

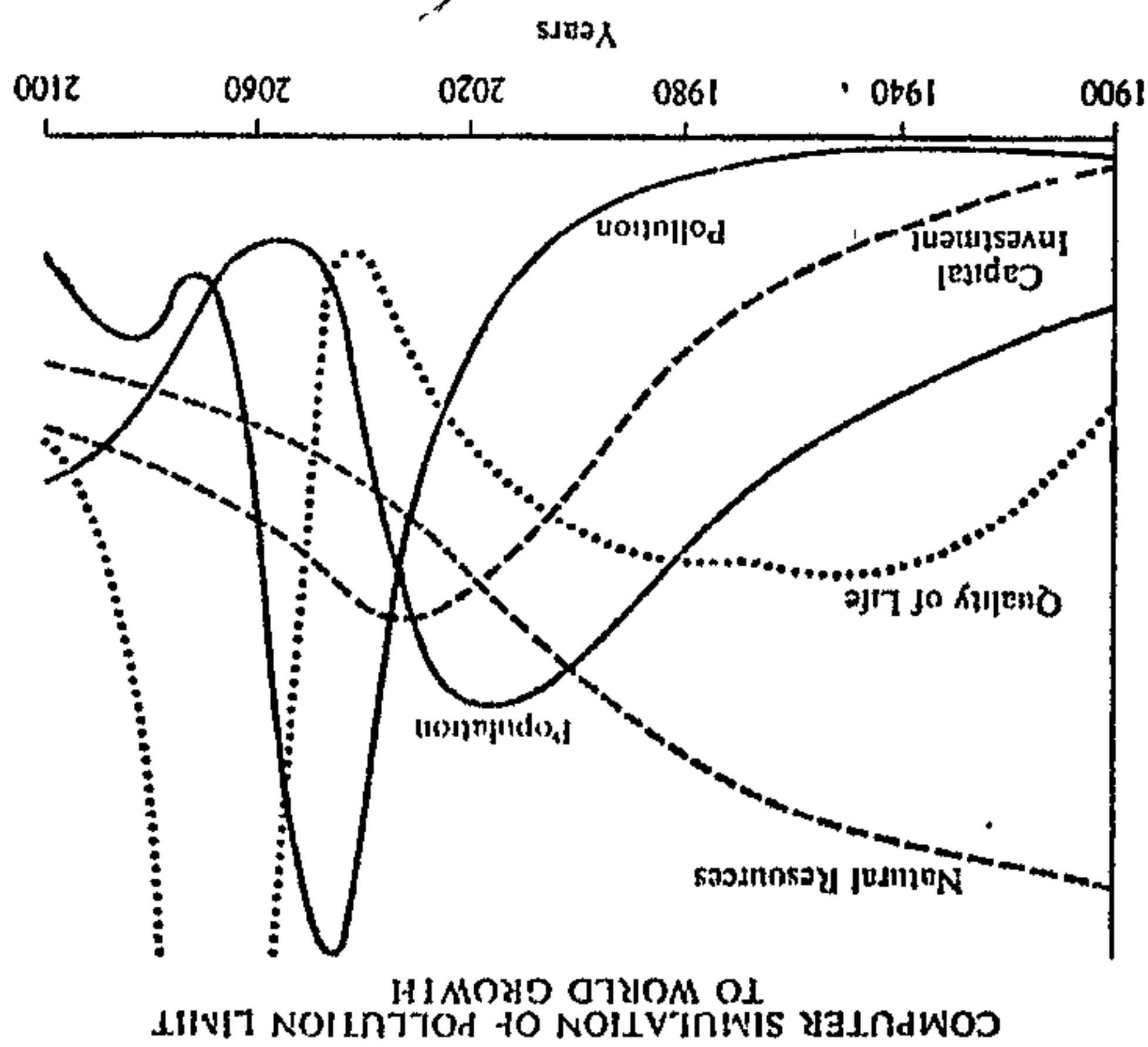
Industrial Relations

Disputes

1975 — 1977

Write a critical assessment of the above graphic device, paying particular attention to the relevance of the figure to the accompanying text.

Computer Projection of Overpopulation based on work at MIT by J W Forrester. Model assumes a 20% increase in Capital Investment to combat environmental deterioration with the eventual result that about 6 to 7 billion people die over about a 40-year period between 2010 and 2050.



The interaction of all these variables appears in the following figure, showing a computer simulation by Professor Forrester at MIT. This model shows what might happen even if we increase our capital investment by 20% to save the environment. It demonstrates why the overpopulation problem is not just a matter of money and technology. *There is no purely technological solution to the problem.* Instead, the birth rate must come down drastically by deliberate human action or eventually the product of resource consumption and increasing population will cause pollution to rise sharply with a predicted number of deaths of 6 to 7 billion people between 2010 and 2050.

1975

HANSARD. 7. Q column. 533

18 March 1975.

Labour disputes in Natal dealt with in terms of Bantu Labour Relations Regulation Act

*36 Mr G B D McINTOSH asked the Minister of Labour

How many labour disputes were dealt with in Natal from 1 July 1974 until 1 March 1975 by (a) Bantu labour officers, (b) regional Bantu labour committees, (c) works committees and (d) liaison committees in terms of the Bantu Labour Relations Regulation Act

†The MINISTER OF LABOUR

(a) and (b) 68

The urgent need for settling labour disputes does not always permit of regional committees being brought together beforehand on each occasion. Members of regional committees accompany Bantu labour officers whenever possible and disputes are also reported to and dealt with by such committees at their ordinary monthly meetings

(c) 7

(d) 15

149

INDUSTRIAL RELATIONS
DISPUTES

Staff cancel airport protest

Staff Reporter
A PROTEST meeting involving about 400 "strategic" personnel at Jan Smuts Airport was cancelled yesterday after the management agreed to meet the personnel to discuss their grievances.

Earlier, the men, from the technical staff of South African Airways, had threatened to hold a protest meeting during their lunch hour against the increased cost of living.

The men, who do maintenance work and repairs on aircraft, were dissatisfied with, amongst other things, their pay scales.

One of the men spoken to pointed out that it was not so much a grievance against their salaries but against the rising cost of living during the past few months.

As they are classified as part of a "strategic industry", the men may not strike. It was therefore decided to hold a protest meeting.

Even if the men did strike, SAA would not be seriously affected.

Although a strike would mean that SAA aircraft would not be serviced in the Republic, the flights would hardly be affected as SAA flights can, through an agreement, be serviced in London and Amsterdam.

With regard to the other flights undertaken by SAA, aircraft could also be serviced in Rio de Janeiro, New York, Perth, or Sydney.

There is also the further possibility that SAA could call on the Defence authorities to help service SAA planes, if the need arose.

~~110~~
~~260~~
149
~~320~~

Blacks reject Frame's offer

149

Natal Mercury Reporter 21/4/75

BLACK workers rejected new pay offers by textile tycoon Mr. Phillip Frame at a meeting of the Textile Workers' Industrial Union at Bolton Hall, Durban, yesterday, and directed union officials to return to the negotiating table.

After being locked in discussions with the National Textile Manufacturers' Association for two days last week, the union's general secretary, Mr. Norman Daniels, yesterday announced employers' terms for a new three-year agreement.

The workers have been offered a 10 percent across the board increase in July and a further 10 percent at the beginning of 1976 and 1977.

The industry employs about 10 000 Black workers, 80 percent of whom are employed by the Frame Group.

Mr Daniels told the meeting that employers had turned down most of the proposals put forward by the union, including the major demand that minimum wages in the industry be increased by 60 percent. Proposals that a cost of living allowance be included in the agreement, that the working week be reduced from 46 to 42½ hours, that pay differences between males and females be

done away with and that annual leave be increased from 12 to 15 days, were all rejected by employers.

Mr Daniels said the employers had explained that the industry, particularly the blanket industry, had been hit hard, and was "going through a bad period."

Workers immediately rejected the employers' proposals and asked that officials "go back and talk to Mr. Frame"

1 Manufact
2 ...
Disputed

IMEXTRA CASE

Distributing judgment

F.M 30/5/75

149

Question.....
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in this
margin

Trade unionists are concerned about the possible consequences of the Imextra judgment.

The case involved two former Imextra employees who applied for a Court Order to have their dismissals last November declared null and void.

They claimed victimisation because of their participation in a works committee, the application was made in terms of Section 24 of the Bantu Labour Relations Regulations Act, and was regarded as a test case (FM March 14)

In essence, Mr Justice Botha rejected the application on the grounds that a civil court did not have the jurisdiction to hear it.

"The applicants ought to have foreseen that a dispute of fact would develop which could not be resolved on affidavit," he added.

Adam Klein, general secretary of the Garment Workers' Union, says the judgment appears to affect all trade unions registered in terms of the Industrial Conciliation Act which, along with the Wage Act, has victimisation clauses.

He foresees "a new age of possible non-protection for worker representatives That could lead to considerable

Financial Mail May 30 1975

rest, as the government machinery for such representation and communication could well break down. A labour force frightened to elect articulate representatives will become restless."

This opinion, Klein maintains, is widespread among trade unionists in the wake of the judgment. "The victimisation clauses must be applied in the best

interests of the workers, and consequent industrial peace."

An appeal against the judgment is being considered, says Glenn Moss, administrative organiser of the Industrial Aid Society which has been heavily involved in raising funds for the case.

He points out that if the judgment becomes a precedent, criminal charges

will have to be laid against offending employers and it would be up to the Attorney General to decide whether or not to prosecute. "If the case simply pends," he adds, "the law is that a private prosecution can't be initiated. And if the decision is to prosecute, it could be up to five months before the case reaches a court."

Council

wage ^{AR 6/6/75} dispute

THE Minister of Labour, Mr. Marais Viljoen, had appointed a conciliation board to settle a wage dispute between the Cape Town City Council and White municipal employees; Mr. D. W. Archer, secretary of the local branch of the South African Association of Municipal Employees (SAAME), said today.

According to the Acting Town Clerk, Mr. S. Evans, SAAME requested a 17 percent increase in October last year. The council had offered an increase of two notches on employees' incremental salary scales, but this had been rejected by SAAME.

BACK-DATED

Mr. Evans said the two-notch increase had been implemented at the end of April this year and had been back-dated to January. The council had also promised a complete re-evaluation of salaries to take effect from January 1976.

Mr. Archer said the 17 percent increase requested was the difference in the cost of living index between the last municipal wage increase and January this year.

Furniture trade

By DAVID DOUGLAS
THE FEDERATION of Furniture Trade Unions has declared a dispute with the employers and is to go to arbitration. The main points at issue are increased wages, a more realistic provident fund and an improvement in

dispute for arbitration

C.T. 12/6/75 (149)

holiday contributions by the employers.

Mr J F Klopper, general secretary of the federation, said that they had had three attempts to get satisfaction, but their proposals had been turned down.

"We feel we have a good case. We have offered a package deal, which not only asks, but gives. For example we have been willing to a type of dilution, which will allow labourers to do some work previously handled by journeymen."

The employers, through Mr I Ospovat of Cape Town, had made counter proposals, which had not been acceptable and as a last resort the federation had decided to go to the Industrial Tribunal for a ruling.

Briefly, the employers had offered an increase in wages of 10 percent the

first year and five percent in the second. The present wage for a qualified man is R46.64. The unions have asked for 10 percent in each year.

They want the employers to increase the present holiday contribution of 12½ percent to 15 percent of gross earnings. At present 12½ percent is paid for a 44 hour week and five percent for less than this.

The unions have asked for 15 percent for a 44-hour week, 10 percent for 43½ hours to 44 hours and five percent for less than 43½ hours.

On the issue of the provident fund Mr Klopper felt there was a specially good case, as the employers were still paying 70 cents a week, the same as the seven shillings paid when the fund was started based on the wage in 1953.

THE WAGES

"The wages were then £7 which meant they paid out seven shillings. Now the wage is double but the contribution is still only 70 cents, which is about 1.5 percent. The employee puts five percent of his earnings into the fund weekly.

"This agreement still has some years to run, but we feel it is rather unfair and we are asking for equal contributions. We are willing to have their contribution to be four percent from July 1 and five percent from July next year," Mr Klopper said.

He pointed out that the

increases on wages asked were less than the current rise in cost of living.

The consumer price index shows that the food index, which is the most important for workers, had risen in one year from 141.1 to 168. The index for all items rose from 134 to 155.5 points in the same year.

The workers had agreed in their package deal to accept the 10 percent the first year and five percent the second basis for wages, provided they got their 2½ percent increase in holiday pay and their provident fund proposals, but the employers had refused.

"This means we have a deadlock and must go to arbitration. We are trying to meet them, and at the same time provide incentive for workers to work more steadily."

The employers had put in some counter-proposals about the agreement, including the redefinition of foremen as chargehands.

The unions in the Federation are the National Union of Furniture and Allied Workers which is in the Cape with about 3 400 workers, and is largely Coloured and the National Association of Furniture and Allied Workers the White union.

Most employers in the Transvaal and Natal had been agreeable to the proposals, but the snag had come from the Cape where they were turned down flat, Mr Klopper said.

pay calls

149

for SA on way

Wk ARGUS 28/6/75

By HUGH ROBERTON

THE biggest demand for higher wages and salaries ever made in South Africa is about to be presented to employers by trade unions representing many thousands of workers in almost every sector of the economy.

Demands for the massive rise in earnings — trade union officials this week said the total amount involved was 'incalculable but certain to be mind-boggling' — follow the big cost of living increases which have pushed the country's inflation rate to 14,6 percent.

Among the workers involved are all the country's 150 000 public servants, all teachers, about 85 000 textile industry workers, municipal employees in Cape Town, Johannesburg and other major centres, and workers in the clothing, furniture, building and electrical industries.

EXPIRING

Many were given rises only last year — rises which have been swallowed up by the soaring cost of living — and many more have wage agreements due to expire before the end of the year.

Wage agreements which have to be re-negotiated in the next six months — there are more than 16 of them covering an estimated 180 000 workers — include agreements covering the entire textile industry, the furniture industry in Natal and South Western Districts, sections of the clothing industry in the Cape, the canvas goods industry on the Rand and Pretoria, the electrical contracting industry in the Cape and sections of the building industry in the Transvaal and Northern Cape.

INDEX

Unions representing workers in these industries are expected to demand rises of between 15 and 30 percent, with a firm undertaking by employers that in future wages and salaries will be adjusted automatically in line with the official cost-of-living index.

Similar demands are expected to be made by the Public Servants' Association, which represents about 150 000 workers, and the matter is expected to be placed before the Cabinet not later than the end of August.

Public servants were given increases of between 10 and 20 percent in July last year which, they claim, have been wiped out by the increased cost of living since then.

Teachers also received a rise last year — it averaged 10 percent — but the Federal Council of the South African Teachers' Association is to press for a further increase before the end of this year.

There are about 14 000 teachers in the Cape and about 41 000 in the rest of the country. Not included in these figures are university staffs of several thousand.

DISPUTES

In Cape Town and Johannesburg, disputes have arisen between the city councils and municipal workers over wage and salary increases, and negotiations for rises before the end of the year have already started.

In Cape Town, a conciliation board has been requested by municipal workers to settle their dispute with the city council, which has rejected a demand for a 17 percent overall increase in wages and salaries.

Although the Mineworkers' Union, one of the largest unions in the country, has not come up with any new wage demands, it has asked for a conciliation board to continue negotiations on demands for a five-day week. In financial and economic terms, a five day week would, in fact, represent a substantial increase.

'FEVER'

Senior trade union officials threaten...

See WAGES

Furniture pay offer details

C.T.
13/4/75

By DAVID DOUGLAS

THE CAPE Furniture Manufacturers' Association, which has 3 630 workers in the Western Cape, so far from not being willing to meet the trade unions, has arranged to pay a new scale of wages from July 1, which will add R630 000 a year to the wage bill and another R77 500 in extra holiday benefits.

Mr I Ospovat, chairman of the association, said yesterday that there had been a series of meetings between the employers and union representatives.

Proposals made by the employers were turned down by the union men and the matter will have to go to arbitration.

The union, he said, had asked for journeymen to get a new operatives scale, which would in effect, have added about 84c to the weekly pay packet. The employers made a counter proposal which did not want operatives, but for all journeymen to continue, and suggested

instead of the present R46,64 wage one of R51,50 in the first year and R54 in the second, with all scales in proportion and with a ripple effect.

HOLIDAY PAY

"Cape Town compares more than favourably with all other centres," he said.

The union had asked for holiday pay to be increased from the 12½ per cent, which, in effect, is equal to 6½ weeks' pay for the three weeks' holiday, including the payment for Christmas and New Year which is given, to 15 per cent. The employers have been unable to agree to this, which would amount to eight weeks' pay for the three weeks' holiday.

PROVIDENT FUND

However, the new wages they were to pay would push up the holiday pay.

There was also disagreement about reclassifying foreman as chargehands, for they were regarded as being in a difficult position, and were on monthly salaries.

"They cannot serve two masters," he said.

On the provident-fund issue, Mr Ospovat said that the employers were willing to increase their contribution to 4 percent, and for workers to pay 4 percent. He agreed that at present the employers paid only 70c.

The new wage scale, proposed by the employers and which they intend to put into practice from July 1, will mean that everyone will get at least R4,86 a week more.

"We feel our counter proposals are generous and fair, and the gentleman's agreement we are to put into effect, no matter what the arbitration says, was purely voluntary," he said.

