At one store in Natal, punch-ups

occurred between strikers and customers.

At Three Rivers in the Vaal Triangle, strikers marched up and down supermarket aisles and customers fled.

Pick 'n Pay sought various court orders to "prevent violence and intimidation from erupting" at certain

outlets.

A union representative said the union believed the demonstrations were legitimate ways to put the workers' cause.

Pick 'n Pay is presently engaged in "detailed briefing and discussion sessions" with store managers to explain why the company decided to

settle, and also to repair relations.

De Wet said his company has given the union an assurance that management will not subject to disciplinary action staff engaged in minor incidents which occurred during a "time of high emotions and conflict". The company will instead work towards repairing relations.

## A FRESH PERSPECTIVE ON THE NATION'S CRISIS:

# South Africa – The Grapes of Wrath



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PICK 'N PAY STRIKE

# Worse off workers

16/5/86 FIN MAIL

31

It took an agonisingly drawn-out 10-hour meeting, which ended in the wee hours of Tuesday, for Pick 'n Pay (P'nP) and the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) to reach settlement in the most costly dispute ever to hit the retailing industry in SA.

It could be asked why it happened at all — particularly as it was already apparent last week that the only face-saving settlement would be the R85 a month across-the-board increase P'nP has now agreed to pay.

Each of the 6 200 strikers will lose, on average, more than R100 for the time they were out. Over a year, this is more or less equivalent to the extra R10 a month they had been demanding from the company, and more than the R5 a month they eventually won.

But the strike was not without heavy financial cost to P'nP itself. It had to close down several stores in the face of strikers' shopfloor demonstrations. And many of the stores kept open had less business than usual. The company also paid premium rates for less efficient casual labour.

A P'nP source estimates R5,5m in turnover was lost during the strike. The company also had to consider the possible harm a strike could do to its high-profile corporate image. It has left bitterness between management and employees.

More than once during the two-week build-up to the strike, P'nP made improved offers. But Ccawusa rejected them, sticking to its R90 demand and refusing even to discuss the issue. As a P'nP spokesman says: "In the light of the union's refusal to negotiate, and with a gun being held to our heads, it was a matter of principle that we should not give in."

Essentially, it was a wage strike. Had there been a strong element of political agitation it could have dragged destructively on for some time.

It is, in fact, not clear that union officials actually whole-heartedly supported strike action, with the gap between the two sides so small. They acted according to the 80% "yes" vote in the pre-strike secret ballot.

However, political factors were not altogether absent. Analysts lay much of the blame for this year's increased strike activity on the general political situation, and this strike could be yet another symptom of it.

Other general frustrations also probably played a role. A Ccawusa spokesman tells the *FM* that during mass meetings before the strike, workers regularly raised niggling grievances against local managements.

The strike was an impressive, although ultimately empty, show of union strength

and unity. It was the first widespread store strike in years and by far the largest ever in retailing, covering at least 45 stores in all areas except the western Cape.

There is little doubt that if the strikers had been dismissed, the company would have been harder hit. A spokesman estimates that to employ and train replacements would have cost nearly R5m. And this does not take account of the ever-present threat of a consumer boycott.

The strike, moreover, is a clear signal to other retailers that, despite internal disputes that have beset the union recently, Ccawusa had the ability to mobilise its members. Whether it still has that ability must now be open to question.

For the inescapable fact is that the strike was a pyrrhic victory. The workers realised that in a prolonged dispute they might not recover in higher wages what they lost during the strike. Hence, eventually, they settled for a deal that left them worse off than before, despite the increase won.

That is most certainly an indictment of union leadership. The strike turned out to be a posture. Not only were the workers left worse off, but the financial strength of the company — its ability to pay higher wages in the future — was undermined. If the union leadership had no stomach for the strike, it should not have gone along with it.

As the strike began, chairman Raymond Ackerman — pointing to P'nP's employment record, its housing and education schemes and its relatively generous wage offer — bitterly asked why his company was being singled out. The simple answer ap-

pears to be that a socially responsible management is seen by the union to be vulnerable. What is at stake is power not equity.

The strike raises questions about what constitutes acceptable strike activity. P'nP recognises the right of workers to strike; and the union claims it accepts that violence and intimidation are illegitimate. It has not condoned the violent confrontations that occurred in some stores, but it failed to keep order among its members which, some may say, implies tacit support for violence.

There are other important differences. P'nP holds that it is entitled to keep operations running without interference from strikers. The union bluntly says it has the right to attempt to close down stores, using what it calls peaceful methods that nevertheless caused obstructions and which were seen by management in another light.

# Pick 'n Pay, union still bickering over strike

By Sheryl Ratne

The battle to end the strike at Pick 'n Pay may be over, but a war of words is still raging between the company and the Commercial Catering and Allied Workers' Union of SA (Ccawusa).

The union has called Mr Raymond Ackerman, chairman of the Pick 'n Pay group, a Philistine of industrial relations and a bad loser after his comments about a five-day strike which cost the company at least R7 million in turnover.

Responding to Pick 'n Pay advertisements in newspapers and comments made this week, Ccawusa has warned that if Mr Ackerman wants more industrial action he is treading on the right path.

Mr Ackerman has claimed that, had the strike not been resolved on Monday, "stores would probably have been set alight and lives lost".

## ALLEGATIONS

The union has objected to Mr Ackerman's "repeated and irresponsible" allegations of violence, saying that striking workers conducted themselves in a disciplined and peaceful manner.

In its reply to the union, Pick 'n Pay said today that as the strike progressed the company had found it increasingly difficult to contain the possibility of violence.

"The relative absence of violence was as much a result of management restraint and cool heads as it was due to the workers' discipline."

The company said the union's statement reflected "a fair degree of petulance".

Mr Ackerman claimed that the strike ended only when he asked union representatives if they wanted to see 21 000 people, including 14 000 blacks, without jobs and homes.

The union said: "We settled only after the necessary industrial action had made Pick 'n Pay take the workers' demands seriously."

1. Additional Allowance - Bicycle

Footnotes

AREA C: In all other areas.

AREA B: Bloemfontein, East London, Malmesbury, Oudtshoorn, Port Elizabeth, Stellenbosch, Strand, Virginia, Worcester;

AREA A: Alberton, Bellville, Brackenford, Germiston, Goodwood, Johannesburg, Kullis River, Middelburg, Randburg, Randfontein, Springs, Uitenhage, Vanderbijlpark and Wynberg;

Superseding w.d. no's: 311

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# Score to take over Grand Baz in R12m deal

W/L ARGHS 17/5/86  
30

By TOM HOOD

GRAND Bazaars is likely to be taken over by Score Food Holdings, the fast-growing retailers and cash-and-carry wholesalers, through a R12 million deal.

Mr Manual Sachar, 73-year-old chairman and founder of the Cape-based supermarket chain, said today the directors have agreed in principle that Grand Bazaars will be sold to Score and it will become a wholly owned subsidiary.

But the deal is subject to certain suspensive conditions, which he declined to reveal at this stage.

It was on the issue of suspensive conditions that a previous takeover deal with Pep Stores foundered.

"A further announcement will be made in due course," Mr Sachar added.

Details will be reported to the Johannesburg Stock

Exchange on Monday.

Grand Bazaars has a market capitalisation of almost R15 million based on last night's share price of 700c.

The majority shareholding is controlled by the Sachar family — Mr Sachar and his son Jackie, who is vice-chairman and managing director.

Other shareholders will be offered 42 Score shares for every 100 Grand Bazaars shares they hold, said Mr Sachar.

This means shareholders are being asked to swap Grand Bazaars valued at R700 for Score shares worth only R581,70, based on last night's JSE prices.

However, Grand's current price was boosted by rumours or leaks of the takeover negotiations and the offer price indicates Score is valuing Grand at around

500c a share.

And speculators who paid 700c in anticipation of a higher offer look like burning their fingers.

A takeover bid was also reported to have been made this week by Jazz Stores, but a spokesman there said it was expected Score would emerge as the winner.

Grand Bazaars was founded in Parow 47 years ago and its 22 supermarkets have spread throughout the Cape and into the Transvaal, with sales running at R160 million a year.

Score has 37 stores in the Transvaal and Natal and turnover of R420 million a year, a sales increase of 70 percent in a year.

A merger will increase Score's buying power and make the group one of the biggest retail chains in the country after Pick 'n Pay, OK Bazaars and Checkers.

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## Checkers probe strike cause

About 100 workers went on strike at Checkers in Sandton yesterday.

Mr Andy MacLaurin, director of personnel of Checkers, said: "It was alleged the manager swore at a worker. It is a serious matter and we are trying to get to the bottom of it."

The strike started at 3 pm. As it was Friday there were a number of casual workers on duty who, together with management staff, manned the tills.

Representatives of the Commercial Catering and Allied Workers Union (Ccaawusa) were called in last night in an attempt to resolve the situation.

# ACKERMAN shuns war of words with unions

Weekend Argus  
Correspondent

DURBAN. — Last week's resolution of the Pick 'n Pay workers strike was a victory for industrial relations, Mr Raymond Ackerman, chairman of the giant retail group, said here.

"Neither side won — you don't win a war," he said.

Mr Ackerman told a University of Durban-Westville-Natal Building Society economic forum he did not want to enter a "war of words" with the union.

The union has called Mr Ackerman a "Philistine of industrial relations" and a "bad loser" for his public claims that the strike was "broken" and that group stores would "probably have been set alight and lives lost" if resolution had not been reached. The union has said the strikers were peaceful and disciplined.

Mr Ackerman responded: "We were targeted as a high-profile company and it is very difficult to come to terms in those circumstances."

"I have no idea why we were made a target. The unions say that we were not and that the strike was not political but that is plainly not the case."

He wanted to pour oil on troubled waters, but it was apparent the strike was orchestrated.

W/6/8/80's F/1/8/80

Pick 'n Pay  
strike in  
perspective

LABOUR  
AFFAIRS  
DICK  
USHER



NOW that the chutney and tomato sauce has stopped flying, maybe there's space for a relaxed look at the Pick 'n Pay strike.

The workers have come away with a R85 a month increase, R5 less than the Commercial Catering and Allied Workers Union (Ccawusa) was holding out for and R5 more than the company was offering when the strike began.

In the end, the tough line and tactics taken by Ccawusa can be viewed as an indication of workers' determination to force the living wage issue.

It is a major element in wage negotiations in all industries as workers see their take-home pay being eroded by inflation and other factors.

For example, unionists involved in pay talks with the Steel and Engineering Industries Federation of South Africa have described the federation's pay offer as "an insult to the concept of a living wage" and many other unions are battling to convince employers of the necessity of substantial increases to keep pace with inflation.

#### UNDER ATTACK

Wages are clearly under attack.

The most visible threat is inflation which, at about 20 percent, automatically reduces the buying power of wages by that much each year.

Even the long-awaited abolition of pass laws and influx control will probably contribute to the downward pressure.

A more hidden aspect of the attack is the homeland system.

Rebates and other inducements have encouraged industrialists to establish themselves there instead of the existing industrial areas. At the same time homeland governments have helped keep wages low by "union bashing".

Both processes have produced a flow of "cheap" imports.

Manufacturers in the textile industry, for example, are increasingly concerned by the threat these pose to their own operations. At the same time they undermine jobs and wages in the established industrial areas.

The Government policy of encouraging small business also threatens wages.

The theory behind it is that the development of the informal business sector needs to be stimulated to combat unemployment and to do this unnecessary red tape and regulations need to be eliminated — including relaxing minimum wage provisions, an obvious threat to wages in the formal sector.

The draft Temporary Removal of Restrictions on Economic Activities Bill, published recently, is seen as another prong of the attack and unionists have condemned it as a wholesale attack on wages and conditions of employment.

## Checkers talks to workers

Talks between worker representatives and Checkers will continue this week following a strike by 100 employees at the Sandton hypermarket on Friday and Saturday.

The Commercial Catering and Allied Workers Union of SA (Cawusa) claimed abusive remarks by a racist manager sparked the spontaneous strike.

Workers have demanded the removal of the manager but have agreed to return to work pending the outcome of negotiations.

Members of Cawusa recently staged a seven-day sleep-in strike at Pick 'n Pay.

# High profile for Ccawusa

THE militant stance of the country's second-largest emergent union, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), has been highlighted recently as a result of a wave of high-profile strike actions.

There is also growing concern among employers in the retail industry who fear an increasing number of confrontations with Ccawusa as annual wage talks continue over the next few months.

Ccawusa members ended their wage strike at Pick 'n Pay stores last week, but the union is still embroiled in a lengthy strike over layoffs at Foschini. About 100 workers also went on strike on Friday over an incident of alleged racism at Checkers in Sandton, where Ccawusa is recognised.

Asked whether the fears of pending industrial action were warranted, Ccawusa organiser Vivi Masina said: "There is a potential for disputes to develop at many retail companies due to poor management attitudes, especially in the area of unfair dismissals and low wages. But we cannot predict future action as this will depend on management actions and worker decisions."

Ccawusa negotiator Jeremy Daphne added: "Workers in Ccawusa have reached saturation point in terms of unfair treatment, low wages and poor working conditions. If management is not prepared to improve these conditions

CLAIRE PICKARD-CAMBRIDGE

through negotiation it should expect strike action."

Union spokesmen said that while average wage increases in the retail industry ranged between 15% and 20% this year, the average wage was about R300 a month.