149

RDM 3/7/75

Council pay dispute

BLOEMFONTEIN. — A special general meeting of Bloemfontein municipal employees decided unanimously on Tuesday night to reject the salary and wage adjustments offered by the city council and to ask for a dispute to be declared between themselves and the council.

The meeting was attended by more than 300 em-

ployees. They rejected the offer because no provision had been made for a built-in minimum increase for all employees to compensate for the rise in the cost of living and because the remuneration allowed for each point allotted to a job in terms of the job evaluation system was too low. Sapa.

Wage row:

Cape Times 23/7/75

Meeting today

AN ATTEMPT will be made today to thrash out an agreement on the wage increases demanded by Cape Town White municipal employees when members of the City Council's Executive Committee meet representatives of the Employees Association.

The president of the South African Association of Municipal Employees, Mr A Nieuwoudt, will be flying to Cape Town from Pretoria to attend the meeting.

The president of the association's Cape Town branch, Mr A Uys, said yesterday that the association would continue to press demands for a 17 percent increase, backdated to January, 1975, to cover losses in 1974 due to inflation.

The City Council has offered a rise of two notches in the salary scale, equivalent to an average rise of about 10 percent.

"If we accept this we will suffer a seven percent loss due to cost of living

increases in 1974, and we will not even have the assurance that our 1975 losses will be compensated," Mr Uys said.

Earlier this year the municipality's non-White workers accepted a rise of two notches.

News from the Transvaal that an employers' Association representing 150 local authorities has agreed that future cost of living increases be included in salary scales from the beginning of 1976 has added impetus to the workers' demands.

"In the Transvaal municipal workers will be compensated for losses before they occur. Here we have to bear the loss without any security that the equivalent sum will be made up later," Mr Uys said.

Mr I Ospovat, the City Council's Executive Committee chairman, refused to comment yesterday.

● A dispute has arisen in Stellenbosch between the staff of the municipality and the Town Council

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Deadlock on wage dispute

23/7/75
The Argus Municipal Reporter

CONCILIATION talks aimed at ending a wages dispute between the City Council and Cape Town's White municipal workers ended in deadlock today. Now the issue will have to be settled by Government arbitrators.

Today's conciliation meeting — watched over by an official of the Department of Labour — was called by the Minister of Labour, Mr Marais Viljoen, when the City Council could not agree to an all-round 17 percent hike.

The local branch of the South African Association of Municipal Employees— representing almost 4 000 White workers — put in its claim to compensate for the big rise in the cost of living since early last year.

COUNCIL OFFER

But the City Council offered an improvement of two notches on existing salary grades, which would have meant a maximum increase of about 10 percent.

The dispute will have to be settled by Department of Labour arbitrators.

Mr A. J. Uys, local SAAME president, said after the meeting. 'It's a pity . . . I am really sorry about it.'

IN THREE MONTHS

He said SAAME would hear the arbitrators' decision within three months 'But in the meantime the

(Continued on Page 2, col 3)

Daily Dispatch 25/7/75
Give KwaZulu workers a fair deal - Buthelezi

NEWCASTLE — Chief G. B. Buthelezi of KwaZulu said yesterday that while he was opposed in principle to border industries, KwaZulu would maintain cordial relations with them as long as our fellow citizens are given a fair deal and are not exploited.

In an address to the Iscor management committee here Chief Buthelezi gave notice that industrial development within KwaZulu increased, there would inevitably be competition for labour. As most of us in this country subscribe to the

philosophy of free enterprise, man should be free to use or sell his energy and skills as he wishes," he said.

"Should a Zulu therefore find a proposition in KwaZulu more to his liking than employment with your company, he should be free to exercise his choice," he said.

"With the higher degree of development and sophistication in the border areas — or more generally speaking, in areas known as white areas — it is only natural that blacks will acquire skills that will enable them to fill key positions in the areas designated as black areas, should the opportunity arise," he said.

Chief Buthelezi said his government did not wish to become involved in domestic disputes between labour and management.

"However, in the absence of effective negotiation machinery for all people, we do not see how we can be uninterested in situations which amount to the exploitation of our people." — SAPA.

1 100
2 140
(3) 149
11 132

New wage-rise bid

Municipal Reporter

DURBAN'S white municipal workers, who have rejected a 7½ percent pay rise offer from the City Council's wages sub-committee, now want their trade union officials to renegotiate without using the Municipal Service Commission (MSC).

Secretary of the 5,700 strong trade union, Mr. Peter Barnsley, yesterday wrote to the Town Clerk asking for further discussions to take place directly between the trade union and the sub-committee.

The normal procedure is for the trade union, the Durban Municipal Employees Society (DMES) to negotiate through the MSC with the Council, "but

this has entailed too much running around," Mr. Barnsley said.

"We must try to get a settlement through negotiation, but if we fail we must consider invoking the Industrial Conciliation Act by asking the Minister to set up a conciliation council.

"If this also fails we will be forced to go to arbitration," Mr. Barnsley added.

The Council's white workers are believed to be asking for a 20 percent wage increase, which would add about R6 000 000 to the ratepayers' bill in the coming financial year.

The Council's budget for the coming municipal financial year will be presented later this month, and it is hoped the wage dispute will be finalised before then.

① 334
② 136
③ 149

It's the first time the Tribunal has had to decide on this principle in a dispute, though a number of Industrial Council agreements contain CPI-linked escalations

In the Cape it is understood that a number of municipalities have accepted indexation, among them Simonstown, Goodwood and Parow, while Cape Town has been presented with an index-linked wage demand embracing the principle of automatic annual adjustments in addition to incremental rises in employees' pay

WAGES F.M. 8/8/75
Blow for indexing

In what will be seen by workers and employer groups as a test case on the principle of index-linked wage reviews, the Industrial Tribunal this week reserved its decision in the arbitration hearing of a dispute between the Cape Divisional Council and SA Association of Municipal Employees (SAAME)

In the case in Cape Town this week, SAAME asked

- For the commencing salaries, incremental notches and maximum salaries of the Cape Divisional Council's White employees to be raised 11% from January 1 1975, with existing incremen-

- tal rates retained,
- That if the increases cannot be effected from January 1, the 11% be increased further, in line with interim rises in the Consumer Price Index
- That pay and pay scales be increased annually on January 1 in line with rises the previous year
- That where the incremental date of an employee is the same as the date on which CPI-linked increases come into operation, he first be credited with his normal annual increment before his salary is adjusted

Divco rejected the demands on a number of reasons

It argued in the first place, that if it accepted the principle of a permanent wage increase, it could not, at the expense of ratepayers and the community at large, confer on employees a special immunity from economic ailment which affects all citizens in varying degrees

SAAME was not simply asking for *ad hoc* pay rises, it was asking the Tribunal to adopt a principle of permanent wage increases. "If this principle is accepted, an employee in SA would be justified in insisting that his employer assume exclusive responsibility for protecting him against the effects of inflation"

Furthermore, the principle would have to be extended to all workers covered by the Industrial Conciliation Act, leaving those who did not fall within the purview of the IC Act without such protection

"If indexation is a desirable social and economic principle it is something that the government will have to legislate for. Once it is applied as a principle on a national basis, indexation does more harm than good"

Divco argued further that if automatic natural checks and balances in the economy were allowed to operate, inflation would become uncontrollable. One of the checks was the awareness of the worker that the value of his pay was being eroded. Indexation would exempt him from the struggle

Footnote: It is believed SAAME is anxious to settle its demands but Divco decline. If the Tribunal rules against SAAME in this particular dispute, dozens of claims for indexation before local authorities all over the country will be seriously devalued.

Durban heeds call on pay demands

149

ADM
29/8/75

334
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149

DURBAN, — Responding to the Prime Minister's appeal for wage rise restraints in South Africa, Durban municipal employees yesterday agreed to reconsider their demands for increases of up to 20 per cent.

The Durban Municipal Employees Society (DMES) at a meeting yesterday discussed Mr Vorster's appeal for wage curbs as an anti-inflationary measure, and decided to reconsider a seven-and-a-half per cent offer it had rejected last month, Sapa reports.

The DMES secretary, Mr Peter Barnesley, said: "Mr Vorster's speech will definitely have a drastic effect on our attitude."

A staff reporter writes that public and private sector workers want an

unequivocal assurance from the Government that the wage sacrifice will be matched by a trimming of profits and prices in commerce and industry.

Although the Prime Minister appealed to public sector workers not to press for wage increases soon, he was in fact telling them that they had no hope of increases this year to compensate for rocketing living costs.

And trade unions warned yesterday that if commerce and industry fail to keep their part of the anti-inflation bargain, the country can expect an explosion of wage increase demands.

The unions are determined not to fight inflation alone.

The president of the South African Confederation of Labour, Mr Attie Nieuwoudt, said it appeared that the pressure

was heavier on the worker than on the employer.

He doubted whether commerce and industry would make the contribution expected of them.

The secretary of the Posts and Telegraphs Association, Mr K. J. van der Linde, said his union would be happier if an assurance was given by the private sector that prices and profits would be limited. No such an assurance had so far been given.

"We need high level confirmation that the private sector will be forced to cooperate," he said.

The president of the Public Servants Association, Mr S. D. de K. Venter, supported the campaign but said the PSA wanted an assurance that the sacrifice called for by the Prime Minister would not only come from workers in the central government departments.

The secretary of the Federal Consultative Council of Railway Staff Associations, Mr Johan Benade, was sceptical about the sacrifices which would be made by the private sector.

The seven railway unions represented by the council could be expected to make demands in the first half of next year for at least 20 per cent increases.

In April this year, he claimed, the railway workers were already running 15 per cent behind the cost of living.

URGED

The South African Institute of Race Relations claims that low-paid African workers should be excluded from the temporary wage and salary freeze urged by the Prime Minister.

The director of the institute, Mr Fred van Wyk, said that during the past nine months large numbers of African urban families had sunk below the poverty datum line because of the big increases in the prices of basic foods like milk, mealie meal, eggs and other essential foods.

"In 1973 a survey showed that 60 per cent of the population of Soweto was living below the bread line."

Mr Van Wyk said much had been done to improve the earnings of Black workers but many thousands were still earning only subsistence wages.

Mr Van Wyk appealed to employers to exclude African workers from any temporary wage and salary freeze.

(1) 262
(2) 149

Council offers R20 000 pay-outs

30/9/75

MERCURY

DURBAN City Council's White workers could get more than R20 000 fringe benefit pay-outs if they accept the Council's wage offer.

The pay deal, which was at first rejected by the trade union, is now likely to be accepted following the Prime Minister's appeal for a pay freeze.

It will give workers a 7.5 percent rise — adding R3.6 million to the city's rates bill.

Under the retirement gratuity benefit, a worker earning R10 000 when he retires after 40 years' service will get a handout of R24 000.

The Municipal Service Commission says the reason for the bonus is that it will encourage staff to remain with the corporation.

Members of the Durban Municipal Employees' Society (the 6 000-strong White trade union) yesterday said they were happy with the fringe benefits offered.

Fringe benefits include guaranteed 90 percent bonds for houses for all Council employees, which only have to be paid back at four, five or six percent depending on the employee's salary.

Also included is a holiday bonus of five percent of their annual wage, and the right to convert leave into hard cash.

30 lose jobs in dispute

Mercury Reporter

2/9/75

THE WHOLE cleaning staff, about 30 African women, of Coastlands Executive Apartments on the Durban beachfront was dismissed yesterday after a dispute with the manager.

The women claimed that they had been promised, a rise of R10 a month in July but had not been given an increase.

A spokesman said they had not begun work and were waiting to discuss the matter with the manager when he told them to get back to work within 10 minutes and then left them without discussion.

When they did not return to work they were told that they were sacked and told to leave the premises.

The manager of the block, Mr. K. Cowell, denied that the work stoppage was because of a dispute about a rise

He said the women had at first demanded double pay for working on the public holiday yesterday. He said double pay was paid on each of the five statutory public holidays but yesterday was not one of them.

He told the women this, but said he would try to arrange for extra pay. The women then demanded more money.

Mr Cowell said wages had almost doubled since he took over about two years ago.

He said he was prepared to re-employ all but the ringleaders.

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147

Deadlock on Durban pay

Own Correspondent

DURBAN — The long-running pay dispute between Durban's White municipal employees and the City Council reached deadlock again last night when union officials once more rejected the latest wage rise offer of 7½ percent.

A special committee meeting of Durban Municipal Employees' Society was called to discuss the possibility of reducing wage demands after the Prime Minister's appeal

for national restraint to halt inflation

The DMES has consistently held out for rises of up to 20 percent to give its members parity with municipal employees in other cities. The Municipal Service Commission's 7.5 percent offer was rejected as "grossly inadequate" at the annual meeting in July.

"It was because of Mr Vorster's speech that we decided to hold a special general meeting for all our members on Friday. The committee's decision will be put to them then. It is up to them," the DMES secretary, Mr Peter Barnsley said

Wages up

10,5pc for

council

ARGUS

workers

1 262

2 149

3 328

The Argus Municipal Reporter

GOVERNMENT APPOINTED arbitrators have awarded a significant 10,5 percent wages increase to almost 700 White workers in the Cape Divisional Council.

The industrial tribunal — appointed by the Minister of Labour, Mr. Marais Viljoen, to settle a wages dispute between the workers' union and the Divisional Council — has rejected an approach by the employees to link annual increases to the consumer price index supplied by the Department of Statistics.

But the 10,5 percent adjustment — a fractional half percent less than the initial demand — has been back-dated to March.

This means most of the council's White employees will receive fatter wage packets this week.

The tribunal has also ruled that employees will not forfeit normal increases which might have been due above the 10,5 percent adjustment.

DISPUTE

The dispute arose early in August when the Divisional Council could not agree to wage improvements requested by the South African Association of Municipal Employees (SAAME), which represents the 700-odd White workers in the council.

SAAME wanted an 11 percent wages improvement and called for future adjustments to be linked to the cost-of-living index.

The industrial tribunal heard argument from both sides at a two-day sitting in Cape Town in the first week of August.

The dispute by-passed a conciliation board hearing and went direct to the industrial tribunal, which sat under the chairmanship of Dr F. J. Viljoen.

● Meanwhile a second SAAME branch in the city, representing almost 4 000 White workers in the Cape Town Municipality, is still trying to reach a settlement with the City Council on wage demands of its own.

Conciliation talks failed late in July and an arbitration hearing has been set down for the first week in November.

149

Yes, we sacked them, admits Weston Biscuits

R.P. 13/11/75

(1) 186
~~(2) 158~~
~~(3) 244~~
(4) 149

By CLIVE EMDON
Labour Correspondent

WESTON Biscuits in Springs has admitted sacking 16 African women — but claims it was a decision made because of dropping productivity and not because the workers refused to do night work.

The company yesterday also produced wage slips showing that the sacked workers were paid a special night allowance calculated at 20 per cent of basic pay. This refuted the workers' claim that there had been no compensation for night work.

The women, all members of the 1000-member Sweet, Food and Allied

Workers Union, claim they have been victimised because they did not want to work night shifts.

Yesterday, Mr. Joseph Bloom, chairman of the parent company, Premier Milling, and Mr. Albert Yates, the newly-appointed managing director of Weston, took me to the factory for an on-the-spot investigation into the sacked workers' claim.

The sacked workers, who constitute a group of packers, claim they are more productive than a similar group which works alongside them. They said they were more experienced than the other group

and packed more almost every day.

Despite producing numerous daily records the management of Weston was not able to show me how the assessment of this group's diminishing productivity had been established.

Ultimately management said it was its prerogative to make assessments on its workers. It regarded its productivity targets as reasonable, and these had been achieved in the past.

Meanwhile the sacked workers again travelled to Johannesburg yesterday from Springs to discuss the issue with their union.

R1 rise ^{EDM} an insult, says worker

By CAROL STEYN

AN ELDERLY Coloured woman told the Johannesburg Magistrate's Court yesterday that after working for 22 years for a clothing firm, she asked for a higher wage and received an increase of R1 a week

"I felt it such an insult I did not want to work there anymore," she told the court.

Elleen Baynes of Avon Street, Riverlea, Johannesburg, pleaded not guilty to the charge of leaving her employment without giving a minimum of five days' notice.

She was found guilty by Mr O. J. Coetzee and fined R20 or 20 days.

She told the court she had worked in the clothing industry for more than 30 years. She had worked for the RMB dress company, from December 6, 1953, and when she left in August this year, her salary was R27,46 per week.

"I am not so young anymore and I find it very exhausting to climb the steep hill from Diagonal Street to Jeppe," she said.

"I found it very difficult to manage on my wages. I have four children in high school and every day they ask for money for one thing or another," she said.

She went to a Mr Gordon at the firm and said to him "I am not demanding, I am actually pleading for a decent increase," she told the court.

After four weeks she received an extra R1 which did not even cover my travelling expenses."

Mr Coetzee told Baynes she had had ample time in which to give proper notice.

Question.
Write on both sides of the paper

~~(1) 184~~
2 149

Do not write
in this
margin.

NEW BOSS faces ^{RMB} prosecution

19/11/75
Staff Reporter

THE new employer of the "insulted" Coloured worker, Mrs Eileen Baynes, will be prosecuted in Johannesburg Magistrates' Court today, for employing a person without a service card.

Last week Mrs Baynes, of Johannesburg, was fined R20 or 20 days in the same court for leaving her employment without giving a minimum of five days' notice.

She said then she was insulted by a R1 rise and did not want to work any more for the firm she'd served for 22 years.