Several retail employers believe the union's impact on the industry will largely be determined by Ccawusa's ability to sort out internal differences over policy and leadership.

Labour consultant Gavin Brown saw Ccawusa going through a change of leadership and philosophy. He believed this could either result in the consolidation of its position and the development of a more coherent policy and direction, or a fall into the trap of inter-necine squabbling.

"Ccawusa is also under enormous pressure because of its rapid growth and its crucial shortage of negotiating and administrative skills," he said.

The union, established in 1975, now has 52 000 paid-up members in the retail and hotel industry.

Daphne said Ccawusa had had a steady increase in growth, activity and consolidation of shop steward and administrative structures since 1981.

He stressed that while recent Ccawusa disputes with Pick 'n Pay

and Foschini revolved around wages and job losses, it did not see itself as "workerist" in outlook.

"Ccawusa is fully committed to taking up political and community issues affecting its members and playing a role in the political arena," he said.

Ccawusa leaders believe the visible upsurge in worker militancy and expectations is also due to the fact that improvements in union structures now enable long-standing grievances to be articulated.

Many employers cite the formation of the Congress of SA Trade Unions (Cosatu) as a contributing factor to the militancy of its affiliate, Ccawusa.

Daphne said the establishment of Cosatu has improved back-up and support systems when workers clash with management.

"But the militancy of Ccawusa members is rather a result of SA's socio-economic factors, continued poor shop floor conditions and improved union structures which more effectively articulate worker militancy."

Ccawusa is preparing to start wage talks with companies including CNA, Woolworths, Gallo and Edgars, while negotiations with Pick 'n Pay, Checkers, Foschini, OK Bazaars, Makro and EMI are among those which have been completed.

It is involved in continuous negotiations on pay and other issues with many companies.

## AIRLINE MOVEMENTS

Monday Air Schedule	2345	0140	SA398	1215	1520	SA409	East London to Johannesburg
				1540	1865	SA415	0700 0930 SA41
						SA415	1115 SA4



RENE DE WET

# Assessing the P'n P strike

31

FACE  
TO FACE



The *FM* spoke to Pick 'n Pay (P'n P) personnel director René de Wet about the recent week-long strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

**FM:** P'n P has been singled out in both of the last two major retailing strikes — the previous having been in 1984. Why?

**De Wet:** We were the last big retailer to be unionised by Ccawusa. Also, there is P'n P's success and the workers' perceived deprivation regarding that. But we certainly compare relatively favourably with other companies in the way we handle our workers.

**Did the strike have anything to do with P'n P's image as a good employer and the effect this has had in raising employees' expectations?**

Yes, I think so, and also because of our image as a family-type concern. To some extent we do tend to be paternalistic. But that is better than a cold and bureaucratic set-up. Nevertheless, there is less paternalism now that we recognise the need for negotiation. Hand-outs are out.

**Could the strike have been handled differently?**

We should have been more flexible about our offers. But once the workers voted for R90 "or else," a momentum was created which made a strike inevitable. It could have been avoided only if the union had changed its demand. But its leaders were carried along by the momentum of workers' expecta-

tions.

It was difficult for us, too, because we understood that the demand was not unreasonable. With a minimum wage of around R300 a month, we realised we were vulnerable to comparisons with poverty datum lines, for example.

**Was the strike worth it?**

No strike can really be worth it. But ultimately we had to decide whether to capitulate or, as a matter of principle, try to restart negotiations. It is difficult to quantify the loyalty shown by some customers against the dissatisfaction of others, and whether turnover losses outweighed cost savings on wages. Nevertheless, I believe we made the correct decision.

**How serious were the confrontations in the stores involving strikers?**

One feature we did not anticipate was customer reaction. The union wanted to get the sympathy of customers but, on balance, the customers reacted in favour of P'n P. Many shopped despite the unpleasantness. **Are you saying that customers sparked off some of the incidents?**

Yes. In Steeledale, for example, we had to close the store on the Saturday because there were armed vigilante groups outside wanting to get at the staff. But, in other cases, strikers forced customers' tolerance levels beyond breaking point. In Kingsburgh, Natal, strikers blocked the store entrance. Customers felt intimidated, so they reacted. On the other hand, given the scale of the strike, it passed off relatively incident-free.

**Why was Natal worse than other areas?**

After the 1984 strike, management in the Transvaal became more skilled in coping

with conflict. The union's approach in Natal was also much more militant. It seems that the 1984 strike made Transvaal workers more assertive and self-confident. I don't think they felt they had to *reassert* themselves.

At Bedworth Park, Vereeniging, the problem was eventually resolved in a novel way. The manager permitted about 50 strikers to demonstrate with placards and to sing as loudly as they liked, near the entrance to the store. In return, workers refrained from physically interfering with customers.

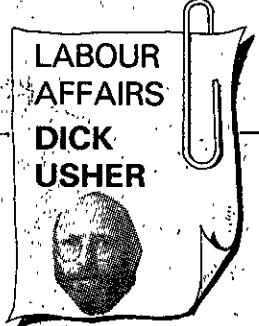
That was a positive development and could be a future option — if the union is prepared to negotiate such an arrangement. But we will also become more acquainted with our legal rights to control the behaviour of strikers by, for example, using trespassing laws and selective lockouts.

**How are relationships between workers and store-level management now?**

It varies. It is probably more polarised in the Natal stores. But even in Johannesburg there has been a management backlash. Despite great stress, however, our managers acted with tremendous restraint.

After a strike like this, it takes time to get both sides working together normally again. It is important that neither side feels that it lost. We will continue conducting intensive training and discussion sessions with our management people. Generally, if they can talk out their pent-up emotions, things should return to normal. Afterwards, most are better for it. There is a lot more mutual respect between a more assertive worker and a manager who respects the worker and his rights.

N/E 11/6/86  
31  
7/6/86



## Ccawusa spreads its wings

POPPING up all over the place at present is the Commercial, Catering and Allied Workers' Union (Ccawusa) which has gone head-to-head with several major retailing companies in its history.

Recently it took on Pick 'n Pay in a high-profile strike for a living wage settlement. It is also in dispute with Foschini about the retrenchment of 270 workers during which about 250 members at 55 Foschini branches went on a lengthy strike.

This week it asked the Minister of Manpower to appoint a conciliation board to help resolve a dispute with Natal Newspapers about wages for employees in the distributive division, and won a substantial settlement from Spar by which minimum wages will be increased by R110 a month and an across-the-board increase of R75 a month for all workers.

A Ccawusa spokesman, Mr. Jay Naidoo, said annual wage negotiations with Natal Newspapers had reached deadlock. Four meetings were held before the dispute was declared and a further two mediation meetings had not succeeded.

The union was formed in 1975 as a parallel union to two Trade Union Council of South Africa (Tucsa) unions. After going independent it went through a period of rapid expansion between 1981 and 1984 as membership increased from 5 000 to 33 000. Current membership is about 55 000.

Originally for blacks only, it amended its constitution in 1984 to include coloured and Indian workers and became non-racial in 1985.

With women as a major element of its membership, it is not surprising that Ccawusa has led the way in winning maternity rights and benefits from employers.

19/6/80  
SOWETAN

# Strike hits chain stores

HUNDREDS of members of the Commercial, Catering and Allied Workers' Union at major supermarket chains on the Reef have ~~downed~~ tools.

Ccawusa members at OK Bazaars, Checkers, Pick 'n Pay and Woolworths began their work stoppage last Friday.

A Ccawusa spokesman told the *Sowetan* that union members had resolved to continue their work stoppage until their demands were met.

The *Sowetan* cannot publish the names of the detained Ccawusa officials in terms of the emergency regulations.

A Pick 'n Pay spokesman said only one outlet, in Steeledale, had been affected by the solidarity strike. Workers at the outlet began their sit-in yesterday morning, he said.

A snap survey yesterday revealed that the retail groups affected by the stoppages were using temporary staff to man till-points at some of their Johannesburg outlets.

A spokesman for OK said the work stoppages were unrelated to shop-floor issues. "It appears that most retailers have been hit by the stoppages," he said.

- This report has been censored in terms of emergency regulations.

# Retailers ready for Le Grange

By PHILLIP VAN NIEKERK

A HIGH-LEVEL delegation of retail chain employers was yesterday preparing to meet today with the Minister of Law and Order, Louis le Grange — despite official denials by the Minister that the meeting was on.

The Weekly Mail understands that the purpose of the meeting is to convey employers' concern at the widespread industrial action at major chain stores on the Reef which followed the declaration of a State of Emergency.

The sporadic strikes and sit-ins — which have hit up to 60 stores, most of them on the Reef — continued to escalate yesterday.

The hardest-hit chains include Checkers, OK Bazaars, Woolworths and CNA Gallo, where up to 3 000 workers have taken strike action. Pick 'n Pay and Foschinis, recently the scenes of large-scale industrial action, have been less hard-hit.

Workers are demanding the release of two officials of the Commercial, Catering and Allied Workers' Union (Ccawusa) detained in terms of the State of Emergency.

In terms of Emergency regulations, the officials may not be named.

The strikes began on Friday and since then there have been two occasions when an entire storeful of workers sitting in has been detained.

Businessmen said to be in the delegation include Clive Weil, the managing director of Checkers; Mervyn King, managing director of Kirsh Industries; and Gordon Hood, managing director of OK Bazaars.

Industry spokesmen were tight-lipped about the meeting. Weil said yesterday that "as far as I know a meeting has been called, but I don't know whether it will go ahead".

Asked what would be discussed with the Minister, he said: "I don't think I can tell you that in terms of the Emergency regulations."

Striking workers have called on their employers to put pressure on the government to secure the release of the officials. Individual companies as well as the Association of Employers (Assemp) have telexed the Minister "requesting information about the detentions".

Industrial relations specialists from the chains held an emergency Association of Employers (Assemp) meeting on Wednesday night to discuss the worsening situation at their stores.

Don Finlay, the chairman of Assemp, said a number of different approaches had been considered at the meeting. He said that among these was a request to see Le Grange.

"We were informed that Mr Weil and Mr King already had an appointment to meet with Mr le Grange and we considered whether the meeting should be adapted to include some of the other employers as well.

"We could not do this without requesting their permission. No final conclusion was reached."

WEEKLY MAIL  
20/6/86  
(31)

Top businessmen fear setback for labour relations

# Detentions Unpopular

By Sheryl Baine

Detentions of trade unionists and wildcat sit-in strikes at more than 60 stores — from Woolworths and the CNA to Checkers and the OK Bazaars — had business leaders knocking on Cabinet Ministers' doors yesterday in urgent efforts to get the detentions halted.

Mr Gordon Hood, managing director of OK Bazaars, had talks with Minister of Manpower Mr Pietie du Plessis about the situation.

Mr Mervyn King, managing director of Kirsh Industries, met Minister of Law and Order Mr Louis le Grange and is understood to have put the case for the whole retail industry.

There have been no public statements on the meetings.

Checkers managing director Mr Clive Weil also requested a meeting with Mr le Grange, but he said yesterday the only reaction to a telex he had sent was what he had heard on the SABC.

Mr Weil would not reveal what he had said in the telex. Nor could he say exactly which Checkers stores were affected by strikes because he would then be subject to discipline in terms of the emergency regulations.

Businessmen are protesting against the detentions of at least 65 union leaders and workers under emergency regulations. Since the emergency started, other top businessmen have issued tough public statements asking that detainees be charged or released. Many are privately expressing grave concern about the impact of the emergency on labour relations.

Some companies in the middle of wage talks fear that detentions could complicate negotiations.

The president of the Chamber of Mines, Mr C G Knobbs, said yesterday: "The chamber has brought to the Government's notice that, while negotiations with the National Union of Mineworkers (NUM)

● See Pages 2, 4, 7, 8

have been progressing well, constraints have been imposed on some members of the negotiating team which could impact negatively on industrial relations in the mining industry and on collective bargaining."

The protests by businessmen gathered momentum this week when there were more than 60 strikes on the Reef.

Black workers, mostly members of the Commercial Catering and Allied Workers Union of SA (Ccawusa), have been staging wildcat sit-down strikes for more than a week in protest against the detention of union officials.

Shops still affected include CNA Gallo, Woolworths, Checkers, OK Bazaars and one branch of Pick 'n Pay. Record companies EMI and Gallo were affected during the week, as were Nel's and Shamrock dairies.

Mr Mike Sander, managing director of AECl, and Mr Tony Bloom, chairman of Premier Group Holdings, have both issued strong statements.

The Association of Employers has telexed Mr le Grange.

From Pretoria, Robyn Green reports that co-ordination between workers and their unions has collapsed, with the latter unable to approach members because of emergency regulations.

Thousands of workers now on strike have stopped work on their own initiative — not with trade union guidance.

CAPE TOWN 2/1/66  
**Retailer's**

**meeting  
positive**

**Own Correspondent**

JOHANNESBURG. — A meeting yesterday between the executive chairman of Kirsh Trading, Mr Mervyn King, and the Minister of Law and Order, Mr Louis le Grange, was described as "very positive" by Mr King.

He said the minister "was trying to be very co-operative" and he had further meetings with Mr Le Grange scheduled for the weekend.

Earlier, Mr King discussed with major retailers the issues to be raised with Mr Le Grange.

It is believed the primary aim of the meeting was to discuss the wave of protest stoppages at major retail chains against the detention of union leaders.