And yesterday, the Industrial Council told how Mrs Baynes' prosecution had been "automatic" and would be followed today by action against her new employer — Jane Landford Creations (Pty) Ltd.

"Such action is normal where a worker has left a firm and taken up employment with another firm without having produced her service card," said a spokesman for the Industrial Council in Johannesburg.

Meanwhile, Mrs Baynes' old employer — RMB dress company — were "without conscience" on the whole affair. They say Mrs Baynes only asked for a R1 pay rise . . . and she got it.

"What she did was a terrible thing to do at a time when we desperately needed her," said Mr H. Gordon, director of RMB dress company, yesterday.

"She walked out when she had just received a R50 service bonus. Besides, her service has been terribly broken."

1. 184
2. 326
3. 149

Dispute: appeal to UK

1 66
2 138
3 334
4 (149)

Own Correspondent

DURBAN — The British Trades Union Council (TUC) is to be asked to intervene in the two-year struggle for recognition by an African union in the Leyland Motor Corporation — a wholly-owned subsidiary of the recently-nationalised British giant.

This move follows a refusal by the British Labour Government to force the company, which it now controls, to recognise and negotiate with an African union with a claimed 95 percent representation in the Durban plant.

The Union is the Metal and Allied Workers' Union.

A British Government spokesman told The Star's London Bureau that the Government did not interfere in the day-to-day running of any of the nationalised industries or corporations.

According to a memorandum recently prepared by union secretary, Mr Alphets Mthetwa, the union has been 95 percent representative in the Durban plant since June 1973.

Following unsuccessful representations to the management for recognition of their union representatives, the workers went on strike in February 1974 and were all fired.

All but the leaders were subsequently rehired. The management's attempts to replace the leaders with new labour were met with repeated work stoppages and they eventually abandoned the plan.

Mr Mthetwa claims the company fired a man recruiting for the union in the Johannesburg plant and made it clear to the workers that it was done to deter them from joining the union.

Following the nationalisation of the parent company, the then South African chairman, Mr Basil

Landau, said the company's policies here were "accepted in good faith" and there was no cause for pressure to amend them.

He maintained there had been a tremendous improvement in wages.

Mr Mthetwa says that wages are of secondary significance to the workers.

1976

RDM 23/1/76

Bus union sees lawyer

Own Correspondent

DURBAN. The possibility of the Durban Municipal Transport Employees' Union obtaining an interdict against Durban Transport Management Board over its new wage proposals is being considered by an advocate, the Union's secretary, Mr G. K. Verdon, said yesterday.

The move follows a statement by Mr Verdon on Wednesday, that such action would be taken to prevent the board implementing the wage scale from February 1.

The R210 rate will be a common one for bus drivers of all races and is due to be discussed.

The proposal means a reduction of R95 from the present R305 starting rate for White drivers.

(1) 149

(2) 762

Handwritten signature

1. ~~367 - Natal~~
2. (149)

~~367 - Natal~~

Drivers of all races to get same pay

NM 30/1/76

Mercury Report

THE DURBAN Transport Management Board yesterday decided to introduce a common rate for bus drivers of all races amid protests from the White drivers' union which says it will appeal direct to the Minister of Labour.

The Board decided at its meeting that from February 1 the starting wage for all drivers — White, Indian, Coloured and African — will be R210 a month, which is a R90 drop for White beginners and a R14 increase for other races.

The wage will rise to a maximum of R300 over four years instead of R273 over six years for Blacks and R399 over six years for Whites. All drivers are eligible for a R6 a week attendance bonus. Present White drivers will stay on the old scale.

Announcing the Board's decision, which was passed by five votes to one, Mr. H. G. W. Guthbert, acting general manager, said: "We consider this the rate for the job."

He confirmed that he had received a letter from the Durban Municipal Transport Union advising that it had applied to the Department of Labour for a conciliation board to be set up.

The secretary of the union, Mr. A. K. Verdon, said they have declared a dispute. We wrote to the management asking them to retain the status quo until after the conciliation board had been set up.

"But now that they have gone ahead and decided to implement the flat rate, we will appeal direct to the Minister of Labour to intervene."

The union feels it was not consulted in the matter.

Hansard 2 col 100 5/2/76

**Bantu Labour Relations Regulation Act
Disputes dealt with**

198 Dr. A. L. BORAINÉ asked the Minister of Labour.

How many disputes were dealt with in terms of the Bantu Labour Relations Regulation Act during 1975 by (a) Bantu labour officers; (b) the Central Bantu Labour Board and (c) the Wage Board.

The MINISTER OF LABOUR:

The details are as follows:

(a) 175.

(b) 2.

(c) 1.

F.M 9/4/76?

That Minister of Mines Fanie Botha has given the (White) Diamond Workers Union and the Master Diamond Cutters Association until April 30 to reach a compromise in their dispute over the introduction of cheaper labour into the industry (FM, March 5)?

While neither side is willing to disclose details of their meeting with Botha, the FM understands that no negotiations between the two parties are presently taking place.

?

~~(1) 134~~

(2) 149

~~(3) 176~~

~~(4) 193~~

~~(5) 218~~

CAPE TIMES 22/4/76

Council staff may go to arbitration

THE Cape Town branch of the SA Association of Municipal Employees voted by an overwhelming majority last night to authorize its executive committee to fight for a 19 percent wage increase and, if necessary, go to arbitration.

① 149
② 267 - Cape

Hundreds of municipal employees crowded into the City Hall, Cape Town, for the association's annual meeting at which wage demands took top priority.

Last night's decision to stand firm for a 19 percent hike follows a statement by Cape Town City Council's Executive Committee denying a breach of faith over investigations into wages.

The association's branch president, Mr A J Uys, expressed his disillusionment with the City Council's attitude in the negotiations. Last year, he said, the association was told it was welcome to attend all meetings of the body appointed to re-evaluate posts in the municipal service.

But in fact the proceedings had been conducted in secret, said Mr Uys. Even at this stage he did not know what the Council was doing.

"UNREASONABLE"

Long ago the Council had said it could not pay as much as the private sector, said Mr Uys. Now it claimed that the association was being unreasonable in its demands.

"After consultation with our head office it was decided to seek a 19 percent pay increase for everyone with effect from January 1 this year. If the Council does not reply by April 30 then we shall go to arbitration."

Earlier wage negotiations, which led to arbitration, were abandoned by the association's executive committee after the Prime Minister's appeal for wage restraints to help fight inflation.

① 173
(2) 219
(3) 149

Strike

looms

STAR 24/4/76

on cutting

Labour Reporter
Deadlock over the introduction of cheap labour in the diamond-cutting industry is now complete — and a strike ballot is to be taken in Johannesburg next week

Only the Minister of Mines and Labour, Mr S P Botha, now seems able to avert a strike or lock-out through direct intervention

"All the legal formalities leading up to a strike have been completed," said Mr Sandy Davidson, secretary of the Master Diamond Cutters' Association

"It is now a matter of seeing what the Minister is going to do at the end of this month having

given us and the trade union until then to reach agreement"

Mr Robin Rich, general secretary of the Diamond Workers' Union, confirmed that the two sides failed to reach agreement at the third and last meeting of their industrial council in Johannesburg this week

He has called a general meeting of his Johannesburg branch for next Thursday and is arranging similar meetings for the other branches to take a strike ballot

"If the majority of the 900 members votes for a strike, there is nothing more to prevent one after that," he said "There is also the possibility of a lock out — the employers' counterpart of a strike"

Mr Rich said the union

was prepared to permit unskilled workers of any race or sex to enter the industry subject to:

○ Permanent demarcation in terms of legislation limiting unskilled workers to stones no larger than 0,89 carats.

○ Approval by the union's general membership.

○ Control of the undertaking by the industrial council

○ Permanent entrenchment of fringe benefits of all existing workers.

○ The conclusion of industrial agreements between the two parties.

He said the employers wanted the limit to be set at 1,40 carats.

"But that would reduce our already reduced supply of work by about half," Mr Rich said.

Mr S P Botha — the last hope

W/E ARGUS 1/5/76

149

Union plans pay talks with Exco

The Argus Municipal Reporter

OFFICIALS of a municipal workers' union in Cape Town hope to meet the City Council's Executive Committee early this month to discuss possible increases in wages and salaries in the municipal service.

The council branch of the South African Association of Municipal Employees (SAAME), which has about 4 000 members, has said it will take a demand for a 19 percent pay increase to arbitration if necessary.

SAAME has been waiting to see the results of a promised review of posts and salaries in the municipality.

19 PERCENT

The union and the council were at loggerheads recently when SAAME claimed it had not been told of the council's progress.

The branch's executive committee went ahead with a demand for an all-round 19 percent increase after the end of March, they

said, was the agreed deadline for the council's investigations

Mr Sakkie Uys, SAAME branch president, said yesterday the council's executive committee had told him the investigation of posts was almost complete.

- (1) 149
- (2) ~~262~~ - Cape

CAPE TOWN TIMES 4/5/76
Decision on

wages soon

THE Cape Town City Council is working on its proposals to meet demands for a pay rise and will advise the local branch of the SA Association of Municipal Employees of its decision early this month.

Mr A J Uys, branch president of the association, said he had received a letter to this effect. The workers are asking for a 19 percent rise effective from January 1 this year.

Diamond workers are 'out' from Monday

Mercury Correspondent

JOHANNESBURG

The 900 member South African Diamond Workers' Union declared last night that none of its members would be at work as from Monday because of a "lock-out" by employers.

The union's general secretary, Mr. Robin Rich, said the "lock-out" existed because the industrial agreement with employers had ceased yesterday.

"Our members decline to work under conditions in which employers can dictate any terms and may very well bring in unskilled Black labour," he said.

Mr. Rich added, however, that his union was prepared to open new negotiations.

He said the Minister of Labour, Mr. S. P. Botha, had appointed a mediator. "But the mediator will only be available on May 24, and we are not prepared to extend the 30-day period just ended for formal negotiations."

Earlier in the day, the secretary of the Master Diamond Cutters' Association, Mr. Sandy Davidson, said his association was doing nothing to "rock the boat" and would work with the mediator to seek a solution.

(2) 149

(3) 150

(4) 174

(5) 193

MM
8/5/76

(1) 767 - Cape
(2) 149

17/5/76
City may
go on strike
tomorrow

By [Name] Municipal Reporter

SPOKESMEN of Cape Town's White workers will argue their pay case to the City Council's executive committee tomorrow, but a strike is unlikely.

The union finally came out with a proposal for an all-round 12 percent increase by the South African Association of Municipalities (SAAM) for coloured and black workers through the City Council's executive committee. They are also in no mood for waiting too long.

SAAM has said it will claim no mitigation if necessary. Some improvement must be made, as neither union will be content to absorb escalating inflation with no salary compensation. Which means the city's wages and salaries bill is

inevitably going to be heavy. SAAM City Council branch will probably withdraw a 12 percent pay demand before it reached an arbitration court in October last year in response to the voluntary fighter-four belts programme introduced by the Government. At least until tomorrow the proposals by the council to upgrade wages and improve pay will remain confidential.

1. 267 - Cap
2. 149

ARGUS 19/5/76

Wage talks reach a stalemate

The Argus Reporter
THERE has been no wage settlement between the City Council and municipal workers and talks which began yesterday between the two sides will resume on June 2.

The council branch of the South African Association of Municipal Employees (SAAME) wants a 10 percent all-round increase for its 4 000 members.

The council's executive committee has based its offer of improvements on a re-evaluation of posts in the municipal structure. The details have been given to SAAME, but they are thought unlikely to match the union's demand.

They are still negotiating hopefully or otherwise, Mr D. W. Archer, SAAME secretary said after yesterday's meeting between local union officials and the executive committee.

He said it appeared the executive committee did not want the issue to go to arbitration. SAAME has said it will stand by its claim even if it has to be decided on by an arbitration court.

Mr Archer said today: "It would appear they don't want us to go to arbitration. They could quite easily break off and there would be a dispute and we could go straight to arbitration."

The 11 000-strong Cape Town Municipal Workers' Association is also pressing the council for wage and salary improvements for the Coloured and Black work force.

They have made no specific demand, but want the council urgently to improve pay scales to compensate for steep cost-of-living increases since their last all-round pay increase in January last year.

Diamond men call for State action

23/5/76

S. TIMES.

THE DIAMOND Workers' Union is to ask the Government to smash the entrenched position of the Master Diamond Cutters' Association in the industry through a change in the law.

"We want the Diamond Cutting Act changed or scrapped so as to allow individual diamond cutters to buy and process diamonds on their own account," union president Mickey Geffin said this week.

This is the union's answer to what it sees as a campaign by the employers to break the union.

"We're even considering the possibility of the union using its own funds to set up and equip a factory so that it can hire out cutting benches and equipment to union members," Mr Geffin said.

"We don't want to become employers or to compete with the master cutters. We simply want to guarantee

We're nothing but serfs, says Geffin

By TONY KOENDERMAN

our members the right to earn a living

"At present we operate in a feudal system in which we are nothing but serfs"

Mediator

Meanwhile, talks open tomorrow under a Government-appointed mediator in a bid to end the bitter labour dispute which has brought the industry to a virtual standstill.

The clash hinges on the definition of a small diamond.

The employers want to introduce Coloured and Indian operators into the industry

to cut and polish small diamonds, which it cannot economically use high-priced White labour to do.

Official statistics suggest that the absence of a "small" industry in South Africa is costing the country some R65-million a year.

But the employers define a small diamond as being up to 1.70 carats in the rough — and the union says that 60 per cent of its 900 members are already employed full-time cutting diamonds smaller than this.

The union, anxious to protect the livelihood of its members, will go along with the employers' intentions only if they reduce the cut-

off point in the definition of a small diamond to 0.89 carats.

Now, says Mr Geffin, the union is prepared to go further. "We will train any non-White labour the employers want to introduce — but we won't budge on the size of the diamonds."

Union members downed tools early this month when the master cutters said that the status quo — the continued application of working conditions and pay scales under a previously expired labour agreement — would cease.

Refusal

They refuse to return to work unless they get a new gazetted agreement — even for a short period of two months. But the employers have not acceded to this.

Some 300 non-union workers are still turning up at diamond cutting factories, however.

What upsets the union is that there is no alternative avenue of employment for its members.

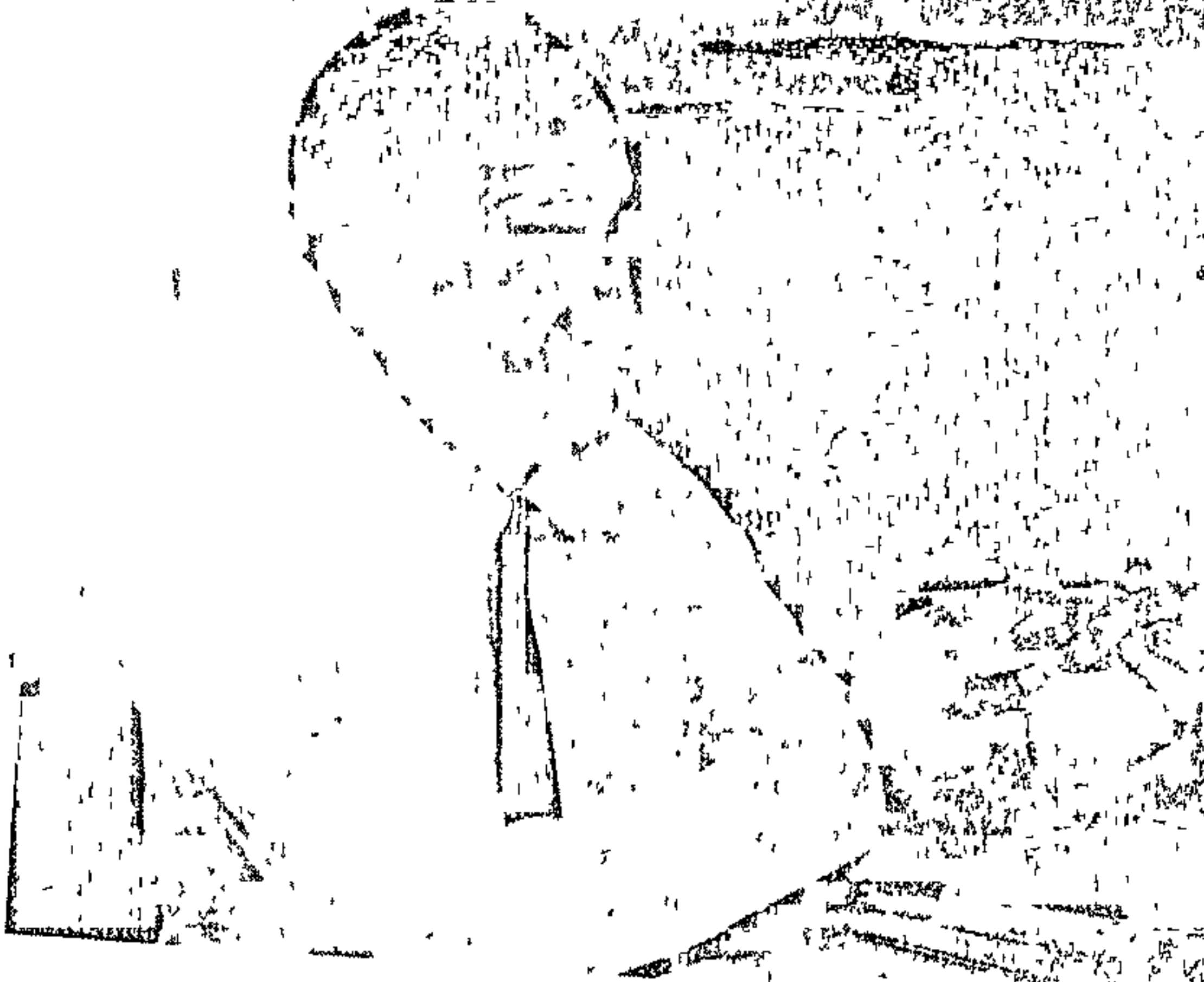
"An out-of-work motor mechanic could always get by doing some private work in his back yard," says Mr Geffin. "But diamond workers can't do that."