Mr King said it was no secret that his top priority was to get his workers freed.

The retailers he met and contacted by telephone were Mr Clive Weil, Checkers MD, Mr Renee de Wet of Pick 'n Pay, Mr J A Macness, chief executive of CNA, Mr S Hofmeyer, personnel director of Frasers, Mr Piet Strydom of Metro Cash 'n Carry, Mr Tony Williamson of Woolworths, Truworths and Topics, Mr Gordon Hood of OK Bazaars and several of their personnel directors.

TC Talks on trade union detentions continue

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# Strikes rack retail industry

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Talks focusing on the emergency detention of scores of trade unionists which has resulted in more than 100 protest strikes in the retail industry, will continue between the Minister of Law and Order and top retailers in Pretoria today.

A delegation of retail bosses met the Minister on Saturday and discussions will continue all day today on points raised at the weekend.

The businessmen are deeply concerned about the detention of trade union leaders which has sparked a wave of sit-down strikes by members of the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa).

At least 65 trade unionists are known to be in detention, among them certain officials of Ccawusa. Their names may not be published under emergency regulations.

So far more than 100 strikes have been recorded and the retail industry has well-founded fears that the number may grow.

At the weekend the following units were still experiencing strikes:

- Checkers - 37 supermarkets but the number was expected to grow.
- OK Bazaars - 23 stores.
- Woolworths - 14 stores and one depot.

- CNA - nine stores, two factories and one depot.
- Frasers - 12 stores, one warehouse.
- Pick 'n Pay - Steeledale Hypermaket south of Johannesburg.

Present were Mr C Weil, MD of Checkers, Mr R de Wet, group personnel manager of Pick 'n Pay, Mr R Williams, director of Frasers, Mr A Williamson, MD of Woolworths and Truworths, Mr P Strydom, personnel director of Metro Cash and Carry, Mr J McNess, director of CNA/Gallo, Mr G Hood, MD of OK Bazaars, and Mr Mervyn King, chairman of Kirsh Industries.

The meeting, at the offices of Kirsh Trading, was chaired by Mr King.

## Law and Order a priority

He said in a statement later that problem areas had been discussed with Mr le Grange.

"The Minister said the Government was sympathetic about the problems but the State regarded the maintenance of law and order a priority, he said. "The Minister undertook to investigate the matters brought to his attention."

Mr le Grange had emphasised that "no union leaders are being detained purely because of their activities related to labour matters".

Top industrial relations experts in the private sector have noted that people known to have been detained were in many instances those whose involvement in labour relations had been most constructive.

The experts expressed surprise at the seemingly haphazard detention of unionists which, some said, reflected a lack of insight by the Government.

They held little hope that the Government would grant requests for the release of unionists from detention.

23/6/86

STAR

31

Shop sit-downs spread to Pretoria — claim

# Talks on protest strikes continue

24/6/86 STAR

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By Sheryl Raine

Strike-hit retail bosses again met Government officials in Pretoria yesterday in a continuation of talks about the wave of more than 100 protest strikes in the retail industry.

While the meeting was still in progress, claims were made that the strikes — which have so far affected major chain stores in the greater Johannesburg area — had spread to shops in Pretoria.

Workers have been staging sporadic sit-down strikes since the start of the state of emergency

and the detention of at least 65 trade unionists.

Mr Mervyn King, chairman of Kirsh Trading, said yesterday's talks were chaired by himself and that representatives of Woolworths, Pick 'n Pay, OK Bazaars, Frasers and CNA Gallo were present. He declined to say who else was at the meeting.

"The discussions will continue this week and we expect to release a statement sometime in the immediate future. There is no statement today. The talks are sensitive and affect thousands of people," said Mr King.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in Pretoria reported that workers at four OK Bazaars branches and a warehouse, a Checkers store, a Woolworths outlet and one CNA shop had gone on strike yesterday in protest at the detention of union officials.

Spokesmen for the companies concerned were said to be unavailable when *The Star* called to confirm the strikes.

The Ccawusa spokesman said the union was aware of four shop stewards and three officials being held under the emergency. He said workers were also protesting at the 180-day detention law approved by the President's Council last week.

He called on the Security Police to stop certain activities which may not be reported under the emergency regulations.

*The Star* has also received calls from white staff members employed at stores affected by strikes. White staff complained that they were working long hours and were expected to work in various capacities at far-flung outlets to fill in for strikers.



216/80  
RETAIL STRIKES

## Clamming up

Stung by wildcat strikes protesting the detention of leaders of the Commercial, Catering and Allied Workers' Union (Ccawusa), top retailers have turned in desperation to government and store-level worker representatives in an effort to resolve them. But industry spokesmen have clamped down on the flow of information about these efforts, and about the strikes themselves.

It is understood that at least 80 outlets and warehouses are affected by strikes. Checkers, OK Bazaars and Woolworths appear to be hardest hit, while the stoppage also extends to CNA, Pick 'n Pay, Frasers, Garlicks and Thrupps. It would appear that at least 5 000 workers are involved. Those detained are said to include three officials and four shop stewards.

The FM was, however, unable to confirm the exact extent of the strikes. Many company spokesmen were "unavailable;" others

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refused to comment. Says Checkers MD Clive Weil: "We have been requested not to make such information available." He declined, however, to say who had made the request. Other top retailers said the situation was "delicate" and feared publicity may harm efforts to resolve the conflict.

There have been at least two rounds of talks between retailers and government. The business delegation was led by Kirsh Industries' Mervyn King. Law and Order Minister Louis le Grange, who was present at one of the meetings, assured the businessmen that no unionists have been detained "purely for their labour activities." While government was sympathetic to the plight of the affected businesses, security considerations were the primary concern, he said.

The Bureau for Information refuses to reveal any information about detainees. The most reliable information available is that 120 unionists have been detained — most being shop stewards, with only a small proportion among the top leadership levels. Nevertheless, the vast majority of the unionists at large have gone into hiding, making it almost impossible for management to communicate with them.

So retailing managements have taken the next best step. On Monday they met with a group of shop stewards from the strike-hit companies. Again, information is scarce. But one management source says the shop stewards were told that management had done "all it could." The workers are said to have "appreciated" that, and asked for another meeting later this week. There was no sign of significant progress. Says the source: "At least we have now established communication."

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# Pretoria OK strikers back

All striking employees at Pretoria OK Bazaars branches have returned to work, the group personnel manager, Mr Keith Hartshorne, said yesterday.

He said about 500 workers returned to work after an agreement between the Commercial Catering and Allied Workers Union and OK management.

Eight stores were affected by the strike, which started last week.

By Monday most of the stores were back to normal with the exception of the Van der Walt Street branch whose workers returned to work yesterday. — Sapa.

# Strikes: Bosses talk to Govt

**SOV** By LANGA SKOSANA  
25/12/86 (31)  
NEGOTIATIONS have started between employers and representatives of some of the striking workers in 70 retail shops.

The employers aim to press the Government to release detained trade union leaders so that striking workers will return to work.

Since Friday business leaders from Checkers, Pick 'n Pay, Frasers, Gallo/CNA and OK Bazaars have been holding talks with the Minister of Law and Order, Mr Louis le Grange, in an attempt to get the detained leaders released.

Further talks were held yesterday and the businessmen were optimistic a settlement would be reached.

The Minister has said he was sympathetic to the

businessmen's pleas but the maintenance of law and order was a priority.

A spokesman from Mr le Grange's office said no more reports of the meetings between the Minister and businessmen would be made public as discussions were of a "confidential nature".

An employers' representative said yesterday that between 50 and 70 retail shops were hit by the strikes. He said strikes were mainly in the Transvaal although one or two retail outlets were temporarily hit by strikes in Port Elizabeth.

He felt optimistic that a settlement might be reached soon.

The *Sowetan* visited some of the shops where workers have downed tools and found many still resolute that they would not end the strike until their demands were met.

Case files 23/9/86

# Industrial Court ruling set aside

By HILARY VENABLES  
Labour Reporter

THE law did not intend that an ignorant worker should have to argue his case without a lawyer against a huge, conglomerate master "like David without his sling against a well-armed Goliath", Mr Justice H Berman said in the Supreme Court yesterday.

In a landmark decision, the judge set aside an Industrial Court ruling which denied a worker with a Std 8 education a lawyer in his dispute with his employer.

According to papers, the worker, Mr Vincent Mrali, cannot speak English or Afrikaans fluently and is "somewhat overwhelmed" by court proceedings.

He was fired in April this year by Ellerines Holdings (Pty) Ltd, trading as Town Talk Furnishers, and took the matter to the Industrial Court, claiming unfair dismissal.

The Industrial Court ruled that Mr Mrali could not be represented by an attorney because Ellerines, represented by a director, objected.

Mr Mrali applied to the Supreme Court for relief, claiming he was not qualified to conduct his own case.

Mr Justice Berman said the Industrial Court had the discretion to allow a party a lawyer, even if the other party objected.

Ellerines did not oppose the application.

The Industrial Court will reconsider Mr Mrali's position on Friday.

Mr Justice H C Nel sat with Justice H Berman. Mr Les Rose-Innes, instructed by Bernadt, Vukic and Potash, appeared for Mr Mrali.



24/9/86

(31)

~~32~~

BUD DAY

BUI

ALAN FINE

AT LEAST 500 workers at 12 OK Bazaars stores and two Hyperamas have been involved in strikes since Monday.

The stoppages were sparked by three dismissals and other grievances at the Carlton Centre, Johannesburg, branch.

OK Bazaars group personnel manager Keith Hartshorne said plans to apply for an interdict yesterday, against the Commercial, Catering and Allied Workers' Union (Cawusa) had been suspend-

# OK Bazaars does deal on stoppages

ed "pending the outcome of certain undertakings" made by the union.

Cawusa yesterday said it:

- Had not instigated the illegal strikes;
- Intended to comply with the terms of the recognition agreement; and

Would take all reasonable steps to ensure shop stewards did not organise strikes or disruptions.

Hartshorne said the union would be given "reasonable time" to implement the undertakings.

Cawusa shop stewards at the Carlton Centre branch said the perceived unfair dismissals triggered the strike.

Cawusa spokesman Vivi Masina put the sympathy strikes down to general dissatisfaction over management behaviour.

Hartshorne replied that was not the issue.

# OK Bazaars in R6 000 settlement

OK Bazaars Labour Reporter

OK BAZAARS has paid a former employee R6 000 in an out-of-court settlement rather than fight a charge of unfair dismissal in the Industrial Court.

The dismissed man, Mr S Moosa, a former carpet salesman, was dismissed after the OK claimed it had received "numerous complaints" from customers about the installation of the carpets he sold.

According to Mr Moosa's legal representative, who did not wish to be named, Mr Moosa was not responsible for the laying of carpets as this was done by a sub-contractor.

## Final warning

He also said his client had been fired after a final warning, although no further complaints had been received after the warning was given.

The managing director for OK in the Western Cape, Mr Aubrey Coppin, said Mr Moosa had been receiving commission for every carpet sold and it was his responsibility to make sure his customers were satisfied.

Although the company "had no doubt" that it would win the Industrial Court case, it had decided to settle out of court because this was the cheaper option.

Mr

Mr

W/C ARGUS 27/9/86  
31/10/86

## Fund for the two sons of Durban mine-blast victim

The Argus Correspondent  
DURBAN. — Pick'n Pay is to set up a trust fund for the young sons of Durban limpet-mine blast victim Mrs Monica Strijdom.

Mrs Strijdom, 24, died on Thursday in Wentworth Hospital here.

The fund will be designed to take care of Morné, 4, and Marcel, 3. Mrs Strijdom was divorced.

### Funeral

A Pick'n Pay spokesman, Mr Terry Ferreira, said the supermarket chain would pay the costs of Mrs Strijdom's funeral.

It would also take care of the legal work to secure benefits for the boys from the State President's Disaster Fund and the Workmen's Compensation Fund.

Mr Ferreira said: "We have already approached the two funds for relief. No amount has yet been set for the trust fund and our Cape Town office is working out the legalities."

### Sweet counter

Asked whether the fund would be for the families of other employees in a similar situation, Mr Ferreira said each case would be treated on its merits.

Mrs Strijdom was working behind the sweet counter in Montclair shopping centre on September 1 when a limpet mine blew up only a metre or two away from her.

She received head injuries and remained in a coma until she died. Her condition seemed to be improving just before her death.



DD 5/11/86

## Durban workers join CNA strike

JOHANNESBURG — A strike by CNA employees here over demands for a R105 across-the-board wage increase spread to Natal yesterday as 60 Durban workers walked off the job.

Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) employed by CNA voted last week to reject the company's R85 offer and stoppages in the Transvaal began on Monday.

According to papers presented to the Rand

Supreme Court in a successful application for an interdict against a sleep-in on CNA premises, 348 workers were involved in the strike at that stage.

The majority of the strikers work at warehouses in Johannesburg, Elandsfontein and Durban.

A CNA spokesman said the company had proposed a meeting with the union but had not received a reply by yesterday afternoon. Ccawusa could not be reached for comment. — DDC



...MOTIVES AS MI LIS HAD DE- ... of the chambers  
Africa in 1930, ...

# Supermarket workers strike

SA Dispatch Reporter

KING WILLIAM'S TOWN — Black staff at Checkers here have been on strike since Monday, in sympathy with the workers who were dismissed from the supermarket chain's Mdantsane store.

The spokesman for workers here, Mr Godfrey Tywabi, said yesterday that local management had said it could not meet workers' demands for the re-instatement of the Mdantsane workers.

DD 3/11/86  
Mr Tywabi said the chain's regional manager, Mr Royce Alcock, was at the store when a sit-in was staged in the canteen. He said Mr Alcock said he would speak to five workers, but the workers had insisted he talk to all of them.

Mr Tywabi said when they came to the store yesterday morning, they found their clock cards had been removed by management.

Mr Alcock was not available for comment yesterday afternoon.

# CNA WORKERS STRIKE

By LEN MASEKO (31)

MORE than 300 CNA workers are out on a wage strike at the company's Elandsfontein and Johannesburg plants.

The strike follows the conciliation board's failure to resolve a wage dispute between the company and its black workforce at the two plants. Workers demand an across-the-board R105 wage increase, against CNA's final offer of R85.

A sleep-in strike by the 300 employees was called off by the Commercial Catering Workers Union of SA (Cawusa) at the 11th hour on Monday night, when a Rand Supreme Court judge granted CNA a provisional order to evict these workers from the plants.

The interim order has been granted pending final hearing on November 18, when Cawusa will be called upon to show cause why an order should not be made interdicting the strikers from entering CNA premises or ordering their union to pay the costs of the application.

There was drama at CNA's Johannesburg plant on Monday night, when the striking employees threatened to defy the provisional court order interdicting them to leave the premises.

After a meeting between Cawusa officials and management, the workers were allowed to stay overnight.

C. P. P. 16/11/85

# Check the sit-in - just up the street

31

## CP Correspondent

TWO Checkers stores have closed and two others are experiencing a sit-in after 12 workers were fired at the company's Mdantsane branch.

The dispute at Mdantsane was sparked by a change in shifts which workers refused to accept, saying they demanded transport allowances for working the late shifts.

The workers organised a picket protest over the issue, but were dismissed for disrupting the store - which is partly owned by the Ciskei government.

A Commercial, Catering

and Allied Worker's Union spokesman said a resolution had been passed by the shop stewards' council on November 6 demanding the workers be reinstated within seven days.

Colleagues in four other Checkers stores in the region decided to stop working in solidarity. But when workers in the Amalinda branch protested, they were also fired.

In another three Checkers stores, workers sat in. At the King William's Town branch they have since returned to work, but the sit-in continues at the other two stores.

# 'Chequered flag' for sacked Checkers staff

CP Correspondent

THE dispute at Checkers stores in the East London region ended this week with the reinstatement of the 120 dismissed workers, and the union involved has hailed the development as a "victory".

A boycott of the stores had been called last weekend to force management to reinstate workers.

## I do, I do, she said

A 13-year-old Swazi orphan is officially married to two men.

The girl's deceased parents had arranged her marriage to a man when she was young.

However, her older sister's husband married her according to Swazi custom which allows a man to also marry his wife's younger sister.

The man who was supposed to marry her, "snatched" her away and also married her. - Sapa.

Commercial, Catering and Allied Workers Union regional organiser Bones Skutu said all the workers had been reinstated without loss of benefits.

The issue which led to the dispute concerned a change in shift times for shelf packers at the Mdantsane branch. The workers were unhappy with the change, which would have seen them working an hour later every day.

A placard protest was held in the store, and the entire workforce of about 86 was dismissed. All other Checkers branches in the area came out in support, and when workers at the Amalinda branch mounted a placard demonstration, they were also fired.

# State funeral tomorrow

By SOL MORATHI

KWANDEBELE Chief Minister Simon Skosana will be buried in a state funeral at Klippaatsdrift from 8am to 11am tomorrow.

A number of dignitaries from South Africa, Bophuthatswana, Venda, Transkei, and Ciskei have been invited to attend the funeral.

Skosana died of sugar diabetes at the Rand Clinic in Johannesburg on Monday.

With him died the dream of SA-styled "independence" for the homeland.

Skosana's proposal for independence from the SA government earlier this year, sparked much dissatisfaction among many KwaNdebele residents that manifested itself in boycotts, assassinations, murders, abductions and unrest.

Resistance against independence culminated in a four month war which claimed over 150 lives.

# 'I'll die for ANC'

CP Correspondent

A ZWELITHEMBA man appealing against a 15-year sentence for arson surprised the Cape Town Supreme Court this week when he said during cross-examination he was prepared to die for the ANC and he approved of its work "to kill the boere".

Mtomelo was sentenced in the Robertson Regional Court in April to 10 years' in jail for setting development board offices alight; seven years for arson for burning the house of Swanie Qhangiso and five years for arson for burning the house of Alfred Malewa, whom he claimed

were informers.

He was also given a two years sentence for malicious damage to property.

While testifying in mitigation of sentence, Mtomelo was asked how he felt about the offences.

"I was satisfied and then at another stage I am not yet satisfied before I burn down the house of the magistrate and the prosecutor."

Asked during cross-examination about an ANC badge on his jacket, he said he was prepared to die for the ANC and he approved of its work "to kill the boere".

He said that when he set

the development board offices alight, he had hoped worker "that dog Fourie would be there.

Justice Baker said this week he was asked to reduce Mtomelo's sentence on the grounds that it was disturbingly inappropriate and the magistrate had been influenced by Mtomelo's statements.

Reducing the sentence would be "expressing approval of violent methods of changing the set-up of the country, which can't be allowed", said the judge.

The sentence was "perfectly reasonable", he said dismissing the appeal.

Smith confirmed that nine workers had been

RECALL

THE dismissal of nine workers from the Renza

DOWN

CITY PRESS 2/11/86 (31)

# Woman tells of threats

By MARTIN NTSOELNGOE

RANDFONTEIN policewoman Matshidiso Mojelo told the Krugersdorp magistrate's court this week that she was shouted at, threatened, and called an informer when she tried to enter the strike-torn Pages Store in Krugersdorp on May 21 this year.

Mojelo was giving evidence before CJ Eksteen in

the trial of four Kagiso women on charges of intimidation.

Martha Masoka, Mirriam Thage, Violet Letlhage and Maria Maluleka, all members of the Commercial, Catering and Allied Workers' Union, have pleaded not guilty.

They were arrested on May 21 and were later given R250 bail each in the

Krugersdorp magistrate's court.

The strike was prompted by the countrywide rentrenchment of 301 workers from Pages, American Swiss, Foschini and Markhams stores.

After a ballot by Ccawusa, the members went on a nationwide strike and picketed in the stores, allegedly to stop customers

from buying from the stores. The strike started on April 25 and lasted until May 29.

Mojela said she was instructed by the Krugersdorp security police in Krugersdorp, to go and investigate whether customers were threatened and turned away from Pages Store in Krugersdorp.

She said that as she was

about to enter the store, Masoka and Thage approached her, telling her not to enter the store as it was being boycotted. They told her there were "big bosses" in the shop.

But when she insisted that she wanted to buy a wedding gown, Thage got angry and asked her: "Where are you from? Why are you so stubborn?"

Mojela said while she was still talking to Thage, Masoke told her that she was fit for a "necklace".

Defence counsel Essop Patel told Mojela that it is funny that she was the only one who complained of intimidation during the six-week strike.

Patel argued that if they had intimidated her, she should have arrested them, or told them that she was a policewoman.

Mojela said that she went back to the police station and made a report to a Lieutenant Bester.

Mojela added that she took the threats seriously because many policemen has died in "necklace" killings in the townships.

The case was postponed to January 12.

# Strike action could hit giant retailer

N/M 18/12/86



## Mercury Correspondent

**JOHANNESBURG** — Retailing giant OK Bazaars could be hit by strike action at scores of its outlets countrywide in the crucial last few shopping days before Christmas.

This follows the breakdown in wage talks with the Commercial, Catering and Allied Workers' Union.

The union began holding strike ballots among its more than 7 000 members yesterday and it plans to complete the process today.

The company is facilitating the holding of ballots.

A union spokesman said that in the event of an overall 'yes' vote, the strike would begin late this week or early next week.

Conciliation board talks ended in deadlock last week with the OK saying it was unable to review wage increases granted for 1986.

The 1986 agreement included a clause saying it would be reviewed if profits turned out to be more favourable than expected.

The company made an offer of R85 across-the-board increases for 1987. However, the union refused to accept the absence of an improvement to the 1986 agreement and the offer was not discussed.

Mr Gordon Hood, OK managing director, last night rejected reports of strike action.

'We are having negotiations with the union and ballots may soon be held, but as yet none has been held.'

He said the dispute was 'a matter between the union and ourselves', but it was not about wages, although he confirmed that an R85 across-the-board increase had been offered.

# Everything is not OK

ALAN FINE

GIANT retailing chain OK Bazaars could be hit by strikes at its outlets countrywide in the last few shopping days before Christmas.

This follows a breakdown in wage talks with the Commercial, Catering and Allied Workers' Union (Ccawusa).

Ccawusa began holding strike ballots among its more than 7 000 members yesterday and plans to complete the process today. The company is facilitating the holding of ballots.

A union spokesman said more than 90% of members in Durban stores have voted for strike action.

Conciliation board talks deadlocked last week with the OK saying it was unable to review wage increases granted for 1986. The 1986 agreement included a clause saying it would be reviewed if profits turned out to be more favourable than expected.

The company made an offer of R85 across-the-board increases for 1987. However, the union refused to accept the absence of an improvement to the 1986 agreement.

Business Day Reporter  
and Sapa

SWAZI officials were tight-lipped yesterday on the growing abduction controversy between SA and Swaziland.

Tension was fuelled by this week's questioning of SA's trade and consular representative in Swaziland by Swazi officials.

A Foreign Affairs spokesman in Swaziland said possible submission of the case to the World Court was something which would have to be decided in higher government circles. He could not pre-empt any decisions it would make.

In a further development, thousands of rounds of Soviet-made ammunition were confiscated on Monday when two men were arrested by SA police on the Swazi border at the Bordergate border post. A third was arrested after further investigations.

The Swazi Department of Foreign Affairs could make no comment yesterday as it had no knowledge of the arrests.

Investigations indicated the ammunition was brought from Mozambique via Swaziland. Police are still investigating.

Swaziland is to comment later this week about action it is to take against SA in the light of the abductions, a spokesman for Swaziland's Department of Foreign Affairs said yesterday.

SA's trade representative in Mbabane, Sam Sterban, was summoned to the Cabinet office and to the Ministry of

# Mbabane mum on nabblings

Foreign Affairs this week for discussions on last week's raids into Swaziland.

Informed sources said Sterban was asked to find out the reasons for the raids and the whereabouts of the missing victims, Grace Cele and Matthews Maphumulo. The latter is believed to have died from a gunshot wound received during his abduction on Friday.

The Swazi government has demanded the immediate, safe return of Cele and the return of Maphumulo's body.

It is understood Sterban told the Swazis he had no knowledge of the circumstances surrounding the raids or the missing victims.

Central Mbabane residents were awoken by a loud explosion on Tuesday night. So far, there has been no explanation of the blast. The town is tense after Friday's series of raids and abductions.



# OK workers begin strike

ALAN FINE

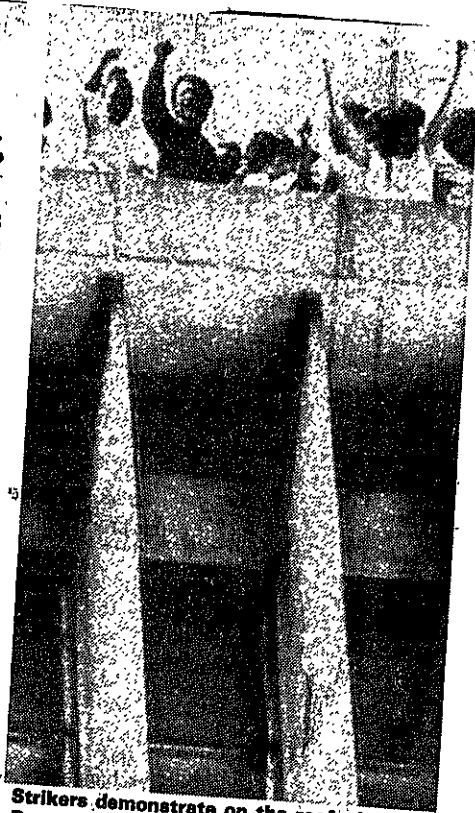
AT LEAST 17 branches of OK Bazaars had been hit by industrial action at the close of business yesterday in a wage dispute that appears certain to spread. The stoppages followed strike ballots, most of which were conducted yesterday.

According to OK personnel director Richard Blackwell, 12 of the affected stores are in Durban, four in Johannesburg and one at Brits.

However, the Commercial, Catering and Allied Workers' Union (Ccawusa) claimed last night that workers at 50 stores were already out on strike.

Ccawusa claims 10 000 members at the OK nationwide, while the company puts the figure at just over 7 000 of its 23 000-strong workforce.

Blackwell said the company had made contingency plans to ensure normal services to customers would be maintained. He said he had received ballot results



Strikers demonstrate on the roof of an OK Bazaars branch in Durban

● To Page 2 →

# OK Bazaars is hit by stoppages

from 45 stores and was waiting for the rest. About seven had voted against striking, he added. OK managers had observed balloting.