"That's why we want the Diamond-Cutting Act changed. If a man has the necessary capital to buy 50 carats or so, he must be allowed to do so."

11 134
17 149
13 173

~~(1) 134~~
(2) 149
~~(3) 150~~
~~(4) 193~~

F. M. 4/6/76



Diamond Workers' leader Robin Rich... tied to the workbenches

Hugh Tindale The stoppage seems destined to continue until one side capitulates or government intervenes

As we went to Press, the Master Diamond Cutters' Association was considering Diamond Workers' Union demands for long-term job protection. The union has made a return to work conditional on employers' accepting a 10-year agreement guaranteeing the jobs of union members against encroachment by unskilled cheap labour

The union has previously requested similar assurances, but only over five years. As the Association has always rejected these, it is unlikely to accept a 10-year agreement. Even if some compromise is reached on this issue, the basic issue of the level at which unskilled labour is to be introduced would remain unresolved

Government has told the industry that it wants all sizes of diamonds cut and polished in SA, thus necessitating the introduction of a "smalls" industry. The Association replies that this cannot be done without introducing unskilled cheap Black labour to process diamonds weighing up to 1,79 carats. The union has agreed to train the new labour itself, but will not allow it to process stones over 0,89 carats. The issue remains deadlocked

The Union is now contemplating a deputation to Minister of Mines Fanie Botha to ask him to allow union members to buy up stones and process them themselves. They claim that the Diamond Cutting Act, which prohibits the processing of diamonds outside the premises of a master diamond cutter, has "tied us to our workbenches"

The dispute may, however, be settled by Botha in a totally different way. He is

believed to be considering legislation whereby government would itself set a demarcation line at 1,39 carats, higher than the Association and Union demands. Whether the employers will accept this is unknown. The Union certainly is pledged to bitterly oppose any such move

The union claims that no member is presently at work.

DIAMOND DISPUTE

No end in sight

As the work stoppage in the diamond industry enters its fourth week, the possibility of a settlement seems remote — despite the intervention of mediator

~~(1) 262 Cape~~
(2) 149

ARGUS 7/6/76

CITY WORKERS MEET ON PAY

The Argus Municipal Reporter

REPRESENTATIVES of Cape Town's White municipal work-force meet in the city tomorrow to decide on their next move in deadlocked pay negotiations with the City Council.

No agreement on wage and salary increases has emerged after two meetings between officials of the South African Association of Municipal Employees and the council's executive committee.

SAAME is claiming an all-round 19 percent improvement for its 4000-

odd members in the municipality.

Through its executive committee, the city council made counter-proposals for pay improvements, but they did not satisfy SAAME officials.

Mr Saklao Uy, president of the city council SAAME branch and national vice chairman of the union, said today: "I have already discussed the matter in Pretoria with our executive and the national president.

"We have certain plans in hand but I must get our local executive com-

mittee to give the ahead.

Colour and Black municipal workers will be asked if they accept city council proposals for pay increases at a meeting of the Cape Town Municipal Workers' Association later this week.

DEMANDS

But the CEMWA also expects to turn down offers made in response to demands for improvements by the 11 000 strong union.

The dispute will have to be settled in an arbitration court if the proposals are rejected.

(+)149

~~(2) 262 - Cape~~

Talks on 19pc CAPE ^{Talks 9/6/72} wage demand

Staff Reporter

THE executive committee of the Cape Town branch of the South African Association of Municipal Employees (SAAME) met in Cape Town yesterday to discuss their deadlocked negotiations with the City Council for a 19 percent pay increase.

Mr D McCallum, vice-chairman of the association, said the committee had "no comment" to make on the meeting.

Both SAAME and the Cape Town Municipal Workers Association (CTMWA), which represents Cape Town's 11 000 Black municipal workers, have said that they will go to arbitration if they cannot accept the offers made by the City Council in response to their wage demands.

On Sunday, June 13, members of the CTMWA will meet in Cape Town to decide whether to accept the council's offer to their organization or proceed to arbitration in terms of the Industrial Conciliation Act.

~~TOP SECRET~~

~~(1) 134~~

(2) 149

~~(3) 150~~

~~(4) 174~~

(5) 193

DIAMOND WORKERS

On the brink *F.M.* 23/4/76

The diamond cutting industry is teetering on the brink of confrontation. Unless a final meeting of its Industrial Council can secure a compromise, only a decision to appoint a mediator or to refer the matter to arbitration can prevent the dispute between the Master Diamond Cutters' Association and the Diamond Workers' Union over the introduction of cheap labour into the industry (*FM* March 5) ending in a strike or lock-out.

The issue came to a head on April 7, when a dispute was formally declared. The Union claims that the dispute was declared unilaterally by the Association, although Sandy Davidson, secretary of the Association, denies this, claiming that the dispute was declared jointly.

Once a dispute has been declared, the parties must resolve their differences

within 30 days. Three meetings of the Council must be held towards this end, Robin Rich, general secretary of the Union, told the *FM* that the first two discussions had ended in deadlock.

"The Association has made its final demands and they are still unacceptable to us. This means that on May 6 they are entitled to lock us out of the factory. On the other hand, we are then entitled to hold a strike ballot."

The third and final meeting was due to be held as the *FM* went to Press. The likelihood of an agreement being reached seems remote. Unless Minister of Mines Fanie Botha appoints a mediator himself, only a joint decision to submit to arbitration can head off a costly clash.

Even the appointment of a mediator would be a temporary solution, however, as he would have no power to dictate a solution.

With the Diamond Cutters' Association insisting on its need for cheaper labour and the Union equally determined not to endanger its members' job security, the odds on a clash seem ominously high.

① 149

② ~~262-Cape~~

CAPE TIMES 3/16/76
**No decision on
wage demands**

THE Cape Town branch of the SA Association of Municipal Employees yesterday resumed negotiations with the Executive Committee of the Cape Town City Council — but no decision was reached on the association's wage demands.

Negotiations between the Executive Committee of the City Council and SAAME resumed yesterday but, according to Mr D W Archer, secretary of the association, no decision was reached.

The discussions were postponed indefinitely, he said

① 149

~~② 262 Cape~~

City Council offer for decision

Cape Times

4/6/76

THE Cape Town Municipal Workers' Association will proceed to arbitration if their 11 000 Black members cannot accept an offer the Cape Town City Council has made in response to their recent demands for higher wages.

In a statement, Mr J H Ernstzen, secretary of the association, said this week that "an urgent meeting of the association will take place on June 13, at which members will decide whether to accept the offer of the City Council or declare a dispute and proceed to arbitration in terms of the Industrial Conciliation Act."

The last meeting between CTMWA and the Executive Committee of the Cape Town City Council was held on Tuesday, June 1.

"No agreement was reached but the association's representatives undertook to place the City Council's last offer before its membership for final consideration"

"The Executive Committee of the council and representatives of the CTMWA have agreed that if the offer is rejected the matter will proceed direct to arbitration and bypass conciliation"

He said "the likelihood is that the council's offer will be rejected and the matter will proceed to arbitration."

Meanwhile the Cape Town branch of the SA Association of Municipal Employees, which represents White municipal workers, resumed negotiations with the Executive Committee of the Cape Town City Council on Wednesday but no deci-

sion was reached on their wage demands.

The Secretary of the Association, Mr D W Archer, stressed yesterday that the discussions were not "postponed indefinitely" as reported in the Cape Times yesterday, but that no date was fixed for their resumption

(1) 149

(2) ~~262 - Cape~~

CAPE TIMES 14/6/76

(1) 149

(2) 262 - Cape

Pay increase for municipal workers

AT A MEETING in the City Hall yesterday, 2 000 municipal workers accepted the Cape Town City Council's interim wage offer of a one-notch increase for all Black employees. The offer was made to the Cape Town Municipal Workers' Association, representing 11 000 Black workers, in response to their wage demands.

Mr J H Ernstzen, secretary of the association, issued the following statement on behalf of its executive after the meeting: "After the last meeting on June 1, 1975 between representatives of the Cape Town Municipal Workers' Association (CTMWA) and the Execu-

tive Committee of the City Council, the CTMWA convened a further meeting for June 13. The purpose of this was to enable members to take a final decision on whether to proceed to arbitration (in terms of the Industrial Conciliation Act) or not.

"On June 8, 1976 how-

ever, the Cape Town City Council submitted a fresh offer which was then duly discussed today. The latest offer, subject to confirmation by the Council provides for a measure of interim relief for employees of one notch with effect from January 1, 1976.

"This offer is coupled with an understanding by the Council's Executive Committee to enter into further negotiations in respect of the Exco's original offer. The association has, in view of the new turn of events, decided to withhold applying for arbitration for the time being.

CONDITIONAL

"The association will instead not oppose the City Council's implementation of its proposal of one notch increase as an interim measure on the condition that the City Council will forthwith recommence negotiation for an overall settlement of outstanding wage and other issues raised by the CTMWA's demands.

"The executive committee of the association has been instructed to proceed accordingly and in the event of negotiations for an overall settlement breaking down, the whole matter shall once again be revived by the members with a view to proceeding to arbitration or taking other appropriate action," the statement said.

(1) 149

(2) 266-Cape

Arbitration in Council wage dispute urged

ARGUS 15/6/76

The Argus Municipal Reporter

WHITE workers in the Cape Town Municipality have asked the Minister of Labour, Mr S P. Botha, to set up an arbitration court to settle their pay row with the City Council.

Their union, the South African Association of Municipal Employees (SAAME), says pay offers by the council 'are such that they had to be declined' and there is no reasonable prospect of a settlement.

Local officials of the council branch of SAAME have had a number of meetings with the council's executive committee to argue their claim for an all-round 19 percent pay increase.

Their demand was turned down, and the association rejected counter-offers from the council.

NEGOTIATION

In a statement today, SAAME officials said: 'In spite of attempts by the association at these discussions to reach an agreement, it was obvious from the executive committee's attitude that no useful purpose would be served in continuing the negotiations.'

The council has also turned down SAAME's request for some alterations in the municipal grading schedule and for an additional 2 percent contribution to its pension fund by the council.

SAAME's statement referred to its withdrawal of a 17 percent wages claim last year following the Prime Minister's appeal to fight inflation.

UNREASONABLE

It said: 'The association informed the council that its rates of pay were even at that stage considerably behind those of other major municipalities and that it was unreasonable to allow its members to continue to bear the brunt of the high rate of inflation.'

The council had undertaken to re-evaluate posts and salaries in the municipality, but had not met its own deadline.

Meanwhile, there was 'considerable unrest and uncertainty' among council workers 'because of the continual spiral in the cost of living and the bleak prospect of further increased PAYE deductions in their July pay packet.'

SAAME members have demanded a special meeting of the branch to find out why it has not pushed on with its demands earlier. The meeting will be held in the City Hall on June 28.

ARGUS 16/6/76

Botha's meeting with diamond

striker's fails

A MEETING between the Minister of Labour and Mines, Mr S P. Botha, and the South African Diamond Workers' Union in Cape Town yesterday failed to resolve an industrial dispute and end the diamond workers' month-long strike.

Speaking from Johannesburg today, the general secretary of the union, Mr Robin Rich, said the Minister had refused to help the workers by defining a small diamond as one up to 0.89 carats in the rough.

The 900 union members downed tools on May 7 to protest against the proposed introduction of Coloured and Indian workers into the industry

to cut and polish small diamonds.

The employers claim that if this were done, it could increase the industry's foreign earnings by R65-million a year.

The White workers maintain, however, that 60 percent of the union members are already employed in cutting and polishing diamonds smaller than 1.79 carats in the rough.

This is the employers' definition of small diamonds but the workers want it dropped to 0.89 carats. They would then be prepared to train any non-

White workers introduced by the employers.

At present 120 non-union workers and a similar number of apprentices are keeping the industry going.

In an attempt to solve the dispute, Mr Botha appointed Mr Hugh Tindale, chairman of the Wage Board, as mediator. Mr Tindale and representatives of the employers attended yesterday's meeting with the Minister.

Before the meeting the union made it clear that Mr Botha had the power to end the strike in the industry by demarcating the size of stones to be

given to 'cheap labour' for processing.

Today Mr Rich said the meeting had been a 'waste of time'.

'STATEMENT'

'So much for Mr Botha's statement in Parliament that White workers in this country are entitled to protection,' he added. 'It has been left to the parties involved to solve the dispute.'

Mr Rich said the union regarded the proposal as a threat to their job security and the job standard.

'We can only prevent it by withholding our labour'

The union is to hold a report-back meeting today in Johannesburg

~~134~~
(2, 149
~~150~~
~~176~~

① 149
② 262-Cape

Council rejects wage increase request

CAPX TIMES
16/6/76

THE Cape Town branch of the South African Association of Municipal Employees has reached dead lock in its negotiations with the Cape Town City Council for a 19 percent wage increase and will ask the Minister of Labour to refer the dispute to the Industrial Tribunal for Arbitration.

In a statement released yesterday, the association announced that the offers of the Executive Committee of the Council were such that they had to be declined and there was "no reasonable prospect of settlement".

Exco was not prepared to accede to the association's request for a 19 percent increase in wages, with certain other adjustments to the grading schedule, and for Council's contribution of an additional two percent to the pension fund, the statement said.

"In spite of attempts by the association at these discussions to reach an agreement, it was obvious from Exco's attitude that no useful purpose would be served in continuing the negotiations. Council has therefore also been informed that steps have been taken to institute formal proceedings in terms of the original agreement with Exco, and to request the Minister of Labour to refer the dispute to the Industrial Tribunal for Arbitration."

FIRST REQUEST

The statement recalled that the association first submitted a request to the council on October 21, 1974, for a 17 percent wage increase.

The Council did not agree to this, but decided to implement two notches in the key scale in the grading schedule and to make a detailed evaluation of all salary scales from January 1, 1976.

The association did not agree to this offer — and the matter was eventually referred to the Industrial Tribunal for Arbitration.

Afterwards, said the statement, "in view of the Prime Minister's plea to exercise restraint in wage demands of the current economic position", the association withdrew its request for arbitration.

"RATES LOWER"

However, it informed the Council that its rates of pay were considerably lower than those of other major municipalities and it was "unreasonable to allow its members to continue to bear the brunt of the high rate of inflation".

Meanwhile, the statement said, there was considerable unrest and uncertainty among the association's members in the Council's employ.

Because of the "continual spiral in the cost of living and the bleak prospect of further increased PAYE reductions in their July pay packet", they had petitioned the association for a special meeting of its members to find out why the mandate adopted by the annual meeting on April 21 this year had not been carried out.

The special meeting will take place in the City Hall on June 28.

(1) 59
(2) 151
(3) 348

Bank strike threat DD

DURBAN Bank employees are prepared to take firm action against their employers if they do not receive substantial increases soon.

M. A. Malherbe, general secretary of the South African Society of Bankers Officials, said last night his organisation was prepared to take a ballot for strike action if

negotiations for wage increases with the two largest commercial banks in the country deadlocked.

Addressing a crowd of almost 300 at the annual meeting of the Durban branch of the society, he said commercial banks' profits were continuing to escalate despite the present economic depression in the country.

"For this bank staff must take credit and I believe they must be rewarded for their efforts," he said. — DDC.

151/36

Unions get tough with Heunis

Sun Trib

10/10/76.

By DICK USHER

THE COLLECTIVE Action Programme against inflation could collapse unless a report to be presented to the Minister of Economic Affairs next week comes up with recommendation acceptable to organised labour.

The report, drawn up by a committee appointed by Minister Chris Heunis in August, will have to find a price and wages formula which will satisfy organised labour and commerce and industry.

Mr Heunis would not comment this week on the likely contents of the report, but it is known that there is strong opposition in trade unions to the wage restraint measures the existing anti-inflation manifesto has applied.

These measures were due to expire at the end of September, but at the August meeting of the campaign's signatories it was agreed that they would be extended to the end of November.

Organised labour has frequently voiced its opposition — especially in recent months — to a set of measures which calls on them to exercise restraint in wage demands while prices continue to rise.

Worker dissatisfaction with the campaign was emphasised this week by the announced withdrawal of the 4000-strong Natal division of the Artisan Staff Association.

Expressing their concern at the way "the workers

WORKERS THREATEN TO QUIT INFLATION FIGHT OVER REPORT ON WAGES

man is constantly being told to tighten his belt while others appear to continue to prosper at their expense," the Natal division also announced it will petition the 20 000-member parent body to withdraw from the campaign.

The Artisan Staff Association is one of the largest member unions of the 183-000-strong Confederation of Labour.

The support of the SACL and the larger Trade Union Council is vital for the successful continuation of the campaign, and their agreement to hold wage demands down has played a significant part in the success that the campaign has had in holding down inflation.

Tucsa, at its annual conference in East London in September, gave qualified consent to extending the campaign beyond the November deadline, but if some way is not found to quiet their unions' reservations opposition from Tucsa could grow.

"The whole campaign is in the wash now and something has to be sorted out," he said.

"We are not prepared to go forward with the campaign in its present form, and if the recommendations made by the committee next week are not satisfactory we will withdraw our support.

"But whatever recommendations the committee comes up with will be submitted to all our member unions for approval before we decide to continue."

The recommendations will be presented by the study group next week, and after consideration they will be submitted to the next meeting of the continuation committee responsible for running the campaign.

Tucsa and the SACL feel:

• The brunt of monetary sacrifices being made to combat inflation is being borne by the workers, and the trade unions in particular.

• No evident similar sacrifices are being made by employers and management.

• Since the introduction of the campaign workers have experienced a wide range of additional financial burdens.

And Mr A. Nieuwoudt, president of the SACL, said this week that unless the study group's recommendations are satisfactory his unions would withdraw from the campaign.

151
264
13

Attack on SAR by major union

Mercury Correspondent

Am. 11/10/76

PRETORIA — The most powerful of the seven railway unions — the Artisan Staff Association — yesterday attacked the SAR and H administration for taking over the Sishen - Saldanha railway line at a cost of more than R500 million.

The general secretary of the ASA, Mr. Wally Grobler, said the R500 million plus would have to be borrowed at high interest rates, adding to

the already heavy interest load being carried by the Railways. For the past financial year this load amounted to R226 million.

"While we wholeheartedly support the concept of a single railway administration in South Africa the question arises whether now is

the appropriate time to embark on the Sishen-Saldanha project"

Mr. Grobler asked whether the Richards Bay project was not enough for the present.

"Is it right that the SAR and H should now be called on to come to the financial rescue of Iscor?"

Mr. Grobler said the fact that the Government had appointed an inter-departmental committee under the chairmanship of the Secretary for Finance, Mr. Blowne, to determine priorities of schemes currently under construction was an indication that the Government was losing touch with reality.

"It is a pity the committee had not started functioning at an earlier date.

"It seems that once again the stable door has been closed after the horse has bolted."

TUC, A P

151
264
136

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① 15-1
② 267

Final effort C.T. B on Council 21/10/76 i pay dispute

NEGOTIATIONS between the Cape Town City Council and its 4 000 White employees on a new pay agreement are to continue in a final effort to make Government arbitration unnecessary.

The branch secretary of the South African Association of Municipal Employees, Mr D W Archer, said yesterday that the workers were prepared to go to an industrial tribunal if they did not get what they wanted.

Mr Archer said a meeting of all members would be held at the Old Drill Hall on November 1 for a report back on the negotiations.

The president of the association, Mr Sakkie Uys, was yesterday reported to be softening in the determination to take a 19 percent pay claim all the way to arbitration.

181

267

Cape Times 25/10/76

Council workers get pay rise

Staff Reporter

ABOUT 2 000 municipal workers accepted the City Council's offer of a one notch pay increase for all 11 000 Black Council workers at a mass meeting in the Cape Town City Hall yesterday.

The increase comes into effect from July 1 this year and workers can now look forward to pay packets swelled by back pay before Christmas.

This is the second increase granted to the workers this year. In June they accepted a one notch increase back-dated to January 1 this year. This was an interim measure.

Negotiations between the workers and the Council have been going on for more than a year and only a few matters of a general nature remain to be settled.

Statement

After yesterday's meeting a statement by the executive committee of the workers' association was issued to the press by the secretary, Mr J H Ernstzen. The full statement follows.

"The Cape Town Municipal Workers' Association has, over a period of many months, conducted negotiations with the City Council in connection with the revision of salaries and wages.

"During such negotiations the City Council implemented — as a result of an agreement arrived at with

from July 1, 1976 for all employees.

"There are still some outstanding matters to be resolved, and the general meeting of the association has instructed their executive committee to pursue these matters immediately."

ARGUS 25/10/76

Council heals one pay rift

The Argus Municipal Reporter

THE Cape Town City Council has settled a pay dispute with its 1 000 Coloured and Black workers and will learn at a conciliation board hearing tomorrow whether its White work force has accepted increases offered to them.

A one-notch pay boost back-dated to July 1 means Coloured and Black employees will receive an additional bonus just before Christmas

The council's offer to the Cape Town Municipal Workers' Association (CTMWA) was accepted at a meeting of 2 000 members in the City Hall yesterday

It is the second pay increase for CTMWA members this year

In June the union negotiated an interim improvement of a one notch increase, which was effective from the beginning of January

But the mid-year increase was accepted only as 'interim relief' and avoided the union and the council having to settle the issue by arbitration.

In a statement today the CTMWA secretary, Mr J. H. Ernstren, said 'There are still some outstanding matters to be resolved, and the general meeting of the association has instructed their executive committee to pursue these matters immediately'

FIRM STAND

Four thousand White municipal workers, represented by the South African Association of Municipal Employees (SAAME), have been pressing for a 19 percent all-round increase

Earlier this year the union, having rejected

offers from the council, seemed determined to stand by their claim — even if it meant going to arbitration.

But negotiations with the council's executive committee continued, and the latest council offer is being discussed by SAAME's local executive

They must tell a conciliation board in the city tomorrow if they have accepted the offered increase.

151/267

Two-year dispute over pay is settled

The Argus Municipal Reporter

A MUNICIPAL trade union and the City Council have agreed on a wages settlement — but the 4 000 workers affected will not know details of the deal until a union meeting next week.

Agreement was reached at a conciliation board hearing in Cape Town yesterday to settle a dispute

which has simmered for almost two years.

The South African Association of Municipal Employees (SAAME) wanted a 19 percent across-the-board increase, but the increases decided on yesterday are likely to be lower.

The fact that the council would not agree to a flat 19 percent hike in the first place means it is unlikely they have granted it now, when the economic situation has tightened considerably.

PREFERENCE

It is believed the council prefers improvements to individual salary notches rather than allowing flat percentage increases.

The Town Clerk, Mr H. G. Heugh, said today that final details had not been settled, so he could not say what the estimated cost to the city would be.

Earlier in the week a union representing Coloured and African municipal workers in Cape Town accepted a one-notch increase back-dated to July.

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Star 13/12/76
**Reaction to
Wage Board**

It is "manifestly unfair" that lowly paid labourers who are exempted from anti-inflation sacrifices do not get full compensation for the rise in the cost of living

That is the response of the three trade unions in the commercial trade to the recommendation of the Wage Board for a new wage determination for an estimated 50 000 shop-workers.

Under the recommendations an adult male labourer's minimum wage goes up 42,8 percent to R89,70 a month.

1977

1977

1977

1977

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Industrial
Relations
Disputes

More property companies crash

By ERROL SYMONS
Chief Court Reporter

EIGHT associated property companies with bond liabilities totalling R2 324 800 were placed in provisional liquidation by order of the Rand Supreme Court yesterday.

The companies have

their registered offices in Boksburg. They are Ra- chean Development, Peter- fred Investments, Civil Equipment, Fredalith, Ha- nala Properties, Adiepina Investments, Neralt Invest- ments and Westwood Builders.

All but two are builders of duplex apartments,

many of which are incom- plete and unsold.

The court was told that the companies had assets totalling R3 334 829 and liabilities of R2 978 000.

Mr L A van Heerden, a director of all eight com- panies said many of the apartments could not be sold because of the depres-

sed state of the property market, and the fact that some were not yet com- plete.

The companies were finding it increasingly dif- ficult to pay monthly bond instalments and had li- quidity problems.

Mr R Zulman instructed by Mr Sten Abrams appeared for the companies.

mer, soos die Nederlandse taalkundige J. L. Pauwels aantoon, met 'n oorgeefde verskynsel te make.

in gemeensame vorme in die sinsverband van *Krif vir geesteswetenskappe*, jg. 5, nr. 3, 1965,

oms van die verbinding as wat na 'n kompara- Afrikaans", *Tydskrif vir geesteswetenskappe*, 8-342.

opstelle, pp. 162-168. de van verbogen verbale vormen in het Neder- s, pp. 105-110.

9.5 Slotopmerkinge

sig van die wording van die Afrikaanse taal allende kenmerke van die woordeskat, klank- he sinsbou gewys word. Talle van die fynet- frikaanse taalstruktuur kon uit die aard van kom nie; maar uit die verskynsels wat wel elk dat Afrikaans nie eensklaps ontstaan het istens 200 jaar was nodig om die Afrikaanse wikkkel. In dié ontwikkelingsproses het baie ings op die gebied van die woordeskat, die se struktuur, en die sinsbou bygedra. Wanneer bestudeer, sien ons dat nie die een of ander en spesifieke faktor vir die wording van Afri- as nie, maar dat die Afrikaanse taal die produk interne faktore. Besonder belangrik was die 'n 17de-eeuse Nederlands; soos uit die oorsig merke" van Afrikaans voortsettings van die of tendensie in 'n dialek wat in Nederland self eegewerk is of verdwyn het. Daarnaas het die ndelinge aan die Kaap 'n rol gespeel. Ook hier ering een groep sprekers isoleer en vir die taalvorm verantwoordelik hou. Ons kan bv. : Franse of Duitse immigrante die Afrikaanse et me, of in hoever hulle die vereenvoudiging rsak het nie.

in van Afrikaans

le een of ander beslissende taalinvloed gedink at 'n taamlik groot hoeveelheid direkte ge-

wens van die Kaapse taal in die Argief in Kaapstad gevind is. Kort na die stigting van die GRA het die belangstelling in die herkoms en ontstaan van Afrikaans by taalgeleerdes begun posvat en aanleiding ge- gee tot die ponering van verskillende teorieë oor die ontstaan van Afrikaans. Th Hahn se *Hottentots-teorie* van 1882 was die eerste pos- ging tot 'n verklaring van die karakter van Afrikaans. Hoewel hy vas- stel dat Afrikaans „phonencally teutonic" is, d w s sy Germaanse struktuur behou het, is dit volgens hom „psychologically an essential Hottentot idiom". Maar hierdie vae stelling kan hy nie bewys nie. Kort ná hom kry ons die belangstelling van Nederlandse geleerdes soos M de Vries en J é Winkel, wat die *Frans-teorie* voorstaan. Volgens dié teorie sou Afrikaans onder die invloed van die Franse Hugenote ontstaan het, maar D C Hesseling het die teorie in 1897 al weerlê. In 1885 wys Hugo Schuchardt, die beroemde Duitse geleerde en kenner van Kreoolse tale, op twee belangrike faktore wat by die wording van Afrikaans 'n rol kon gespeel het, hy dink aan die een kant aan Duitse in- vloed, aan die ander kant was hy die eerste wat in 1891, op grond van sy kennis van Indo-Portugees en Maleis-Portugees, op moontlike kreo- liseringsfaktore in Afrikaans die aandag gevestig het. D C Hesseling het dié gedagtes in 1897 en 1899 verder gevoer, veral in sy beroemde werk *Het Afrikaansch* (1899) waarin hy sy *Maleis-Portugees-teorie* uiteengesit het. In teenstelling met die vorige teorieë was Hesseling s'n die eerste wat werklik wetenskaplik verantwoord was. Volgens Hesse- ling moes daar binne die eerste dertig jaar van die volksplanting 'n skielike botsing van tale aan die Kaap plaasgevind het, nl. 'n botsing tussen die 17de-eeuse Nederlands van die vryburgers, soldate en am- penare en die taal van die Oosterse slawe wat Maleis en 'n vorm van gebroke Portugees gepraat het, of 'n vermenging van albei („Maleis-Portugees"). In 1658 en daarna het 'n groot aantal slawe wat gebroke Portugees gepraat het, Kaap toe gekom; dit sou volgens Hesseling 'n skielike kommunikasieprobleem veroorsaak het wat tot 'n vinnige verandering van Nederlands geleel het. Die resultaat was 'n sterk ver- eenvoudigde taal met 'n reduksie in sy grammatika. Wanneer 'n kul- tuurtaal in 'n bepaalde kontaksituasie deur 'n botsing met 'n sosiaal laerstaande taal binne 'n kort tydperk 'n drastiese reduksie, struktuur- verandering en vereenvoudiging ondergaan, praat 'n mens van kreo- lising. Hesseling moet egter self erken dat die tipiese kenmerke van kreo- lising in Afrikaans ontbreek, daarom kom hy tot die konklusie dat Afrikaans beskou moet word as Nederlands wat halfpad bly staan het om 'n Kreoolse taal te word.

Ongelukkig het Hesseling destyds nie oor die nodige direkte taal- gegewens beskik nie; hy kon sy teorie feitlik net op sosio-historiese gegewens baseer wat bowendien nie volledig en korrek was nie. Daar- om was ook sy teorie ontoereikend en eensydig; dit het 'n hipotese gebly wat hy nie kon bewys nie.

Jansend 8 Q no 6604/1977 17/3/77

Bantu Labour Relations Regulation Act

648 Dr A L BORAINÉ asked the Minister of Labour

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How many disputes were dealt with in terms of the Bantu Labour Relations Regulation Act during 1976 by (a) Bantu labour officers, (b) the Central Bantu Labour Board and (c) the Wage Board

The MINISTER OF LABOUR

- (a) 164
- (b) Nil
- (c) Nil

* * * * *

(10 marks)

3. Write briefly on the causes of urbanisation.

STAR 20/4/77

(1131)
(2151)

Black meat men claim cheating on overtime

By CLIVE EMDON
Labour Correspondent
THIRTYNINE meat loaders yesterday filed affidavits with the Department of Labour alleging a range of criminal offences by employer, Mr Solly Katz, managing director of Transvaal Wholesale Meat Supply

They claim

① They were made to work more than five hours overtime a day with a weekly total of 77 hours or more — though the law lays down a 46-hour week with a maximum of 10 hours overtime

② They were not paid for more than 14 or 15

hours overtime a week — the exact number of hours was not stated on their pay packets, which is an offence

③ They were ordered off the premises four weeks ago after Mr Katz revoked an offer made by his manager of a basic rate of R26 a week. He offered them R22 a week. This constitutes a lockout, which is an offence in terms of the Bantu Labour Relations Regulation Act

④ About a quarter of the work force was not registered either with the Bantu Affairs Commissioner or with the Unem-

ployment Insurance Fund. As a result some could not claim UIF benefits

Mr Katz is managing director of Green's Fresh Meat Supply at Bergvlei — the company which recently laid off two elderly African workers without pension or service bonus after 30 and 20 years of service

All the workers sought legal aid through the Industrial Aid Society (IAS) who provided them with a lawyer

On Monday the workers started giving statements to labour officials

Mr Katz has refused to talk to the Press

will also get an increase. This could take effect from August 1. The *FM* understands, however, that the increase will fall far short of those in previous years, and will be closely pegged to the amount the whites get

Indeed, it will probably be only 1% or 2% higher than that for whites. If, as seems likely, the Chamber offers a 5% increase for whites (*FM* April 22), the blacks will probably get about 5% or 6%.

The Unions are apparently still strongly opposed to the Chamber's offer.



A pittance in the offing . . . and more flak from London?

however, and even this increase could be delayed if no conciliation board deal is forthcoming.

It is also likely that, whereas whites will be offered an across the board increase, blacks will get one on minima only. So the pace of black wage increases continues to slow — this time dramatically. In 1975, black miners got a 37.5% rise. Last year, they got only 13%.

The minimum wage for an underground worker is now 250c a shift, that for surface workers 155c. The latter works out at a meagre R40,30 a month. Only 5% or 6% on that is derisory.

● In London, the Roman Catholic Archdiocese of Westminster is to sell all but one of its 11 000 shares in Consolidated Gold Fields, the company which is the majority shareholder in Gold Fields of SA.

Behind the decision to sell is a two-year series of negotiations between the Archdiocese and the company, which concentrates on three main issues: the migrant labour system; earnings differentials between whites and Africans; and attitudes to African trade unions.

The bishop trustees of the Archdiocese have now reached a point where, they say, they are unable to make any further

progress by this means. Diocesan spokesman Monsignor Ralph Brown says that if anything, the bishops were somewhat late in the day in recognising their responsibilities as investors, which seem to have been awakened by a report on Consolidated published in 1975 by Christian Concern for Southern Africa (*FM* 12 and 26 December 1975).

He describes the talks with the company as "polite and without any acrimony".

"We feel strongly that the migrant labour system destroys the family. We are not happy about the elements of racial injustice in the pay and trade union situations," he added. But he declined to give details of the company's responses on each individual point.

Msgr Brown confirmed that there were other SA shares in the church's portfolio and that a dialogue was taking place with the company concerned in each case. There may be further sales in the near future.

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MINE WAGES
Increase, but . . .

FIN MAIL

22/7/77

Both black and white miners will be offered a wage increase soon, it seems. But the black increase currently being discussed is a pittance.

Union sources tell the *FM* that the Chamber of Mines' stance at the conciliation board appointed to discuss the industry's (white) wage deadlock has now changed. "They're now conceding that there is a cake to be shared out. We should know by Monday what they're prepared to give," says one union man.

One thorny area is that of when the increases will come into effect. The Chamber apparently wants to delay — perhaps until October — but the unions are unhappy about this.

If the dispute is settled, black miners

RDM 26/10/77

Railway pay dispute goes to arbitration

(151)

Staff Reporter

A SUPREME Court judge is expected to be appointed arbitrator today in the pay dispute between the Railways Artisan Staff Association (ASA) and the Minister of Transport, Mr Louwrens Muller.

The arbitrator will be assisted by a nominee of the Minister as well as an ASA nominee.