The strike arises from the company's refusal to improve the wage deal already agreed for 1986. In the settlement, the OK had agreed to increase wages if company profits for the 1985/6 financial year were more than those achieved the previous year.

Blackwell said that while group pro-

fits were marginally up due to a tax kickback from previous years, company profits had fallen.

"Ccawusa's demand for a R160 across-the-board increase is equivalent to double our pre-tax profits," he said.

Ccawusa organiser Vivi Masina said at a Press conference yesterday: "The company thinks only of profits and not of the workers who generate them."

● From Page 1 ←

31

# Hundreds on strike at OK branches

By Mike Siluma

Hundreds of workers were on a legal wage strike in at least 50 OK Bazaars concerns in Natal and the Witwatersrand, the Commercial, Catering and Allied Workers' Union (Ccawusa) said.

However, the company could only confirm strikes at 17 stores, and accused workers at some stores of "jumping the gun" by striking before ballot results were known.

The strike follows a breakdown in negotiations between Ccawusa and OK Bazaars, which have included five conciliation board meetings.

The workers are demanding a R160 across-the-board increase as well as the reinstatement of colleagues allegedly unfairly dismissed by the company over the past two years.

## GRIEVANCES

The union has threatened to bring out about 10 000 members at more than 200 stores and warehouses to press its wage demand. But management says Ccawusa represents only 7 000 workers out of a total staff complement of about 23 000.

Workers' grievances included:

- The unfair dismissal of almost 2 000 workers since early 1984.
- "Starvation" wages allegedly paid by OK Bazaars, with the average pay being R265 a month.

OK Bazaar's director of personnel, Mr Richard Blackwell, described as "nonsense" union claims of starvation pay at OK.

He said the union's claims were unsubstantiated.

Referring to the unfair dismissal claim, Mr Blackwell said a retrenchment agreement had been negotiated with the union for 1 000 workers, while the other people had left "of their own accord".

He added that "contingency plans" had been made to ensure continued service to customers during the strike.

with TV1 and TV2 signals, the SABC announced yesterday.

*Oct 19/2/86 (31) 152*  
**OK workers go on strike**

*about*  
JOHANNESBURG. — Workers at about 50 branches of OK Bazaars on the Witwatersrand and in Natal have begun a legal strike to demand higher wages, the Commercial Catering and Allied Workers Union said last night.

Reports by Staff Reporters, Own Correspondents and Sapa

20/12/86

(31)  
18/12/86  
19/12/86

20/12/86  
**200 join  
national  
OK strike**

ABOUT 200 OK-Bazaars workers in Cape Town, including a number at the Parow Hyperama, have joined the nationwide OK strike called by the Commercial Catering and Allied Workers Union (Ccawusa) after a two-month pay dispute. Meanwhile in Natal a number of strikers have been fired and arrested for alleged trespass and assault.

Apart from the Parow Hyperama, workers from the OK's Woodstock warehouse, two warehouses in Paarden Eiland and one in Epping joined the strike yesterday after a nationwide ballot, the union said.

But OK's national personnel director, Mr Richard Blackwell, said only 40 out of a staff of 150 at the Hyperama were on strike and 40 percent of the staff at two warehouses.

Late yesterday, Ccawusa said more than 4 000 of its members were on strike at more than 50 stores and a number of warehouses throughout the country.

# Strike troubles at 4 OK stores

There were incidents at four OK Bazaars stores yesterday as a nationwide wage strike continued in 52 branches of the largest retail chain in South Africa.

Traffic was disrupted in the Johannesburg city centre in the afternoon as striking workers at the President Street Branch shouted down from the fourth floor.

Police moved in to disperse the crowd which gathered to watch the workers, members of the Commercial Catering and Allied Workers Union of SA (Ccaawusa).

There were also incidents at three Natal OK outlets: A union organiser was taken away by police from the Durban North Branch; 200 workers were fired at the Hyperama in Prospecton; and, at Margate at least 41 strikers were arrested for trespassing.

Group personnel director Mr Richard

Blackwell told The Saturday Star that the affected shops were in Natal, the Transvaal and Cape. According to the company, 52 stores nationwide were hit by the strike yesterday.

At the President Street store, OK security personnel yesterday blocked off workers' access to the shopping floors because strikers tried to disrupt shopping on Thursday, said Mr Blackwell.

"They are free to leave the store, but they are not free to disrupt the shoppers," he said.

The strikers' intentions in staying in the store could not be determined as group personnel manager Mr Keith Hartshorne refused journalists access to the floor where the strikers were.

The workers left the store peacefully at about 5 pm, a security guard told The Saturday Star.

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Group personnel director Mr Richard

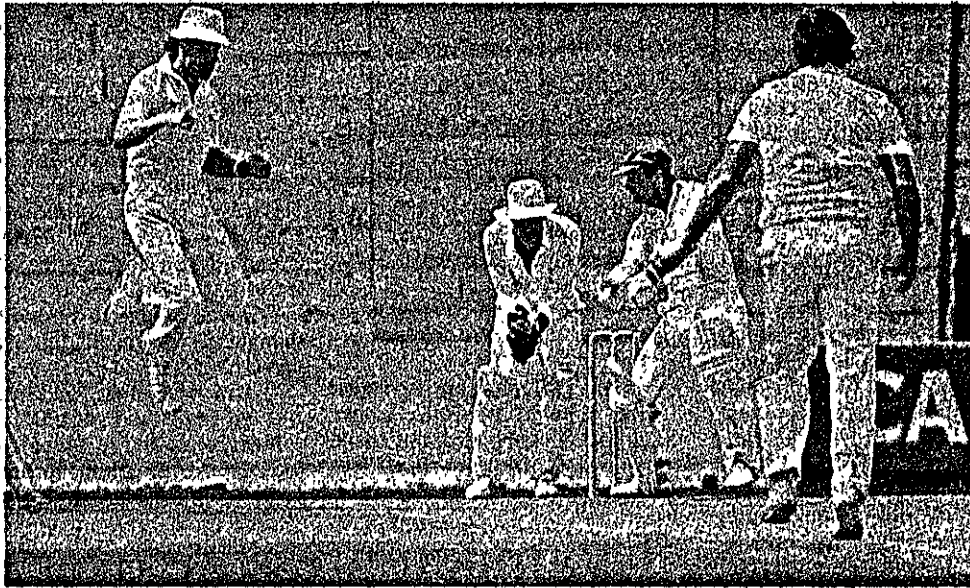
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The workers left the store peacefully at about 5 pm, a security guard told The Saturday Star.



## Chris admits marriage split

FORT LAUDERDALE -- Tennis star Chris Evert Lloyd has admitted she and her husband John Lloyd have separated for the first time in their eight-year marriage.

Rumours of the break-up

Chris (22)

Transvaal's Neal Radford jumps to safety as Peter Kirsten lashes out

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Chris (22)

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# Shop strikers fired and arrested

DD  
20/12/86  
31

Dispatch Correspondent  
DURBAN — Hundreds  
of workers at three  
strike-hit OK Bazaar  
chain stores in Natal  
were fired yesterday  
and arrested by police  
on various charges,  
according to a spokes-  
man for the Commercial,  
Catering and Allied  
Workers' Union.

The arrests were con-  
demned last night by a  
spokesman for the  
union, Mr Jay Naidoo,  
who said the workers  
were on a legal strike in  
support of their demand  
for a wage increase.

The country-wide  
strike affecting 50 out-  
lets of the giant retail  
chain which entered its  
second day yesterday re-  
sulted in the shut down  
of at least one store in  
Kwa Mashu.

The company's per-  
sonnel director, Mr  
Richard Blackwell, yes-  
terday confirmed that "a  
number of strikers" had  
been dismissed from its  
branches at Margate,  
Prospecton and Em-  
pangeni.

He said the strikers  
were fired because of  
their "unacceptable"  
behaviour and alleged  
that managers at the  
three stores had been  
assaulted.

A police spokesman in  
Durban, Captain Bob

Sanker, said the police  
were called after the  
workers allegedly re-  
fused to accede to a re-  
quest by the manage-  
ment of the Margate  
store to vacate the prem-  
ises.

He said that of those  
arrested, 22 were men  
and 19 were women.

Some had been  
charged with trespass  
and others with assault.

Mr Blackwell said the  
Kwa Mashu store had  
been closed after the  
majority of the workers  
there went on strike.

"So far only the Kwa-  
Mashu store is closed.  
All other outlets  
throughout the country  
are trading normally  
with casual labour and  
non-strikers," he said.

The union is demand-  
ing a pay rise of R160 a  
month spread over two  
years, from April 1986 to  
March 1988, a minimum  
wage of R450 a month  
and a doubling of staff  
discounts.

● It was business as  
usual at all OK Bazaar  
stores throughout the  
Border area yesterday.

The group personnel  
manager, Mr Keith  
Hartshorne, said yester-  
day no strikes were in  
progress or had taken  
place in East London,  
Queenstown or King  
William's Town.

# Fifty workers at OK Bazaars in PE join strike against the chain store

W/EV... 20/12/86

(31)

**Weekend Post Reporter**  
FIFTY workers at the OK Bazaars Superstore in Greenacres, Port Elizabeth, have joined a nationwide strike against the chain store.

But it was business as usual, the company personnel director, Mr Richard Blackwell, said from Johannesburg today.

The strikers gathered in the PE branch's staff canteen after reporting for work both yesterday and today.

Hundreds of workers at three strike-hit branches in Natal were fired yesterday and arrested on various charges, said a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa).

A union official, Mr Jay Naidoo, said the workers were on a legal strike in support of demands for a wage increase. He condemned the arrests.

The countrywide strike, affecting 50 outlets of the giant retail chain, which

entered its thie day today, resulted in the closure of at least one store yesterday — in Kwamashu.

There were incidents at four stores in the Johannesburg area.

Traffic was disrupted as striking workers at the President Street branch in the city centre shouted down from the fourth floor.

Police moved in to disperse the crowd which gathered.

A spokesman for the chain said today the affected shops were in the Transvaal, Natal and the Cape and that 52 stores had been hit by the strike.

It was reported yesterday that OK Bazaars profits, in a year when pre-tax profits declined, would be wiped out and heavy losses could be incurred if it surrendered to the Ccawusa demand for an immediate R160 across-the-board pay increase and new benefits for its 20 000 employees.



bomb attacks. — (Sapa)

manded in abstentia to

day. — (Sapa)

measures are effective.

# CHAIN STORE FIRES HUNDREDS

**Labour Reporter**  
HUNDREDS of workers at three strike-hit OK Bazaar chain stores in Natal were fired yesterday and arrested by police on various charges, according to a spokesman for the Commercial, Catering and Allied Workers' Union.

The arrests were condemned last night by Mr Jay Naidoo, a spokesman for the union, who said the workers were on a legal strike in support of their demand for a wage increase.

The country-wide strike, affecting 50 outlets of the giant retail chain, entered its second day yesterday

and resulted in the shutdown of at least one store — in Kwa Mashu.

Mr Richard Blackwell, OK Bazaar's personnel director, yesterday confirmed that 'a number of strikers' had been dismissed from its branches at Margate, Prospecton and Empangeni.

He said the strikers at the Margate store were fired because of their 'totally unacceptable' behaviour.

'They assaulted both the manager and the furniture manager, causing fairly severe injuries.

'They brushed aside the police who happened to be at the store at the time

and assaulted the managers,' he said.

Mr Blackwell said that at the Hyperama at Prospecton, the strikers allegedly assaulted the security manager, who had to be taken to hospital.

At the Empangeni store, the strikers allegedly damaged property and assaulted the manager.

Capt Bob Sanker, a police spokesman in Durban, said the police were called after the workers allegedly refused to accede to a request by management of the Margate store to vacate the premises.

Mr Blackwell said the

Kwa Mashu store had been closed after the majority of the workers there went on strike.

'So far only the Kwa Mashu store is closed. All other outlets throughout the country are trading normally with casual labour and non-strikers.'

The union is demanding a pay rise of R160 a month, spread over two years from April 1986 to March 1988, a minimum wage of R450 a month and a doubling of staff discounts from 10% to 20%.

Mr Naidoo said the company's offer of an increase of R85 on the anniversary date system was not acceptable to the workers.

N/M 20/2/86 (15) (16) (38)

UNIVERSITY

# Not all is okay at OK as 10 000 continue strike

**STRIKES** at the giant OK Bazaars chain have spread to 110 stores, warehouses and hyperamas nationwide, after workers yesterday decided they would continue their legal stayaway until management meets their demands.

At a meeting at the Cosatu headquarters in Johannesburg yesterday the Commercial, Catering and Allied Workers Union (Ccaawusa) said that 10 000 workers at 110 OK stores had voted overwhelmingly to strike.

The meeting was attended by more than 400 militant workers who were addressed by their national president, Mr Makhulu Ledwaba, who is also national vice president of Cosatu, (Congress of South African Trade Unions).

By SAMKELO KUMALO

The legal strike, which began five days ago, was sparked by failure of a Government-appointed conciliation board to resolve a wage dispute between the 10 000-strong union and the supermarket chain.

The union is demanding an immediate monthly R160 across-the-board pay increase and new benefits for members.

The present offer of R40 was unacceptable, and the R65 agreed to last year between management and workers and which had not been fulfilled was still not acceptable, Mr Ledwaba said.

The strike would continue indefinitely as all legal procedures had been followed.

"We have organised every branch of the store throughout the country," Mr Ledwaba said.

In response, Mr Keith Hartshorne, the OK's group personnel manager, said yesterday: "The agreement reached last year does not contain any mention of R65" and said the union claim was factually incorrect.

# Hopes slim for settlement in OK strike

Mercury Reporter

WITH only three shopping days to go before Christmas prospects for a settlement of the wage strike by Commercial, Catering and Allied Workers' Union workers at OK Bazaars look slim.

A police spokesman last night confirmed that 41 workers fired by OK at Margate were arrested on Friday for trespassing. The fired workers had been arrested after they had ignored requests to leave the premises. They included 21 black men, 18 black women, one coloured woman and one Indian man.

The union said last night that more than 400 OK workers in Natal had been arrested, but OK said 120 had.

Our Johannesburg correspondent reports that according to the union, 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. And more strikes in the rural areas and Cape are expected.

The OK says that by Saturday 75 stores had been hit.

The union obviously timed the strike to coincide with the OK's busiest trading week of the year. But spokesman Viv Masina says that workers resolved at a meeting on Saturday to continue the strike beyond that if necessary, 'until the OK agrees to negotiate in good faith' a review of the 1986 wage agreement.

Stayaway may go on after Christmas

# Slim chance of end to OK wage strike

BUDDAY 22/12/86

31

WITH only three shopping days to go before Christmas, prospects for a settlement of the wage strike by Commercial, Catering and Allied Workers' Union (Ccawusa) members at OK Bazaars look slim.

Ccawusa says 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. It adds that more strikes in the rural areas and the eastern Cape are expected when ballots at another 80 stores are concluded.

But the OK says that by Saturday 75 stores had been hit.

Union spokesman Vivi Masina says workers resolved at a meeting on Saturday to continue the strike beyond Christmas if necessary, "until the OK agrees to

ALAN FINE

negotiate in good faith" a review of the 1986 wage agreement.

Masina says Ccawusa is ready to meet the company if it is prepared to fulfil this condition.

The OK has already resolved to ensure that customer service is not adversely affected by the strike. But, says Masina, the company's contingency plans "are crumbling", and he does not believe it can hold out much longer.

"The casual workers brought in as scabs are untrained and not as efficient as the permanent workforce. As a result, the company is losing customers. It is clear that there are fewer shop-

pers this Christmas than last," he said.

He adds that the union has received assurances from black student organisations that they will discourage members from taking temporary work at OK stores.

The union accuses the OK of using intimidatory tactics against strikers. Ccawusa says 425 workers in Natal have been arrested and 320 of them dismissed on unsubstantiated grounds.

OK group personnel manager Keith Harishorne says only 120 people have been arrested.

He adds that the strike is generally peaceful and most stores and branches were operating normally.

# More OK branches are hit by strike

22/12/86  
31

By Mike Siluma

The countrywide strike by OK Bazaars workers is set to continue today amid union allegations of management's "high-handed" action to break the strike.

The Commercial, Catering and Allied Workers' Union (Ccawusa) said at the weekend that 110 stores and warehouses have been hit by strikes.

The union claimed riot police had been deployed at most outlets and that 425 strikers had been detained in Natal. Another 320 workers had been fired.

Management said 75 outlets had been affected by industrial action. About 120 strikers were arrested and 200 dismissed after an assault on a store manager at the Durban Hyperama.

The union said OK management had called in private security guards in many branches.

Ccawusa members downed tools on Thursday to back a demand for an immediate monthly pay rise of R160.

The workers are also demanding the reinstatement of colleagues allegedly fired unfairly over the past two years.

The union claims that despite an increase in OK profits, workers' wages have remained low, a charge denied by management. The company insists it would suffer heavy losses if it acceded to the union's wage demand.

Management says a retrenchment agreement had been negotiated with the union for about 1 000 workers, while other workers had left "of their own accord".

According to Ccawusa, at least one store in kwaMashu in Natal had been closed down, with the manager of the branch joining the strike.

Ccawusa said strike ballots are being held in other branches aimed at bringing more workers out on strike.

# 'OK STRIKERS DETAINED'

AT LEAST 425 striking OK Bazaars workers are believed to have been detained and about 320 dismissed in Natal, the Commercial, Catering and Allied Workers Union announced at the weekend.

According to reports Mr Richard Blackwell, OK Bazaars personnel director, has confirmed that a number of strikers were dismissed from OK branches at Margate, Prospecton and Em-

pangeni. He said the workers were fired for various reasons, including their "unacceptable behaviour", assaulting a security manager and damaging property.

A Durban police spokesman said the police were called after the workers allegedly refused to heed a request by the Margate store management to vacate the premises.

The supermarket's industrial relations controller, Mr Ken

Hartshorne, confirmed that casual workers were employed, but could not state the number of people recruited.

## Legal

More than 4 000 members of Ccawusa are involved in the legal strike which started last Friday. By Saturday, about 110 OK stores countrywide were affected by the strike.

The strike was sparked off by the government-appointed conciliation board's failure

to resolve a wage dispute between the union and the supermarket chain.

The union, which has about 10 000 members employed by the supermarket group at 202 stores countrywide, has reached a deadlock with management over a R160 across-the-board increase.

Instead, the company is offering an increase of R85 a month.

Workers employed by the company earn as little as R265 a month.

Wage negotiations between the two parties began in June, but no settlement could be reached by early this month.

Ccawusa official, Mr Vivian Masina, told a Press conference last week that over a two year period, OK has dismissed almost 2 000 workers and despite that, OK stores have in-

creased from 180 to 200. "OK's profits for 1986 stood at about R12-million but in spite of these profits, workers' wages remain low," Mr Masina said.

The union is still conducting strike ballots at other branches to establish the wishes of other workers.

Meanwhile, the supermarket group has

stated that its profits will be wiped out and heavy losses could be incurred if it surrenders to Ccawusa's demands.

"It would cost R50-million to meet what the union is asking, compared with the company's most recent annual pre-tax profit of R24,1-million and after-tax profit of R12,97-million," the company said.



# No end in sight for OK strike

Own Correspondent

JOHANNESBURG. — Prospects for a settlement before Christmas of the wage strike by Commercial, Catering and Allied Workers' Union members at OK Bazaars look slim.

According to the union, 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. And more strikes in the rural areas and the Eastern Cape are expected when ballots at another 80 stores are concluded.

However, OK Bazaars management said that by Saturday only 75 stores had been hit.

The union's spokesman, Mr Vivi Masina, said workers had resolved at a meeting on Saturday to continue the strike beyond Christmas, if necessary, "until the OK agrees to negotiate in good faith" a review of the 1986 wage agreement.

He said the union was ready to meet the company as soon as it was prepared to meet this condition.

The OK said its customer service would not be adversely affected by the strike. But, said Mr Masina, the company's contingency plans were "crumbling".

## 'Not as efficient'

"The casual workers brought in as scabs are untrained and not as efficient as the permanent workforce. As a result the company is losing customers," he said.

The union accused the OK of using intimidatory tactics against strikers. It said 425 workers in Natal had been arrested and 320 of them dismissed on unsubstantiated grounds.

OK group personnel manager Mr Keith Hartshorne said that only 120 workers had been arrested when three Natal managers were assaulted and when strikers' behaviour created a danger to public safety.

Apart from these incidents, the strike was peaceful and branches were operating normally. Management supported the principal of the right to strike.

"Those who do not engage in criminal acts or threaten customers' safety can rest assured that action will not be taken against them," he said.

# OK strike continuing

## Staff Reporter

SIX outlets and about 170 members in the Cape Town area were involved in the nationwide wage strike at the OK Bazaars chain, said the Commercial, Catering and Allied Workers' Union (Ccawusa).

In the Western Cape, the strike affected four warehouses, the Hyperama and a House-and-Home outlet, according to a union spokesman.

However, the firm's group personnel manager, Mr Keith Hartshorne, said from Johannesburg today there were "far fewer" Western Cape workers on strike than Ccawusa alleged.

## 75 stores hit

As was the case throughout the country, customer service would not be "adversely affected" by the strike. Branches were operating "normally".

OK Bazaars management said on Saturday that 75 stores had been hit countrywide, but the union alleges that 5 000 workers at 110 warehouses — mainly in the Transvaal and Natal — are involved.

Mr Hartshorne said there

had been no further developments in the dispute.

Prospects of a settlement before Christmas are said to be slim — according to Ccawusa, workers resolved at a meeting on Saturday to continue the strike beyond Christmas.

Ccawusa claimed OK were losing customers because casual workers brought in were untrained and less efficient.

Ccawusa members downed tools on Thursday to back a demand for an immediate monthly pay rise of R160.

## 'Low wages'

The workers are also demanding the reinstatement of colleagues allegedly fired unfairly over the past two years.

The union claims that in spite of an increase in OK profits workers' wages had remained low, a charge denied by the management. The company insists there would be heavy losses if it acceded to the union's wage demand.

The management says a re-trenchment agreement had been negotiated with the union for about 1 000 workers, while other workers had left "of their own accord".



# Court hearing as OK strike spreads

23/12/85 (31) 132 140A

AN application brought before the Rand Supreme Court yesterday by OK Bazaars, seeking to eject 281 striking employees from a Johannesburg city branch, was withdrawn after an in-court settlement was reached.

In terms of the settlement between the retailer and the Commercial Catering and Allied Workers' Union (Ccawusa), the workers would vacate the Eloff Street branch of their own accord until the current wage dispute was resolved.

The union undertook before Mr Justice Margo to ensure that its members would desist from any unlawful action regard-

ALAN FINE and LIAM EGAN

ing the strike at the Eloff Street branch. OK personnel director Richard Blackwell said the application was brought because of strikers' noisy behaviour at the store.

Meanwhile the strike, which began last Thursday, spread to more stores yesterday. Blackwell said workers at an additional 21 locations had joined the strike, taking the total to 96.

Ccawusa general secretary Vivian Mtwa said another three stores went out

yesterday. The union claimed 113 of the company's 208 outlets were affected.

The union claimed in Durban that about 10 000 workers — or nearly 50% of the chain's staff — were now involved in the strike.

Blackwell dismissed the union figures as "just not true". He said the number of strikers was "certainly under 5 000".

Mtwa said he had received reports that a number of workers from the OK's Empangeni branch, who were arrested

● To Page 2

## 2. Sici More OK workers strike

23/12/85 (31)

after an alleged assault on a manager on Saturday, had been released on R200 bail.

The strike is over union demands for a R160 across-the-board wage review.

Blackwell said with the exception of the KwaMashu branch, which had been closed since Friday, all stores were "operating normally".

He also rejected allegations by the union that management at a number of stores had refused strikers permission to collect water or prepare food on the premises, or that access to toilets had been refused.

Ccawusa said management had adopted a "very ruthless and hard-line attitude which takes industrial relations back to what they were in 1975".

In Durban, union spokesman Jay Naidoo accused the chain of employing private security firms to "police" strikers and enforce "arbitrary and unreasonable" management rules designed to prevent strikers from conducting lawful strike action.

Naidoo also charged that contract cleaning staff had been harassed for giving water to strikers.

□ OK outlets are employing casual labour to fill the gap, JANET GILL reports.

Many students are employed as cashiers and packers.

Customers interviewed by *Business Day* did not seem to mind the less experienced cashiers and longer queues.

The Carlton Centre branch was slightly quieter and a lot of the tills were closed.

The OK in Kerk Street was also not as busy and there was the sound of clapping and singing coming from the canteen.

Inside, some of the striking staff were sitting at tables talking while others were singing.

Eloff Street OK was much the same with most of the tills closed, or staffed with casual labour.

There was singing coming from the canteen but it was not too noticeable after someone turned up the music — and drew out the noise.

● From Page 1

allowance % of full end

# OK and union make deal

27/12/86  
31  
23/12/86  
By Lesley Cowling

The Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday undertook to ensure that about 280 members on strike at the OK Bazaars in Eloff Street left the premises.

The agreement was settled out of court yesterday by Ccawusa and OK Bazaars, after the OK brought an urgent application against the union and 280 of its members asking the Rand Supreme Court to order their ejection from their Eloff Street premises.

## WITHDRAWN

The application was withdrawn after Ccawusa gave the undertaking.

The union said it would "do everything in its power" to get its members to leave the store and to ensure they did not take part in any unlawful action in relation to the dispute.

This did not mean that Ccawusa accepted allegations made by OK Bazaars in their application, the union said.

Mr Richard Blackwell, personnel manager of the OK, said in papers that workers had disrupted "normal functions" since the strike started on Thursday last week.

# More join wages strike at OK Bazaars

By Mike Siluma and Kym Hamilton

More members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have joined the national wage strike affecting OK Bazaars which began on Thursday. SJM

The company yesterday put the number of strikers at not more than 5 000 at just over 90 stores. The union said nearly twice that figure were on strike at more than 100 stores and warehouses. 23/12/86.

Ccawusa said that more workers would come out as balloting in other centres progressed.

Strikers are demanding an immediate R160 monthly pay rise and the reinstatement of nearly 2 000 workers said by the union to have been dismissed unfairly in the past two years.

The union has accused OK of using "brute and naked force to put down a peaceful, legal, just and disciplined strike".

OK spokesman Mr Richard Blackwell denied union claims that management had called police to break the strike, saying police would not be called in if the strikers' behaviour remained "acceptable".