The Minister has already conceded that the railway workers' pay is behind the consumer price index by 28%

If the arbitrator's find-

ings are based only on cost of living factors, ASA expects a favourable award.

The importance of the arbitration is that should the ASA get a pay rise all public sector workers will benefit because the Government cannot grant increases to ASA without giving them to other Government workers.

Earlier this year the Minister rejected a demand from the association for an immediate 18% increase plus a further 10% in October next year

ASA claims since the last significant pay rise in

July 1974 the consumer price index has risen by 42,2%.

After the 10% salary "hand out" in July 1976 was taken into account the figure became 32,4%.

During the anti-inflation campaign the consumer price index rose by 26,8 points.

The campaign called for a sacrifice of 30%, or according to ASA officials, 5% of what railway workers were entitled to

This reduced the claim to 27,4%.

Because of the recession it was agreed to reduce this by another 10%.

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REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

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Vol. 148]

PRETORIA, 26 OCTOBER 1977
26 OKTOBER

[No. 5793

GOVERNMENT NOTICE

MINISTRY OF TRANSPORT

No. 2247 26 October 1977

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "D" S.A.R. SERVANTS

It is hereby notified for general information that the State President has been pleased to appoint a commission of inquiry with the following term of reference

To investigate the cause of, and make recommendations in regard to, the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group "D" S.A.R. Servants, which has been registered as a trades union under the name of "Artisan Staff Association", in connection with the claim from the above-mentioned Association for a salary adjustment of 18 per cent.

The Commission consists of

Chairman:

The Hon Justice Louis le Grange

Members:

Mr Hendrik Christoffel de Wet, B.Com

Mr Wessel Bornman

Secretary

Mr Michael Viljoen

PROCLAMATION

by the State President of the Republic of South Africa

No. 309, 1977

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "D" S.A.R. SERVANTS

Under the powers vested in me by paragraph (a) of subsection (1) of section 1 of the Commissions Act, 1947 (Act 8 of 1947), I hereby declare the provisions of the

65794—A

GOEWERMENTSKENNISGEWING

MINISTERIE VAN VERVOER

No. 2247 26 Oktober 1977

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP "D" VAN DIE S.A.S. VERTEENWOORDIG

Hierby word vir algemene inligting bekendgemaak dat die Staatspresident bejaag het om 'n kommissie van ondersoek aan te stel met die volgende opdrag

Om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, die geskil wat ontstaan het tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat dienare groep "D" van die S.A.S. verteenwoordig en as vakvereniging onder die naam "Artisan Staff Association" geregistreer is, in verband met voormelde Vereniging se salaris van 18 persent

Die Kommissie bestaan uit

Voorsitter

Sy Edele Regter Louis le Grange.

Lede

Mnr Hendrik Christoffel de Wet, B.Com

Mnr Wessel Bornman.

Sekretaris

Mnr Michael Viljoen

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No. 309, 1977

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP "D" VAN DIE S.A.S. VERTEENWOORDIG

Kragtens die bevoegdheid my verleen by paragraaf (a) van subartikel (1) van artikel 1 van die Kommissiewet, 1947 (Wet 8 van 1947), verklaar ek hierby dat die

5793—1

said Act to be applicable to the Commission of Inquiry into the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group 'D' S A R Servants, which has been registered as a trades union under the name of "Artisan Staff Association"

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-fourth day of October, One thousand Nine hundred and Seventy-seven

N DIEDERICHS, State President

By Order of the State President-in Council

S L MULLER

hepalings van genoemde Wet van toepassing is op die Kommissie van Onderzoek na die geskil tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging van die groep "D" van die S A S verteenwoordig en as n vakvereniging onder die naam "Artisan Staff Association" geregistreer is.

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Pretoria, op hede die Vier-en-twintigste dag van Oktober Eenduisend Negenhonderd Sewe-en-sewentig

N DIEDERICHS, Staatspresident

Op las van die Staatspresident-in-rade

S L MULLER

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STAR 15/12/77

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Pay dispute settled

The pay dispute between the Electricity Supply Commission and the trade unions has been settled.

In a joint statement, the unions, which called the average increase of 2.4 per cent from July unsatisfactory, and Escom said:

"In future, monthly paid employees will receive notch increases on service anniversary dates within existing scales."

In the past, notch increases were paid on July 1, when general increases also came into effect. This is understood to have given rise to complaints that some workers did not derive the full benefit of the general increases.

INDUSTRIAL RELATIONS

DISPUTES

MARCH 1978 — DEC. 1978.

Pat

The turntable manufactured by Electromate costs R119,95, versus R135,50 for a comparable Deltex unit. The base (cabinet) for Electromate's turntable is priced at R7,50, and the cartridge sells for R33,95. Deltex company's cartridge costs R37,80, and the cabinet is priced at R10,00. The companies charge the same amount, R7,50, for plastic dust covers. The entire Electromate turntable assembly costs a total of R174,90, while a Deltex unit costs a total of R190,50.

Help! I have been asked to tabulate this information and I haven't a clue. Please do it for me.

To: A Student
Subject: Tables
From: Pat Brown
Date: 15 September

ELECTROMEMO

~~ELECTRO-ENGINEERING~~



STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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VOL 153

KAAPSTAD, 17 MAART 1978

CAPE TOWN, 17 MARCH 1978

No. 549

GOEWERMENTSKENNISGEWING

GOVERNMENT NOTICE

MINISTERIE VAN VERVOER

MINISTRY OF TRANSPORT

No. 549

[17 Maart 1978

No. 549

[17 March 1978

**KOMMISSIE VAN ONDERSOEK NA DIE GESKIL
TUSSEN DIE ADMINISTRASIE VAN DIE
SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE
PERSENEELVERENIGING WAT DIENARE GROEP „B”
VAN DIE S A S VERTEENWOORDIG**

**COMMISSION OF INQUIRY INTO THE DISPUTE
BETWEEN THE ADMINISTRATION OF THE SOUTH
AFRICAN RAILWAYS AND HARBOURS AND THE
STAFF ASSOCIATION REPRESENTING GROUP „B”
S.A.R. SERVANTS**

Hierby word vir algemene inligting bekend gemaak dat dit die Staatspresident behaag het om 'n kommissie van ondersoek aan te stel met die volgende opdrag—

It is hereby notified for general information that the State President has been pleased to appoint a Commission of Inquiry with the following terms of reference—

Om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, die geskil wat ontstaan het tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat dienare groep „B” van die S A S verteenwoordig en as 'n vakvereniging onder die naam „Suid-Afrikaanse Voetplaatpersoneelvereniging” geregistreer is, in verband met voormelde Vereniging se salaris van 15 persent.

To investigate the cause of, and make recommendations regard to, the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group „B” S.A.R. Servants which has been registered as a trades union under the name „Suid-Afrikaanse Voetplaatpersoneelvereniging” in connection with the claim from the above-mentioned Association for a salary adjustment of 15 per cent.

Die Kommissie bestaan uit.—

The Commission consists of—

Voorsitter.

Chairman:

Sy Edele Regter Louis le Grange

The Hon Justice Louis le Grange

Lede.

Members:

Mnr. Hendrik Christoffel de Wet, B Com.

Mr Hendrik Christoffel de Wet, B.Com.

Mnr. Robert Louis Kraft, B A. (Econ.), B.A (Hons), M Sc. (Cornell)

Mr Robert Louis Kraft, B.A. (Econ.), B.A. (Hons), M.Sc (Cornell)

Sekretaris:

Secretary:

Mnr. Michael Viljoen.

Mr Michael Viljoen.

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PROKLAMASIE

VAN DIE STAATSPRESIDENT VAN DIE REPUBLIEK VAN SUID-AFRIKA

No 61, 1978]

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP „B” VAN DIE S A S VERTEENWOORDIG

BEKRAGTENS die bevoegdheid my verleen by paragraaf (a) van subartikel (1) van artikel een van die Kommissiewet, 1947 (Wet No 8 van 1947), verklaar ek hierby dat die bepalings van genoemde Wet van toepassing is op die Kommissie van Onderzoek na die geskil tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat dienare groep „B” van die S A S verteenwoordig en as 'n vakvereniging onder die naam „Suid-Afrikaanse Voetplaatpersoneelvereniging” geregistreer is

GEGEE onder my Hand en die Seel van die Republiek van Suid-Afrika te Kaapstad op hede die Agt-en-twintigste dag van Februarie Eenduisend Negehonderd Agt-en-sewentig

N DIEDERICHS, Staatspresident

Op las van die Staatspresident-in-Rade, S L MULLER.

PROCLAMATION

BY THE STATE PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

No. 61, 1978]

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "B" S.A.R. SERVANTS

UNDER the powers vested in me by paragraph (a) subsection (1) of section one of the Commissions Act, 1947 (Act No. 8 of 1947), I hereby declare the provisions of the said Act to be applicable to the Commission of Inquiry into the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group "B" S.A.R. Servants, which has been registered as a trades union under the name of "Suid-Afrikaanse Voetplaatpersoneelvereniging"

GIVEN under my Hand and the Seal of the Republic South Africa at Cape Town this Twenty-eighth day February One Thousand Nine Hundred and Seventy-eight.

N. DIEDERICHS, State President

By order of the State President-in-Council, S. L. MULLER.

RDM 21/3/78

Mixed (2) 151
mining
union
mooted

By RIAAN DE VILLIERS
Labour Correspondent

THE Mine Workers' Union has published a second internal working document of the Anglo American Corporation

The document analyses the union's position in the industry

The document says an integrated mining union is the only real and viable long-term solution to what it terms the Mine Workers' Union problem

It also argues that the MWU is in an extremely weak position at present, and urges the corporation to propagate this view among the other mining houses to avoid what it calls "Munich peace in our time" type settlements with the union.

The document, written last June, appears in the latest issue of the MWU's newspaper, The Mine Worker, together with a virulent attack on it and its author, said to be Mr P L Nathan of the Gold and Uranium Division

The MWU's exposé and its attack on Anglo American come on the eve of this year's crucial negotiations on wages and the five-day working week in the mining industry

The document says the MWU is on the brink of a decline, which could force it to take drastic action.

It gives the following reasons:

- The MWU is founded on "quicksands" of statutory job reservation
- Its membership is declining due to the growing unpopularity of mining in relation to commerce and industry.
- There is a change in the Cabinet's attitude towards discrimination "which may well result in a cooling off of relationships".

"As any form of black union would create immense problems for the industry, we should do all we can to convince the Wiehahn Commission of the desirability of an integrated union," it says.

Deadlock over wage rise call

ARGUS 30/3/78

151
~~197~~

BLANKET manufacturers in South Africa and the union to which their workers belong have reached deadlock over a demand for a 15 percent increase in minimum wages.

The Textile Workers' Industrial Union of South Africa and the National Textile Manufacturers' Association are the two bodies involved in the dispute.

Manufacturers say they cannot afford to pay more than 7,5 percent because of the economic situation and under-cutting from Transkei.

But the union says the workers find it 'impossible to live on their present very low wages.'

'FARCICAL'

Mr Norman Daniels, general secretary of the Cape Town-based union, said that skilled male weavers who had com-

pleted a training period were now being paid R23,8 a week and female skilled weavers R18,47 a week.

'With an increase of only 7,5 percent this is a farcical wage with the present cost of living,' he said.

His union has now decided to circulate a petition at all factories producing blanket textiles, asking the workers if they wish the union to continue pressing for a 15 percent wage rise.

He said there were about 12 000 workers in this branch of the industry. About 1 000 of them were in the Western Cape.

HANSARD 10 12th APRIL 1978
Question 498 Col. 605 & 606

151

INTRODUCTION

The origins of culture was pr remains the la culture is as in which they

The culture of a 2500 BC Egypt The bible refe for what was a Galilee.

Aquaculture in

an ever-increasing importance. Sea fisheries production has already passed its peak and will slowly decline because of the destruction of natural food chains by exploitation and pollution. The world's food production has been unable to keep pace with the population increase, especially in developing nations. There is therefore a need to increase food production by all possible means, firstly by stimulating existing means of production, and secondly by introducing new sources of food. Fish Farming, although still in its infancy in most Third World countries, has an important part to play as an integrated element of the rural economy.

FAO figures show that protein from foods of animal origin is dangerously lacking in the everyday diet of much of the population of Africa. This can cause ill-health, poor growth and susceptibility to disease. Fish culture is one of the best ways of increasing the supply of protein. Fish meat contains as much as 60% high quality protein on a dry water basis, and Fish converts raw food into protein at a far more rapid rate than most land based animals.

It is interesting to consider some of the factors that enable fish to grow so rapidly. The fact that they are cold blooded means that they do not have to use up energy in maintaining body heat. This energy can be used for growth. Fish live in a medium more or less the same density as their bodies, and therefore do not require a heavy bone structure to support themselves against the force of gravity. The ratio of flesh to

Disputes with Bantu workers

498 Dr A L BORAINÉ asked the Minister of Labour

How many disputes were dealt with in terms of the Bantu Labour Relations Regulation Act during 1977 by (a) Bantu Labour officers, (b) the Central Bantu Labour Board and (c) the Wage Board

is evidence that fish ears ago. Today China in the world, and carp life as the paddy fields

A bas-relief found on ted from a pond. ere to cast their nets common to the sea of

12 APRIL 1978

606

The MINISTER OF LABOUR:

- (a) 98
- (b) 1
- (c) 1



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REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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VAN DIE REPUBLIEK VAN SUID-AFRIKA

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CAPE TOWN, 19 APRIL 1978

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[No 5994

KAAPSTAD, 19 APRIL 1978

GOVERNMENT NOTICE

GOEWERMENSKENNISGEWING

MINISTRY OF TRANSPORT

MINISTERIE VAN VERVOER

No 818] [19 April 1978

No 818] [19 April 1978

COMMISSION OF INQUIRY INTO THE DISPUTE
BETWEEN THE ADMINISTRATION OF THE SOUTH
AFRICAN RAILWAYS AND HARBOURS AND THE
STAFF ASSOCIATION REPRESENTING GROUP "D"
S A R SERVANTS

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL
TUSSEN DIE ADMINISTRASIE VAN DIE
SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE
PERSONEELVERENIGING WAT DIENARE GROEP „D”
VAN DIE S.A S VERTEENWOORDIG

The report of the Commission of Inquiry, appointed by the
State President as notified in *Government Gazette* No 5793
of 26 October 1977, is hereby published for general informa-
tion

Die verslag van die Kommissie van Onderzoek wat deur
die Staatspresident aangestel is soos in *Staatskoerant* No
5793 van 26 Oktober 1977 bekend gemaak, word hiermee vir
algemene inligting gepubliseer

REPORT OF THE COMMISSION OF INQUIRY INTO A DISPUTE BETWEEN THE SOUTH AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION AND THE STAFF ASSOCIATION REPRESENTING GROUP "D" SERVANTS OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION

1. In this report—

„ADMINISTRATION” means the authority which under the Railway Board Act, 1962, (Act No 73 of 1962), administers and operates the railways, harbours, airways and pipelines of the Republic and the subsidiary services in connection therewith;

„ASSOCIATION” means the Staff Association registered under the name „Artisan Staff Association” in terms of the Industrial Conciliation Act No. 28 of 1956,

„COMMISSION” means the Commission of Inquiry appointed by the State President in terms of Section 28 of the Railways and Harbours Service Act, No. 22 of 1960, by Government Notice No 2247 of 26 October 1977, and

„MINISTER” means the Minister of Transport

2 The terms of reference of the Commission are—

„to investigate the cause of, and make recommendations in regard to, the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group „D” S A R. Servants which has been registered as a trades union under the name of „Artisan Staff Association” relating to the claim by the abovementioned Association for an increase in salary of 18 per cent”

3 The Association represents the semi-skilled workmen and artisans in the service of the Administration, known more specifically as trade hands and technicians. The Association has a voluntary membership of 23 489 which constitutes approximately 81,6% of the possible membership

4 At a meeting with the Minister on 5 June 1974 the Executive Council of the Association claimed a wage increase of 27% The claim was made up as follows

Rise in cost of living	15%
Increased contributions to the Pension Fund	2%
Improvement in the standard of living	10%
	<hr/>
	27%
	<hr/>

5 The Minister did not find it practicable to accede to the request, but with effect from the July 1974 paymonth the Administration granted a salary and wage adjustment of 12,5% to all its employees On 8 July 1974 the Administrative Secretary to the Minister wrote to the Association as follows:

„Elke salaris- en loonkerf sal met minstens 12,5 persent verhoog en die resultaat tot die volgende kerf afgerond word, d w s 'n aanpassing van 12,5 persent en hoer—geen aanpassing sal minder as 12,5 persent wees nie”

6 It is clear that the decision to effect that adjustment to salaries and wages stemmed from an acknowledgement on the part of the Administration that there had been a rise in the cost of living since the previous general increase in salaries and wages which had been approved with effect from the January 1973 paymonth From a schedule presented by the Administration it would appear that the adjustment resulted in certain trade hands being granted an increase in salaries of

VERSLAG VAN DIE KOMMISSIE VAN ONDERSOEK INSAKE 'N GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING VERTEENWOORDIGENDE DIENARE GROEP „D” VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS

1 In hierdie verslag beteken—

„ADMINISTRASIE” die gesag wat kragtens die Spoorwegradwet, 1962 (Wet No 73 van 1962) die spoorwee, hawens, lugdienste en pypleidings van die Republiek, en die hulpdienste in verband daarmee, administreer en eksploteer;

„KOMMISSIE” die Kommissie van Ondersoek wat in gevolge artikel 28 van die Wet op Spoorweg- en Hawediens, No 22 van 1960, deur die Staatspresident aangestel is, soos aangekondig in Goewermentskennisgewing No. 2247 van 26 Oktober 1977;

„MINISTER” die Minister van Vervoer, en

„VERENIGING” die Personeelvereniging wat onder die naam „ARTISAN STAFF ASSOCIATION” geregistreer is kragtens die Wet op Nywerheidsversoening, No. 28 van 1956

2. Die opdrag aan die Kommissie is—

„om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, die geskil wat ontstaan het tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat dienare groep „D” van die S A S verteenwoordig en as 'n vakvereniging onder die naam „Artisan Staff Association” geregistreer is, in verband met voormelde Vereniging se salariseis van 18 persent”

3 Die Vereniging verteenwoordig die half-geskoolde en geskoolde ambagslui in diens van die Administrasie wat meer bepaald as vakwerkers en tegniese bekend staan Die Vereniging het 'n vrywillige lidmaatskap van 23 489 wat neerkom op ongeveer 81,6% van die moontlike lidmaatskap

4 Op 5 Junie 1974 het die Uitvoerende Raad van die Vereniging in 'n onderhoud met die Minister 'n loonverhoging van 27% geëis Gemelde eis was soos volg saamgestel.