A spokesman for the SAP said in Pretoria that police were present at some OK stores in the Transvaal "to make sure there are no violations of the law".

● See Page 3.

CHT Tim 31  
23/12/86

3, 1986

## Strikes at 92 OK stores

**JOHANNESBURG.** — Management said yesterday that workers at another 17 OK shops had joined the four-day-old wage strike by Commercial, Catering and Allied Workers' Union (Ccawusa) members, bringing the number of affected stores to 92.

OK yesterday also withdrew an urgent application to the Rand Supreme Court to stop strikers at a Johannesburg shop "clapping, singing, and dancing" when the union promised to try to keep strikers away until the dispute was resolved.

More stores were likely to come out on strike, a Ccawusa spokesman said, as ballots were still being held.

Yesterday the Azanian Students' Movement of South Africa pledged solidarity with the strikers. — Sapa.

# 'Nearly 10 000' join strike at OK Bazaars stores, claims union

21645 23/12/86 31  
The Argus Correspondent

JOHANNESBURG: — More members of the Commercial, Catering and Allied Workers Union have joined the OK Bazaars national wage strike, which began on Thursday.

The company yesterday put the number of strikers at not more than 5 000 at 92 stores. The union said that nearly twice that number were on strike at more than 100 stores and warehouses.

The union said that more workers would come out as balloting in other centres progressed.

Strikers are demanding an immediate R160 monthly pay rise and the reinstatement of nearly 2 000 workers said by the union to have been fired unfairly in the past two years.

The union, which has accused management of employing high-handed tactics to try to break the strike, said that 115 OK Bazaars concerns were affected by the strike action.

The union accused OK of "resorting to brute and naked force to put down a peaceful, legal, just and disciplined strike by the underpaid and discriminated workers".

OK spokesman Mr Richard Blackwell denied union claims that management had called police to break the strike, and said the police would not be called in if the strikers' behaviour remained "acceptable".

A police spokesman said in Pretoria that police were present at some OK stores in the Transvaal "to make sure there were no violations of the law".

# OK strike spreads to two PE warehouses

By DAWN BARKHUIZEN

EMPLOYEES at OK Bazaars warehouses in Walmer and Deal Party have joined the Greenacres branch in a national strike which started last Thursday.

Nationally, the number of stores hit in the pre-Christmas rush is up from 83 stores yesterday to 100 branches today, OK Bazaars personnel director, Mr

Richard Blackwell, said.

At Greenacres, where strikers have been staging a sit-in the staff canteen after reporting to work since Friday, the number of strikers has increased to 85.

The number of strikers at the Walmer branch totals 15 and there are 17 out at the Deal Party warehouse.

However, a Commercial Catering and Allied

Worker's Union spokesman, Mr Norman Sambu, said there were 26 strikers at Deal Party.

Mr Sambu also said there were as many as 121 were involved in the strike at various branches in Port Elizabeth.

A claim by the union that branches in King William's Town and East London had joined the dispute last week was denied by OK management.

Today Mr Blackwell estimated that 5 000 of the 23 500 OK workers were out on strike throughout South Africa. He said the strike was only "partial" and in most instances did not involve more than 25% of staff.

Strikers at the Eloff Street branch in Johannesburg left the store yesterday after talks between management and union lawyers, Mr Blackwell said.

Following indications from strikers that they would storm the shop floor, management prepared to obtain a court interdict forcing workers to leave the premises. The matter was settled before going to court, Mr Blackwell said.

No further dialogue has taken place regarding the union's demand for an immediate R160 across-the-board pay increase for workers.

31



# OK wage strike set to escalate

*Sowetan 23/12/86* (31) (32) (33)

THE wage strike by OK Bazaars workers was expected to escalate yesterday as more stores conducted strike ballots countrywide.

Commercial Catering and Allied Workers' Union of SA (Cawusa) officials overseered strike ballots at nine Reef outlets yesterday, but ballot results were not yet available by the time of going to press.

Cawusa and OK management are in dispute over wage increases with the union demanding R160 across-the-board, against the company's R85 offer.

Cawusa branch secretary Mr Kaizer Thibedi said five more OK outlets would conduct strike ballots soon.

"Workers are determined to hold until the company sees reason and for a change, puts people in front of profits," said Mr Thibedi.

At Eloff Street, Johannesburg, bemused Christmas shoppers were greeted with chants and catcalls from striking workers, who were perched inside the OK supermarket.

Cawusa has accused management of refusing workers access to toilets, water and telephones.

Mr Thibedi said: "We condemn in the strongest terms OK's abuse of power. And the company's mysterious contingency plans are beginning to unfold. It is nothing but the resorting to brute and naked force to put down a peaceful, legal, just and disciplined strike by underpaid and discriminated workers."

Approached for comment, OK's industrial relations manager Mr Keith Hartshorne referred the *Sowetan* to the company's statement issued over the weekend. The company had stated that it would cost R50 million to meet the wage increase demanded by the workers.

Cawusa members at OK stores have been on a wage strike since Thursday last week.

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# Sign of progress in strike

Own Correspondent

JOHANNESBURG. — In the first sign of a possible end to the stalemate in the week-old strike at OK Bazaars, the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) communicated yesterday by telex over a union proposal for a meeting between themselves.

The strike continued to spread. According to the OK, 101 stores are now affected — five more than on Monday. The union puts the figure at 126.

Ccawusa requested a meeting yesterday morning to discuss the wage issue and a request made by the OK on Monday for a union undertaking regarding strikers' behaviour.

The OK responded by asking for specific proposals for an agenda.

The Ccawusa spokesman, Mr Jay Naidoo, said union branches were considering the OK's reply. He said that while the union had no new wage proposals to make, it was prepared to negotiate its demand for a R160-a-month wage review.

Union leaders, he said, were mandated to "respond meaningfully" to any OK counter-offer.

Because OK's reply was received only late in the afternoon, Mr Naidoo doubted that any meeting would be held today, as delegates would have to travel from around the country.



# Cosatu backs OK strike

By Mike Siluma

The giant Congress of SA Trade Unions (Cosatu) is to take action in solidarity with members of the Commercial, Catering and Allied Workers' Union (Ccawusa) on a national wage strike at OK Bazaars.

Union leaders said on Wednesday that about 10 000 workers in 126 stores had so far joined the strike, which was called to back demands for a R160 monthly pay rise and the reinstatement of workers allegedly unfairly dismissed.

But an OK spokesman, Mr Keith Hartshorne, said 6 000 workers were on strike at 108 stores.

Ccawusa's regional organiser, Mr Vivi Masina, said 455 workers had been detained and 825 dismissed since the strike.

The company said 200 workers had been dismissed for "unacceptable behaviour" including assaulting a manager and breaking down doors.

# OK strike 'is set to continue today'

Labour Reporter

THE pay strike by thousands of OK Bazaars workers throughout the country was set to continue today, Mr Jay Naidoo, a spokesman for the Commercial, Catering and Allied Workers' Union in Durban, said yesterday.

More than 5 000 workers at more than 100 OK outlets stopped work on Thursday last week in support of their demand for a R160 a month pay rise, after rejecting a company offer of R85 a month.

The strike, which has affected about 20 OK outlets in Natal, had been marked by a spate of incidents which resulted in charges of assault and malicious

damage to property being laid against strikers.

More than 200 strikers had been dismissed.

The union had called for a new round of talks with the management, Mr Naidoo said, adding that the company had responded by requesting a detailed agenda from the union.

'We supplied the information and are now awaiting a reply,' he said.

Mr Naidoo said that the company's offer of R85 would have raised the average wage to only R350 a month. The union was demanding a 'living wage of R550 per month'.

OK management could not be reached for comment yesterday.

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# OK wage dispute <sup>(31)</sup> <sup>STW</sup> <sup>29/12/87</sup> no end in sight

By Mike Siluma

The deadlock in the OK Bazaars wage dispute remained today as both sides expressed pessimism over the possibility of talks to end the 11-day-old national strike.

OK Bazaars' personnel director, Mr Richard Blackwell, said he did not expect negotiations to take place today.

The Commercial, Ca-

tering and Allied Workers' Union (Ccawusa) had failed to accede to a management request for detailed proposals for a meeting suggested by the union, he said.

Ccawusa spokesman Mr Salim Vally said OK had asked the union to state which aspects of the company's strike code of conduct it had problems with.

"We sent a telex on Wednesday making it clear we were not prepared to discuss only sections of the code drawn unilaterally by management."

The number of strikers stood at about 10 000 at 128 stores, with stores in Pietersburg and Tzaneen having come out today.

Management maintains that "just under

6 000 workers at 108 stores are on strike.

Strikers are demanding an immediate wage increase of R160 a month and the reinstatement of workers allegedly fired unfairly over the past two years.

● The Congress of SA Trade Unions (Cosatu), has pledged to take solidarity action with the OK Bazaars strikers.

## Woman attacked for shunning OK strike

By Mudini Maivha

A Pimville woman, Mrs Anna Makhanya, was attacked in her home on Christmas Eve and doused with inflammable liquid for not taking part in the OK Bazaars wage strike which has hit more than 100 branches countrywide.

Mrs Makhanya said she was attacked at her Zone 5, Pimville, home at 8.30 pm. She said she was doused with petrol or paraffin.

Her attackers set fire to her house. Her clothing caught fire as she fled with her children to a neighbour, she told The Star.

Mrs Makhanya, a member of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa), said she has identified some of her attackers as colleagues from a Sandton supermarket.

Mrs Makhanya suffered minor burns on her left arm, ribs and foot during the attack. Her kitchen unit, ceiling and curtains were slightly damaged. The attackers also broke her bedroom window with stones.

The incident has been confirmed by the Bureau for Information and police are investigating.

Officials of Ccawusa were not available this morning for comment.

# Six-week OK strike is entering crucial stage

51 Day  
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THE MEDIATION between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Cawusa) scheduled for today could well be the session that will make or break any prospect of a strike settlement in the near future. This week, as it reached the six-week mark, the strike became the longest-ever in retailing.

In terms of man-days lost it is by far the largest retail strike ever. Using the most conservative figures available, the cost is close to 300 000 man-days (total man-days lost due to industrial action last year was 1,2-million, according to one estimate).

Certainly both sides have taken the mediation exercise seriously. This is evidenced by the fact that it is still continuing at all. In addition, as is clear from the absence of any detailed Press reports of the proceedings, both have kept to their undertaking to keep them at a low profile.

## Positions moderated

Nevertheless, there are certain signals which indicate the state of play.

Both sides have moderated their positions. Prior to mediation the wage aspect of the union demand — the most important area of dispute — stood at a R160 per month wage review backdated to April 1986, and a minimum monthly wage of R450. The OK had offered R85 from this April.

In addition, the union had demanded the scrapping of the "anniversary date" system, whereby employees receive their increases on the anniversary of their joining the firm. These are the two principal obstacles in the way of a settlement.

The review issue arises from a clause in the 1986 agreement where the OK undertook to reconsider 1986 wage levels should their profits increase. The company now argues that, even using the most favourable definition of profit, the increase was only just over R200 000. If this entire amount is dis-

ALAN FINE

tributed to workers, it would mean less than R1 per person per month.

The union argues that, because profits rose at all, the company is obliged to meaningfully review 1986 wages.

The OK may be prepared to offer a once-off payout in this respect, but it would represent only a miniscule proportion of the union's expectations.

The next obstacle is a wage offer whereby all workers receive raises at the beginning of the wage increase cycle. Any such offer will be substantially lower than the R85 previously on offer, because of the cost implications of implementing increases in April rather than staggering them throughout the year.

All-in-all, the two remain far apart. And the OK strike is a critical one, and not only because of its magnitude. Unions and employers throughout SA are watching it closely and the result will have a marked effect on their respective fortunes during 1987.

A clear victory for Cawusa will be a shot in the arm for union wage bargaining, particularly as the Congress of SA Trade Unions (Cosatu) has decided to launch a major campaign for "a living wage". Defeat for the OK workers, on the other hand, is likely to encourage tougher employer responses to perceived unreasonable union demands.

The prospects for a compromise settlement in the foreseeable future cannot be completely ruled out. But no one is holding their breath for it. And should these talks collapse, the war of attrition will intensify.

In order to survive, Cawusa will have to begin thinking about finding strike funds for its members.

Thus far, the refusal by workers in some food factories to handle goods destined for the OK has been only a minor irritant. So Cawusa will look towards more support from other unions. And affiliates of both Cosatu and the Cusa/Azactu grouping are meeting this weekend to discuss just this.

# Chain store strike goes on

## Labour Reporter

THE national wage strike by thousands of OK Bazaars workers was still unresolved yesterday as the industrial action, affecting more than 100 stores, entered its 11th day.

Mr Jay Naidoo, a spokesman for the Commercial Catering and Allied Workers' Union in Durban, said

yesterday there was still no indication when talks between the union and management would take place.

'We put our proposals for a meeting with the management, but we are still awaiting a response,' he said.

OK Bazaars' personnel director, Mr Richard Blackwell, said the union had failed to accede to a management request for detailed proposals for a meeting suggested by the union.

The union agreed yesterday afternoon to restrain striking workers from entering three OK Bazaars stores in Johannesburg, Sapa reports.

The union made the out-of-court undertaking after OK Bazaars lodged an urgent application in the Rand Supreme Court.

By LEN MASEKO

MORE than 500 OK Bazaars workers have been fired by management in an action linked to the nine-day-old wage strike at the company's chainstores.

This is according to the Commercial Catering and Allied Workers Union of SA (Ccawusa), which has accused OK management of exploiting workers by paying "slave wages".

A Ccawusa official, Mr Vivian Masina, put the figure of workers fired so far as a result of

the strike action by union members at 525.

The *Sowetan*, however, could not confirm this figure with OK management yesterday as the company's personnel director, Mr Richard Blackwell, was said to be in a meeting.

Both union and company spokesmen have confirmed to Sapa that attempts were being made to start talks to try to resolve the dispute.

The wage strike, which has spread to over 120 OK branches across the country, was sparked by the company's refusal to improve its final offer of R85 across-the-board.

Ccawusa members demand R160 across-the-board wage increases.

"In Natal OK management is dismissing workers to accommodate members of a rival union," Mr Masina said.

The Ccawusa official said almost all 10 000 union members were out on strike in support of the union's wage demands.

**Wage**

It is learnt that OK was yesterday granted a Supreme Court interdict, restraining workers from three branches from entering the premises.

# OK fires 500 strikers

The branches concerned are Faraday, Hillbrow and Randburg.

In another incident linked to the wage strike, a Soweto woman was attacked on Christmas Eve and her home set alight allegedly for not taking part in the strike action.

Mrs Makhanya, of Zone 5, Pinville, suffered minor burns after she was doused with an

Mr Salim Vally, said those workers not participating in the wage strike needed to be educated and not "physically coerced".

Nine more Ccawusa members were detained in Johannesburg and Empangeni last week, according to Mr Vally.

Meanwhile the Witwatersrand branch of the Congress of SA Trade Unions (Cosatu) has indicated that it will help the striking workers "with all possible means" in a bid to get the company to settle the dispute.



# OK strike wrangle drags on

OK BAZAARS yesterday launched urgent interdicts in the Rand Supreme Court to evict striking Commercial, Catering and Allied Workers' Union (Ccawusa) members from three stores in the Johannesburg area — Hillbrow, Faraday and Randburg.

But the matter was settled after the union agreed to the strikers leaving the stores' premises.

In response to management's request for Ccawusa to consider the same action at other outlets, the union asked for a list of premises concerned.

OK spokesman Keith Hartshorne said the union's action in this matter would

influence OK's attitude on the issue of costs, which is to be heard tomorrow.

OK reported that workers at one of its warehouses returned to work yesterday, and that a further 100 workers countrywide had returned to work since the strike began on December 19.

This brought the number of its 208 outlets presently involved in the industrial action down to 107, it said. A spokes-

● To Page 2 ➔

## OK and Ccawusa say they're ready to talk

man estimated about 6 000 workers were on strike.

Ccawusa said it had no knowledge of people returning to work. It said unionists at 126 outlets had now joined the 11-day-old strike.

Negotiation was still deadlocked yesterday, but OK's management telephoned Ccawusa saying it was open to new and specific proposals.

*[Faint, mostly illegible text from the main body of the article, appearing as bleed-through or very light print.]*

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# Union agrees to ejection of OK strikers

By Lesley Cowling

The Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday undertook — in an out-of-court agreement with OK Bazaars — to ensure that striking workers at three OK stores left the premises.

Last week, the union undertook to ensure that striking workers at the Elloff Street branch left the premises after the OK brought an urgent application in the Rand Supreme Court, asking the court to order their ejection.

Yesterday, the OK brought three more urgent applications, asking for the ejection of about 330 workers from their Faraday, Hillbrow and Randburg stores.

The union undertook, in addition to asking their members to leave the stores, to ensure they did not take part in any unlawful action against the store in relation to the dispute.

● The national wage strike enters its 12th day today. The strikers have demanded a monthly increase of R160.



Striking OK workers, members of the Commercial, Catering and Allied Workers Union, leave the Supreme Court in Johannesburg yesterday after their union's out-of-court settlement. ● Picture by Herbert Mabuza.



# MORE JOIN STRIKE

**Over 120**

**outlets**

**are hit by**

**stoppage**

DOZENS of workers from 11 more OK Bazaars branches have joined the wage strike at the company's stores over the past two days — bringing the total of strike-hit outlets to over 120.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa) yesterday said it was on the verge of calling out on strike all its members employed by the chainstore group, totalling about 10 000.

This follows OK management's refusal to increase its R85 offer to a R160 across-the-board wage increase demanded by union members.

Ccawusa has indicated that it might

By **LEN MASEKO**

suspend further strike ballots at remaining stores on the strength of the 70 percent vote by union members in favour of the strike action. This could mean that workers in other OK stores, still not affected by the industrial action, may be called out on strike without a strike ballot.



**Affected**



A breakdown released by the union of strike-hit OK branches showed that in the 82 were affected in the Transvaal: Cape province (11); Orange-Vaal (eight); Natal (25). Only two

stores in the Transvaal are not on strike according to Ccawusa spokesman, Mr Salim Vally.

Meanwhile, OK's personnel director, Mr Richard Blackwell, has rejected the union figures, saying only 100 stores were affected by the strike. There were 7 000 registered Ccawusa members at OK, out of a total workforce of 23 000, management says.

Mr Blackwell added that only 25 workers had been dismissed at Roodepoort last Saturday "for disorderly conduct".

Another OK director, Mr Allan Fabig yesterday refuted union reports about the company's alleged refusal to allow workers access to toilets, water and telephones.

"OK denies the accusations that workers were refused access to toilets, water and telephone. However, it is standard company procedure that telephone calls may not be made or received during business hours unless they are emergency calls," Mr Fabig told the *Sowetan*.

Mr Fabig added that OK paid its workers well above R261 — "the starvation wage" the company has been accused of paying.

A diary of events surrounding the OK strike, so far, includes:

- Eighty Ccawusa members at OK's Roodepoort branch have been sacked, the union said;
- Two union members employed by the Alberton branch of the chainstore group were detained this week.

- Members of another retail union, the National Union of Distributive and Allied Workers' Union, were also joining the strike at some stores, the Ccawusa spokesman said;
- OK management this week withdrew a Supreme Court application seeking the eviction of Ccawusa members from the Eloff Street branch in Johannesburg. This followed an out-of-court settlement between the two parties.



STRIKING workers employed by OK Bazaars chant outside Ccawusa's Johannesburg offices yesterday.

Pic: MBUZENI ZULU

# OK 'willing to meet workers'

BY LEN MASEKO

at 450

**STRIKE-hit OK Ba-** zaars yesterday indi- cated that it was willing to meet the work- ers' representatives with a view to resolving the cur- rent wage dispute.

The company put the number of workers dis- missed during the strike

On the other hand, the Commercial Cater- ing and Allied Workers' Union of SA (Ccawusa) disputed this figure, saying 525 of their mem- bers had been fired by management.

"We must stress that the dismissals occurred

as a result of criminal or unlawful acts and not as a result of legitimate strike action," said OK's industrial relations advi- sor, M r K e i t h Hartshorne.

Mr Hartshorne said management had of- fered to discuss rules of conduct with Ccawusa before the start of the strike but, he added, the union did not respond to "this offer in time".

He confirmed that the company had been granted a Supreme Court interdict barring 330 workers from Fara- day, Hillbrow and Randburg branches

from entering these premises. The union had undertaken in an in- court settlement this week to ensure that striking workers did not enter these premises.

The issue of the costs for the case had been deferred until today pending further under- takings by the union.

"The company con- siders the allegation by Ccawusa with regard to another union in Natal as outrageous and de- void of any truth," Mr Hartshorne said.

He was responding to an accusation from Cca- wusa that the company was dismissing workers in Natal to accommo- date members of a rival union.

Responding to reports of a possible meeting be- tween the two parties, Mr Hartshorne said his company had expressed willingness to meet.

# Chink of light in OK-union dispute

IN the first sign of a possible end to the stalemate in the week-old strike at OK Bazaars, the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday communicated by telex over a union proposal for a meeting.

The strike continued to spread. According to the OK, 101 establishments are now affected — five more than on Monday. The union puts the figure at 126.

Ccawusa yesterday requested a meeting to discuss the wage issue and a request made by the OK on Monday for a nationwide union undertaking on strikers' behaviour. The OK responded by asking for specific proposals for an agenda.

Ccawusa spokesman Jay Naidoo says union branches are considering the OK's reply. He says while the union has no new wage proposals to make, it is prepared to negotiate its demand for a R160 a month wage review. Union leaders, he said, are mandated to "respond meaningfully" to any counter offer from the OK.

ALAN FINE

Because OK's reply was received only late in the afternoon, Naidoo doubted any meeting would be held today, as union delegates would have to travel from around the country. A more likely time for a meeting is early next week.

Talks on the union undertaking could be based on an offer made by the OK before the strike for the negotiation of a set of rules of conduct by strikers. In return, the OK says it would have been prepared to offer workers indemnity from dismissal for striking.

However, according to OK personnel director Richard Blackwell, the strike began before these discussions could be completed and the company declined to continue them thereafter.

In a further development yesterday, police raided union offices in Durban and Empangeni apparently looking for pamphlets and documents related to the strike.

## Metlife and Litalat

RITMEESTER HAVE FINE CIGARILLOS AND CIGARS TO SUIT EVERY TASTE

G.P.B.M. & B. 7808

# Three more OK branches join strike

TUESDAY 3/12/86 (40A) 31

WORKERS at three more OK Bazaars branches joined the 12-day-old strike yesterday — bringing the total number of outlets affected to 111.

And the group's management has compiled a list of 38 stores in which it would like the rules of conduct for strikers adhered to. The list is to be given to the Commercial Catering and Allied Workers' Union (Ccawusa).

On Tuesday, following urgent inter-

## DIANNA GAMES

dicts brought to have striking workers in three stores evicted, Ccawusa undertook to ask its members to leave and to ensure they did not take part in any unlawful action against the store.

A union spokesman said the agreement was made without acknowledging management allegations that strikers caused thousands of rands damage by

destroying clothing and furniture. OK spokesman Keith Hartshorne said a total of 128 workers at a Natal warehouse and two Pretoria stores joined the strike yesterday. About 6 000 Ccawusa members are presently on strike, he said.

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# Hundreds of OK workers on strike

Argus 19/1/80  
The Argus

Correspondent

JOHANNESBURG. — Hundreds of workers are on a legal wage strike in at least 50 OK Bazaars stores in Natal and on the Witwatersrand, the Commercial, Catering and Allied Workers' Union (Ccawusa) said.

However, the company could confirm only strikes at 17 stores.

The strike follows a breakdown after several months of negotiations between the union and management.

The workers are demanding a R160 across-the-board increase as well as the reinstatement of colleagues allegedly unfairly dismissed by the company over the past two years.

A union spokesman said workers at 30 stores in Natal and 20 on the Witwatersrand had come out after voting in favour of strike action.

The union has threatened to bring out 10 000 members to press its wage demand. But management says they represent only 7 000 out of a total staff complement of about 23 000.

The union's regional organiser, Mr Vivi Masina, said the workers' grievances included:

- Unfair dismissal of about 2 000 workers.
- "Starvation" wages, the average pay being R265 a month.
- Racial discrimination and the failure of the company to abide by a maternity agreement.

## "NONSENSE"

OK Bazaars' director of personnel, Mr Richard Blackwell, described the starvation pay claim as "nonsense".

Referring to the unfair dismissal claim, Mr Blackwell said a retrenchment agreement had been negotiated with the union for 1 000 workers, while the other people had left "of their own accord".

STAR 3/12/66

# OK staff's national strike enters 13th day

By Mike Siluma

The national wage strike by thousands of OK Bazaars workers, which hit the retail chain at peak Christmas shopping period, enters its 13th day today.

The strikers, through their union, the Commercial, Catering and Allied Workers' Union (Ccawusa), have demanded a monthly increase of R160.

Ccawusa has claimed that the average pay at OK Bazaars is R265 a month.

OK Bazaars, rejecting union allegations of "starvation pay", said most workers earned above R265 and has maintained that its profits would be severely diminished if it acceded to the union's wage demand.

However, strikers interviewed by The Star expressed dissatisfaction with their earnings.

One of them is 54-year-old Mrs Winifred Khoba, who said she has worked at OK's Eloff Street branch since 1959.

She said after 27 years of service, she was earning R404 a month.

"The price of everything has gone up, but my wages have remained low.

"I believe that management can pay us what we want because it recently gave us notices that the company had made profits of up to R12 million," she said.

She was supported by a colleague who said she had worked at the same OK branch for 25 years, Miss Antoinette Motsoasele (49).

Mrs Motsoasele said workers had decided to go on strike during the festive season because they believed that chances were greater of management meeting their demands.

She said she earned R405 a month.

Both workers said because of the wages they earned, they would not be able to save enough money for retirement, for which they were due shortly.

The Commercial, Catering and Allied Workers' Union (Ccawusa) has condemned a Christmas Eve attack on an OK Bazaars employee who refused to join the national wage strike.

Mrs Anna Makhanya of Pinville, Soweto, told The Star that her attackers, some of whom she recognised as fellow workers at an OK Bazaars branch, doused her with inflammable liquid and set fire to her house.

Mrs Makhanya suffered minor burns.



## Kiwis triumph over French after collision

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