Styging in lewensduurte	15%
Verhoogde bydraes tot die Pensioenfonds	2%
Styging in lewenstandaard	10%
	<hr/>
	27%
	<hr/>

5 Die Minister het dit nie doenlik gevind om aan hierdie versoek te voldoen nie maar met ingang van die betaalmaand Julie 1974 het die Administrasie 'n salaris- en loonaanpassing van 12,5% aan al sy werknemers toegeken Op 8 Julie 1974 het die Administratiewe Sekretaris van die Minister soos volg aan die Vereniging geskryf

„Elke salaris- en loonkerf sal met minstens 12,5 persent verhoog en die resultaat tot die volgende kerf afgerond word, d w s 'n aanpassing van 12,5 persent en hoer—geen aanpassing sal minder as 12,5 persent wees nie”

6. Dit is duidelik dat die besluit om daardie aanpassing in salarisse en lone toe te ken voortgespruit het uit erkenning aan die kant van die Administrasie dat daar 'n styging in lewensduurte plaasgevind het sedert die vorige algemene verhoging in salarisse en lone wat met ingang van die betaalmaand Januarie 1973 goedgekeur is Dit blyk uit 'n tabel wat deur die Administrasie voorgelê is dat die uitwerking van die aanpassing as gevolg gehad het dat sekere

13%, while trade hands in another wage group received an increase of as much as 16%. The average salary increase granted to members of the Association was about 14,5%. Initially that concession was acceptable to the Association but on 15 August 1974 the Executive Council again requested that the wage claim of 5 June 1974 be acceded to. The Association discussed the matter with the Minister, who drew attention to the fact that certain proposals which, if accepted, would result in distinct benefits being conferred upon artisans were under consideration and he expressed the view that for the time being that matter should be accorded priority.

7 After negotiations between the Association and the Railway Management salaried status was accorded to the artisan staff with effect from the March 1975 paymonth. That conferred distinct benefits upon members of the Association, and on 9 June 1975 the Association wrote to the Minister as follows:

„Na onderhandeling met die Hoofbestuurder is gesalarieerde status met ingang van 16 Mei 1975 aan die oorblywende personeel toegeken wat deur hierdie Vereniging verteenwoordig word, en met ingang van 16 Junie 1975 is 'n eenkerf salaris-aanpassing vir vakwerkers in groepe 2 en 3 goedgekeur

Ons Uitvoerende Raad het dientengevolge op 'n buitengewone vergadering op 6 Junie 1975 besluit, dat ons 1974 looneis as sulks, nou in die geheel as afgehandel beskou kan word”

8. The above synopsis is important because the Association considers that the „afhandeling” (settlement) of the 1974 wage claim constitutes the starting-point in the present enquiry. In June 1974 the consumer price index stood at 137,2 points

9 In September 1975 the Association resolved again to request a salary increase based on the rise in the consumer price index and a rise in the standard of living. In the meantime, however, the Minister of Economic Affairs had launched a campaign against inflation which inter alia made provision for 30% of the rise in cost of living during the period of the campaign, viz 1 October 1975 to 31 March 1976, to be borne by the employees themselves. That period was later extended to 31 March 1977. Both the Administration and the Association undertook to support the campaign, with the result that the Association decided to hold its claim in abeyance until April 1976

10 On 22 April 1976 the Prime Minister announced in Parliament that the Government had decided to increase the salaries and wages of all employees in the Civil Service, the Railways Administration and the Department of Posts and Telecommunications by 10% with effect from 1 July 1976 and, provided there was no substantial deterioration in the general economic and financial position of the country that a further increase of 5% would be granted to such employees in January 1977

11. The fact that the increase was announced by the Prime Minister before the claim of the Association had been dealt with caused dissatisfaction in the ranks of the Association. On 27 April 1976 the Association submitted a salary claim to the Minister. That claim was within the guidelines prescribed in the anti-inflation manifesto.

12 On 28 October 1976 the Association informed the Minister that the Association was insisting on an increase of 20%. The Minister, however, took the view that the economic position of the country at that time was such that the Railways were compelled to adopt stringent economy measures. It was expected that the financial year would close with a large deficit. In view of the slump in the economy even the prospective 5% salary adjustment in January 1977 was uncertain

vakwerkers 'n verhoging in loon van 13% toegeken is terwyl vakwerkers in 'n ander salarisgroep 'n verhoging van soveel as 16% ontvang het. Die gemiddelde salarisverhoging wat aan lede van die Vereniging toegestaan is het op 14,5% te staan gekom. Hierdie toewysing was vir die Vereniging aanvanklik aanvaarbaar maar op 15 Augustus 1974 het die Uitvoerende Raad weer versoek dat daar gevolg gegee moet word aan die looneis soos op 5 Junie 1974 gestel. Hierdie aangeleentheid is deur die Vereniging met die Minister bespreek en laasgenoemde het daarop gewys dat oorweging tans verleen word aan sekere sake wat bepaalde voordele vir die ambagsman inhou en die mening gehuldig dat aandag voorlopig eers op dié aangeleentheid toegespits behoort te word

7 Met ingang van die betaalmaand Maart 1975 is daar na onderhandelinge tussen die Vereniging en die Spoorwegbestuur gesalarieerde status aan die ambagspersoneel verleen. Dit het bepaalde voordele vir die lede van die Vereniging ingehou en bygevolg het die Vereniging op 9 Junie 1975 soos volg aan die Minister geskryf:

„Na onderhandeling met die Hoofbestuurder is gesalarieerde status met ingang van 16 Mei 1975 aan die oorblywende personeel toegeken wat deur hierdie Vereniging verteenwoordig word, en met ingang van 16 Junie 1975 is 'n eenkerf salaris-aanpassing vir vakwerkers in groepe 2 en 3 goedgekeur

Ons Uitvoerende Raad het dientengevolge op 'n buitengewone vergadering op 6 Junie 1975 besluit, dat ons 1974 looneis as sulks, nou in die geheel as afgehandel beskou kan word”

8 Hierdie kort oorsig is belangrik omdat die Vereniging die „afhandeling” van die 1974 looneis as die aanknopingspunt van die huidige geskil beskou. In Junie 1974 het die verbruikersprysindeks op 137,2 punte gestaan

9 In September 1975 het die Vereniging besluit om weer 'n salarisverhoging aan te vra op grond van die styging in die verbruikersprysindeks asook 'n verhoging van lewenstandaard. Inmiddels egter het die Minister van Ekonomiese Sake 'n veldtog teen inflasie geloods wat onder andere bepaal het dat 30% van die styging in lewensduurte gedurende die tydperk van die veldtog, nl 1 Oktober 1975 tot 31 Maart 1976, deur werknemers self gedra sou word. Hierdie tydperk is later verleng na 31 Maart 1977. Sowel die Administrasie as die Vereniging het hul steun hieraan toegesê en gevolglik het die Vereniging besluit om sy eis tot April 1976 agterweê te hou

10 Op 22 April 1976 het die Eerste Minister in die Volksraad aangekondig dat die Regering besluit het om die salarisse en lone van alle werknemers van die Staatsdiens, die Spoorwegadministrasie en die Departement van Pos- en Telekommunikasiewese met ingang 1 Julie 1976 met 10% te verhoog en, mits daar geen wesentliche verswakking in die algemene ekonomiese en finansiële posisie van die land sou plaasvind nie, 'n verdere verhoging van 5% in Januarie 1977 aan gemelde werknemers toegestaan sou word

11 Die feit dat die verhoging deur die Eerste Minister aangekondig is voordat die Vereniging se eis behandel is, het ontevredenheid in die geledere van die Vereniging veroorsaak. Op 27 April 1976 het die Vereniging 'n salariseis aan die Minister gestel. Daardie salariseis het binne die riglyne voorgeskryf in die anti-inflasiemanifes geval

12 Op 28 Oktober 1976 het die Vereniging die Minister meegedeel dat die Vereniging aandrang op 'n verhoging van 20%. Die Minister het egter die standpunt ingeneem dat die stand van die land se ekonomie destyds sodanig was dat die Spoorweê genoodsaak was om streng besparingsmaatreëls toe te pas. Dit was verwag dat die boekjaar met 'n groot verlies afgesluit sou word. Vanwee die insinking in die ekonomie het daar selfs onsekerheid bestaan oor die toekening van 'n salaris-aanpassing van 5% wat vir Januarie 1977 in die vooruitsig gestel was.

13 From the official summary of the meeting between the Minister and the representatives of the Association, it would appear that the Minister did not on this occasion dispute the claim for an increase of 20%, but that the claim could not be acceded to at that time because of the economic situation of the country and the financial position of the Railways. The prospective salary increase of 5% on 1 January 1977 did not materialise.

14 On 4 March 1977 the Association addressed the following telegram to the Minister:

„Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salariseis aangesien lede in finansiële verknorsing is Stop Verwag dat Minister voorsiening in begroting sal maak vir finansiële verligting vir tegnisi en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salariseis sal kort na jaarkongres in Mei maand aan Minister gestel word”

15 On 30 May 1977 the following decision, taken at the Association's annual congress, was conveyed to the Minister:

„Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth, the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%.

Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector, thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%”

16 The following is an extract from the official summary of a meeting that took place between the Association and the Minister, as contained in a letter addressed to the Association by the acting Administrative Secretary to the Minister on 16 July 1977:

„DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is. Die Spoorweë het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoetariefverkeer afgeneem het as gevolg van die inkorting van invoere. Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word.

Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salaris-aanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou, ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiële verligting aan die personeel doen nie. As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarisse met 25,6 persent aangepas moet word wat minstens R260-miljoen sal kos. Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhogings gemaak nie. Die land het die afgelope tyd, ekonomies gesproke, goeie jare gehad en die personeel het gewoon geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees, opofferings sal gemaak moet word ter wille van die land se voortbestaan.

Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie. Die Minister van Arbeid het egter met die private sektor onderhandel om die erns van die land se toestand tuis te bring.

Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit 'n

13. Dit blyk uit die amptelike opsomming van die samespreking tussen die Minister en die verteenwoordigers van die Vereniging dat die Minister nie by hierdie geleentheid die aanspraak op 'n verhoging van 20% betwis het nie, maar dat daar op daardie tydstip nie aan die Vereniging se eis voldoen kon word nie vanwee die ekonomiese toestand van die land en die finansiële posisie van die Spoorweë. Die beoogde salarisverhoging van 5% op 1 Januarie 1977 het nie werklikheid geword nie.

14 Op 4 Maart 1977 het die Vereniging die volgende telegram aan die Minister gerig:

„Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salariseis aangesien lede in finansiële verknorsing is Stop Verwag dat Minister voorsiening in begroting sal maak vir finansiële verligting vir tegnisi en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salariseis sal kort na jaarkongres in Mei maand aan Minister gestel word”

15. Op 30 Mei 1977 het die Vereniging die volgende besluit wat op die Vereniging se Jaarkongres geneem is, aan die Minister oorgedra.

„Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth, the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%.

Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector, thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%”

16 Die volgende is 'n uittreksel uit die amptelike opsomming van 'n samespreking wat tussen die Vereniging en die Minister plaasgevind het soos vervat in 'n brief wat die waarnemende Administratiewe Sekretaris van die Minister op 16 Julie 1977 aan die Vereniging gerig het:

„DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is. Die Spoorweë het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoetariefverkeer afgeneem het as gevolg van die inkorting van invoere. Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word.

Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salaris-aanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou, ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiële verligting aan die personeel maak nie. As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarisse met 25,6 persent aangepas moet word wat minstens R260-miljoen sal kos. Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhogings gemaak nie. Die land het die afgelope tyd, ekonomies gesproke, goeie jare gehad en die personeel het gewoon geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees, opofferings sal gemaak moet word ter wille van die land se voortbestaan.

Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie. Die Minister van Arbeid het egter met die private sektor onderhandel om die erns van die land se toestand tuis te bring.

Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit 'n

moeilike saak is. Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in pryse van produkte wat beheer word, sy kantoor skriftelik genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig.

DIE AFVAARDIGING het gesê dat daar aanvaar word dat die Vereniging se salariseis nie op hierdie stadium gunstig oorweeg kan word nie."

17 On 14 September 1977 the Association repeated its request to the Minister except that the 15% was increased to 18% to offset the further escalation in the cost of living since May 1977.

18 A delegation held discussions with the Minister on 14 September 1977 on behalf of the Association. On that occasion the delegation pointed out to the Minister that the consumer price index had risen by 42,4% during the period June 1974 to June 1977, but that if the adjustment of 10% with effect from the July 1976 paymonth was taken into account, the backlog on the consumer price index amounted to 32,4%. Consequently, the Association requested the approval of an increase of 18% with effect from the October 1977 paymonth, with a further 10% from the October 1978 paymonth. To justify the demand, the delegation claimed that the country's balance of payments at that stage had shown a remarkable improvement. The Railways' operating results for the first four months of the 1977/78 financial year, i.e. up to the end of July 1977, reflected a surplus of nearly R40 million. Furthermore, it was alleged that although the Railways had during the financial year transported a greater tonnage of traffic with less staff, the staff had not been compensated for the greater productivity. The attention of the Minister was directed to the fact that the Association was party to the anti-inflation manifesto and that members of the Association had, therefore, also made sacrifices. It was stated that the Association had shown a great sense of responsibility in regard to salary claims but that the living costs had increased to such an extent that members simply could no longer make ends meet. It was claimed that great unrest prevailed in the ranks of the Association because of the Administration's failure to meet the Association's demands.

19 According to the official summary of the discussions on 14 September 1977 the Minister expressed his thanks to the staff for their whole-hearted co-operation in supporting the economy measures which had been introduced, and he appealed to them to continue doing so. Although the country's balance of payments had at that stage shown an improvement as a result of the curbs on imports and the special efforts to promote exports, the economic position of the country had shown no improvement and there was still no sign of an improvement in the foreseeable future. The exhaustion of the relatively small surplus in the Rates Equalisation Fund could have extremely detrimental consequences and, in fact, every effort had to be made to augment this fund.

20. The following is a rendering in the official summary of what the Minister is reported to have said regarding the desirability of a salary increase at that stage:

"Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dat die personeel vir sover dit salarise betref, 'n groot agterstand het. Hy besef dat die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansiël tegemoet te kom nie. 'n Salarisaanpassing van 17 (sic) persent met ingang die betaalmaand Oktober

moeilike saak is. Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in pryse van produkte wat beheer word, sy kantoor skriftelik genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig.

DIE AFVAARDIGING het gesê dat daar aanvaar word dat die Vereniging se salariseis nie op hierdie stadium gunstig oorweeg kan word nie."

17 Op 14 September 1977 herhaal die Vereniging sy versoek aan die Minister behalwe dat die 15% na 18% verhoog is om te vergoed vir die verder styging in lewensduurte sedert Mei 1977.

18. 'n Afvaardiging het op 14 September 1977 namens die Vereniging samesprekings met die Minister gehou. By daardie geleentheid het die afvaardiging die Minister daarop gewys dat die verbruikersprysindeks gedurende die tydperk Junie 1974 tot Junie 1977 met 42,4% gestyg het maar as in ag geneem word dat daar 'n aanpassing van 10% met ingang van die betaalmaand Julie 1976 was, daar 'n agterstand van 32,4% op die verbruikersprysindeks was. Gevolglik het die Vereniging versoek dat 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 toegestaan word en 'n verder 10% met ingang van die betaalmaand Oktober 1978. Om die eis te regverdig, het die afvaardiging aangevoer dat die land se betalingsbalans op daardie tydstip 'n merkwaardige verbetering getoon het. Die Spoorweë se bedryfsresultaat vir die eerste vier maande van die boekjaar 1977-78 d.w.s. tot aan die einde van Julie 1977 het 'n surplus van nagenoeg R40 miljoen getoon. Verder is aangevoer dat alhoewel die Spoorweë gedurende daardie boekjaar 'n groter tonnemaat verkeer met minder personeel vervoer het, die personeel nie vir die verhoogde produktiwiteit vergoeding ontvang het nie. Die Minister is daarop gewys dat die Vereniging deel gehad het aan die anti-inflasieveldtog en dat lede van die Vereniging dus ook opofferings gemaak het. Dit is aangevoer dat die Vereniging groot verantwoordelikheid met betrekking tot salariseise aan die dag gelê het maar dat die styging in lewensduurte so toegeneem het dat die lede net nie meer die mas kon opkom nie. Daar is aangevoer dat daar groot onrus in die geledere van die Vereniging geheers het vanwee die versuim van die Administrasie om aan die Vereniging se eise gehoor te gee.

19 Uit die amptelike opsomming van die samespreking op 14 September 1977 blyk dit dat die Minister sy dank teenoor die personeel uitgespreek het vir hulle heelhartige samewerking met die besparingsmaatreels wat ingestel is en 'n beroep op hulle gedoen het om daarmee voort te gaan. Hoewel die land se betalingsbalans destyds 'n verbetering getoon het as gevolg van die beperking op invoere en spesiale pogings om uitvoere te bevorder, het die ekonomiese posisie van die land geen verbetering getoon nie en was daar nog geen teken dat daar 'n verbetering in die afsienbare toekoms sou intree nie. Die uitputting van die relatiewe klein surplus in die tariewereserwefonds kon uiters nadelige gevolge hê en alle pogings moes trouens aangewend word om hierdie fonds aan te vul.

20. Die volgende is die weergawe wat in die amptelike opsomming verskyn van wat die Minister sou gesê het betreffende die wenslikheid van 'n salarisverhoging in daardie stadium.

"Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dat die personeel vir sover dit salarise betref, 'n groot agterstand het. Hy besef dat die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansiël tegemoet te kom nie. 'n Salarisaanpassing van 17 (sic) persent met ingang die betaalmaand Oktober

1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978, sal nagenoeg R292-miljoen per jaar beloop Hierbenewens is daar ook nog anomaliee wat uitgestryk moet word en wat nagenoeg R20-miljoen sal kos Vanwee die gebrek aan fondse wat deur die heersende ekonomiese klimaat te weeg gebring is, is dit in hierdie stadium ongelukkig nie moontlik om finansiële verligting aan die personeel toe te staan nie, met die oog op die huidige ekonomiese en politieke toestande sal dit ook nie in landsbelang wees om nou salaris-aanpassings toe te staan nie Die afleiding moet egter nie gemaak word dat salarisse van werkers in die owerheidsektor bevries is nie"

21. Immediately after the discussions with the Minister the Executive Council of the Association decided to declare a dispute with the Administration, and on 15 September 1977 the following letter was addressed to the Minister.

"Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse same-spreking op 14 deser, die Vereniging se uters billike en verantwoordelike salariseis van 18% van die hand gewys het

Die Uitvoerende Raad is onder kwaai druk van 'n uters ontevrede ledetal omdat daar nie in die rigting van finansiële verligting gevorder word nie, en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het

Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen"

22. After the appointment of the Commission on 26 October 1977, the Secretary to the Commission, under the direction of the Chairman, requested the Association to submit written particulars of its claim as soon as practicable The Administration then submitted a written answer to the claim and the Association in turn submitted a reply Oral evidence from both parties was heard by the Commission on 28 February 1978 and 1 March 1978.

23 In the Association's letter to the Minister requesting the appointment of a commission, reference is made to a salary claim of 18%, and in the terms of reference of the Commission the dispute that had arisen between the Association and the Administration is described as one "in connection with the claim from the abovementioned Association for an adjustment of 18 per cent". In its claim the Association requested that the Commission should recommend a salary adjustment of 18% with effect from the October 1977 paymonth to offset the rise in the consumer price index between June 1974 and October 1977 In addition the Association requested that the Commission should recommend a further increase of 10% with effect from the October 1978 paymonth During the hearing the representatives of the Association informed the Commission that it had waived the claim for an additional increase of 2,5% per annum to provide for a rise in the standard of living for the employees in Group D After discussion the representatives of the Association intimated that they would abide by a recommendation from the Commission that an increase of 18% be granted as requested, and that they would not insist upon a further 10% increase with effect from October 1978 Regarding the claim for an increase of 18% with effect from the October 1977 paymonth, the Association pointed out that that claim had been submitted prior to the general increase in salaries of 5% which was granted with effect from the January 1978 paymonth The claim was, therefore, reduced to one for an increase of 12,5%, with effect from the October 1977 paymonth in respect of all employees in Group D, with the exception of apprentices. It was explained that the 18% had been reduced to 12,5% and not 13%, because it would

1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978, sal nagenoeg R292-miljoen per jaar beloop Hierbenewens is daar ook nog anomaliee wat uitgestryk moet word en wat nagenoeg R20-miljoen sal kos Vanwee die gebrek aan fondse wat deur die heersende ekonomiese klimaat te weeg gebring is, is dit op hierdie stadium ongelukkig nie moontlik om finansiële verligting aan die personeel toe te staan nie, met die oog op die huidige ekonomiese en politieke toestande sal dit ook nie in landsbelang wees om nou salaris-aanpassings toe te staan nie. Die afleiding moet egter nie gemaak word dat salarisse van werkers in die owerheidsektor bevries is nie"

21 Onmiddellik na afloop van die same-spreking met die Minister het die Vereniging se Uitvoerende Raad besluit om 'n geskil met die Administrasie te verklaar, en op 15 September 1977 is die volgende skrywe aan die Minister gerig

„Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse same-spreking op 14 deser, die Vereniging se uters billike en verantwoordelike salariseis van 18% van die hand gewys het.

Die Uitvoerende Raad is onder kwaai druk van 'n uters ontevrede ledetal omdat daar nie in die rigting van finansiële verligting gevorder word nie, en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het.

Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen"

22 Na die aanstelling van die Kommissie op 26 Oktober 1977 het die sekretaris van die Kommissie in opdrag van die Voorsitter die Vereniging versoek om so gou doenlik 'n skriftelike uiteensetting van sy eis in te dien. Daarna het die Administrasie skriftelik op die eis geantwoord en het die Vereniging weer op sy beurt repliek ingedien Op 28 Februarie en 1 Maart 1978 het die Kommissie mondelinge vertoe van albei partye aangehoor

23 In die skrywe van die Vereniging aan die Minister waarin die aanstelling van 'n kommissie versoek is, word daar verwys na 'n salariseis van 18% en in die opdrag van die Kommissie word die geskil wat ontstaan het tussen die Vereniging en die Administrasie beskrywe as een „in verband met voormelde Vereniging se eis om 'n salaris-aanpassing van 18 persent". In die uiteensetting van sy eis het die Vereniging versoek dat die Kommissie 'n salaris-aanpassing van 18% met ingang van die betaalmaand Oktober 1977 aanbeveel om te vergoed vir die styging in die verbruikersprysindeks tussen Junie 1974 en Oktober 1977 Daarbenewens het die Vereniging versoek dat die Kommissie 'n verder verhoging van 10% met ingang van die betaalmaand Oktober 1978 aanbeveel Tydens die mondelinge verhoor het die verteenwoordigers van die Vereniging die Kommissie meegedeel dat die Vereniging afstand gedoen het van 'n eis van 'n bykomende verhoging van 2,5% per jaar om voorsiening te maak vir 'n styging in lewenstandaard van die werknemers in Groep D Na bespreking het die verteenwoordigers van die Vereniging te kenne gegee dat hulle hulle sal berus by 'n aanbeveling van die Kommissie dat 'n verhoging van 18% toegestaan word soos aangevra, en nie op die verdere verhoging van 10% met ingang van Oktober 1978 sal aandring nie. Wat betref die eis vir 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 het die Vereniging daarop gewys dat daardie eis ingedien is voordat salarisse in die algemeen met ingang van die betaalmaand Januarie 1978 met 5% verhoog is. Die eis is derhalwe verminder na een vir 'n verhoging van 12,5% met ingang van die betaalmaand Oktober 1977 vir alle werknemers in Groep D met uitsondering van vakleerlinge. Daar is verduidelik dat die 18% na 12,5%, en nie 13% nie, verminder is

be easier to calculate the increase on the salaries which were applicable after the increase had been granted in January 1978.

24 The Association's claim is based exclusively on the escalation of the cost of living since June 1974. Considering the concessions made by the Association, the claim of the Association can be summarised as follows

Percentage rise in the consumer price index between June 1974 and August 1977 (137,2 to 197,9)	—	44,24
<i>Less</i>		
(i) 30% of rise between September 1975 and March 1977 in accordance with the anti-inflation manifesto	6,05	
(ii) 10% salary increase in July 1976	10,00	16,05
Calculated percentage increase required to bring the 1974 salary level into line with the rise in the cost of living up to August 1977		28,19
Percentage increase requested by the Staff Association when dispute was declared		18,00
As a result of the salary adjustments of 5% from January 1978 the Association's claim is reduced to a percentage of		12,50

25 In its reply to the Association's claim the Administration contends that the Association, in calculating its claim, omitted to take into account several factors and that the picture sketched by the Association is unrealistic. It is deemed expedient to state the salient points advanced by the Administration in opposing the Association's claim

- (1) The Administration contends that whereas the Association's salary claim is based on a backlog of salary adjustments as against the rise in the consumer price index, it cannot accept June 1974 as the starting-point for such a comparison. The Administration maintains that for this purpose the January 1973 paymonth should serve as the starting-point. The Administration points out that during October 1972 a Commission of Inquiry under the chairmanship of the Honourable Mr Justice V G Hiemstra was appointed in terms of Section 28 of the Railways and Harbours Service Act, No 22 of 1960 to inquire into a similar dispute which had arisen between the same parties. It was unanimously recommended by that Commission that the wages of Railway servants Group D be increased by 15%. Effect thereto was given by the Administration as from the January 1973 paymonth. The finding of the Commission was that by the time the increase could be made operative, the consumer price index, according to past tendencies would stand at 18,2%. The Commission found however that it was also equitable to take into consideration the fact that the workers had received compensation in 1971 of 3,5% to 4% in the form of smaller pension contributions without pension benefits being reduced. An adjustment of 15% would, therefore, at that stage have placed the worker a little ahead of the rise in cost of living. The Administration, therefore, contends that the January 1973 paymonth should be taken as the starting-point
- (2) The Administration contends that should the Association have to be compensated for the rise in cost of living, the Commission should not only have regard to the escalation in the consumer price index and salary increases granted for that purpose, but should also take into account other concessions which had been

omdat die verhoging gerieflik op die salarisse wat van toepassing was nadat die verhoging in Januarie 1978 toegestaan is, bereken kan word

24 Die grondslag van die Vereniging se eis is uitsluitlik die styging wat plaasgevind het in lewensduurte sedert Junie 1974. In ag geneem die toegewings wat deur die Vereniging gemaak word, kan die Vereniging se eis soos volg opgesom word:

Persentasiestyging in die verbruikersprysindeks tussen Junie 1974 en Augustus 1977 (137,2 tot 197,9)	—	44,24
<i>Min</i>		
(i) 30% van styging tussen September 1975 en Maart 1977 ingevolge die anti-inflasiemanifes	6,05	
(ii) 10%-salarisverhoging in Julie 1976	10,00	16,05
Berekende persentasieverhoging benodig om die 1974-salarisvlak met die styging in lewensduurte tot Augustus 1977 gelyk te stel		28,19
Persentasieverhoging deur Vereniging aangevra toe geskil verklaar is		18,00
As gevolg van salarisaanpassings van 5% met ingang van Januarie 1978 word die Vereniging se eis verminder na 'n persentasie van		12,50

25 In sy antwoord op die Vereniging se eis voer die Administrasie aan dat die Vereniging by die berekening van sy eis verskeie faktore nie in aanmerking geneem het nie en dat die beeld wat deur die Vereniging geskilder is, onrealisties is. Ons ag dit doenlik om die hoofpunte wat deur die Administrasie ter bestryding van die Vereniging se eis aangevoer is, aan te stip.

- (1) Die Administrasie voer aan dat waar die Vereniging se salariseis gegrond is op 'n agerstand van salarisaanpassings teenoor die styging in die verbruikersprysindeks hy nie kan aanvaar dat Junie 1974 as aanknopingspunt vir so 'n vergelyking geneem kan word nie. Die Administrasie betoog dat die betaalmaand Januarie 1973 vir hierdie doel as die aanvangspunt moet dien. Hy wys daarop dat daar in Oktober 1972 'n Kommissie van Ondersoek onder voorsitterskap van Sy Edele Regter V. G. Hiemstra, aangestel is ingevolge die bepalings van artikel 28 van die Wet op Spoorweë en Hawens, No 22 van 1960, om ondersoek in te stel na 'n soortgelyke geskil wat tussen dieselfde partye ontstaan het. Dit was die eenparige aanbeveling van daardie Kommissie dat die lone van Spoorwegdienare, Groep D, met 15% verhoog moes word. Die Administrasie het met ingang van die betaalmaand Januarie 1973 gevolg daaraan gegee. Die Kommissie het bevind dat teen die tyd dat die verhoging in werking gestel sou word, die verbruikersprysindeks, volgens tendense van die onmiddellike verlede, op 18,2% te staan sou kom. Die Kommissie het egter bevind dat dit billik was om ook in aanmerking te neem dat die werkers in 1971 'n tegemoetkoming van 3,5% tot 4% ontvang het in die vorm van laer pensioenbydraes, sonder vermindering van pensioenvoordele. 'n Aanpassing van 15% sou die werker dus in daardie stadium weselik effens voor die lewensduurtestyging plaas. Gevolglik word dit deur die Administrasie aangevoer dat die betaalmaand Januarie 1973 as aanvangspunt geneem moet word
- (2) Die Administrasie neem die standpunt in dat indien die Vereniging vergoed moet word vir die styging in lewensduurte dan moet die Kommissie nie alleen let op die styging in die verbruikersprysindeks en salarisverhogings wat om dié rede toegestaan is nie, maar ook ag slaan op ander toegewings wat gedurende die

granted to such group of staff during the relevant period. One of the main concessions was the granting of salaried status to artisans, which carried with it the following benefits:

- (a) Salary scales were amended with concomitant monetary advantages;
- (b) overtime and Sunday time scales and bonus scales were amended in accordance with the adjusted salary scales,
- (c) the hours of duty of senior technicians were reduced from 48 to 46 hours per week;
- (d) the number of paid public holidays was increased from six to ten; and
- (e) leave benefits were improved

The Administration concedes that the improvement in the salary structure resulting from the granting of salaried status and other adjustments was not the same in respect of all the workers in Group D. The Administration contends that the average percentage improvement amounted to approximately 22%, which represents an improvement of 19,1% in the salary structure and 2,5% in service conditions. The Administration consequently contends that the improvement of 22% had neutralised the backlog which the Association had calculated.

- (3) The Administration further submits that the Association's claim must be considered on the basis that the other employees of the Administration could likewise claim an equal salary or wage adjustment if it should be granted to Group D. It follows, therefore, that what has to be determined is whether the Administration can afford to increase the salaries of all its employees.
- (4) The Administration also contends that it does not at present have the financial means to justify further increases in the salaries and wages of its employees over and above the 5% increase in January 1978. Such increase would inevitably lead to further railway tariff increases, which could in turn have a deleterious effect on the economy of the Administration and that of the country as a whole.

26 The case of each party is clearly set out in writing. The President of the Association, *Mr J. Zurich*, assisted by the Vice President, *Mr H. J. van Dyk*, and *Mr C. P. Grobler*, General Secretary, made oral representations to the Commission on behalf of the Association. Oral representations on behalf of the Administration were made by *Mr J. P. Verster*, Assistant General Manager (Staff), *Mr A. L. Malherbe*, Chief Legal Adviser, *Dr A. T. Moolman*, Chief Superintendent (Commercial), and *Mr G. M. Holz*, Chief Superintendent (Financial).

Evidence in support of the Administration's views just referred to was put to the Commission by experts, viz *Dr Moolman* and *Mr Holz*. Although these persons were cross-questioned by the representatives of the Association, they were not contradicted by other witnesses. The Commission accepts the evidence presented by the Administration as reliable.

27 An exceptionally heavy responsibility rests upon the Commission because the Administration is under a legal obligation to give effect to the Commission's recommendation. Subsection (6) of Section 28 of the Railways and Harbours Service Act, (Act No 22 of 1960) provides as follows.

"The Administration shall be obliged to give effect, as expeditiously as reasonably possible, to every recommendation of the commission subscribed to by at least two of its members"

28. If the Association's claim were to be judged purely on the grounds of the escalation in the cost of living between June 1974 and August 1977 and the general salary adjustments made during that period to combat that escalation, then

betrokke tydperk aan hierdie personeelgroep gemaak is. Een van die vernaamste toegewings was die toekenning van gesalarieerde status aan ambagsmanne wat vir hulle die volgende voordele ingehou het:

- (a) salarisskale is gewysig met gepaardgaande geldelike voordele;
- (b) oortyd- en Sondagtydskale en bonusskale is in ooreenstemming met die gewysigde salarisskale verander;
- (c) diensure van seniortegnikusse is van 48 na 46 per week verminder,
- (d) getal loondraende openbare vakasiedae is van ses tot tien vermeerder; en
- (e) verlofvoordele is verbeter

Die Administrasie erken dat die verbetering in die salarisstruktuur as gevolg van die toekenning van gesalarieerde status en ander aanpassings nie dieselfde vir al die werkers in Groep D was nie. Gemiddeld het die persentasieverbetering volgens die Administrasie op ongeveer 22% te staan gekom, wat 'n verbetering van 19,1% in die salarisstruktuur en 2,5% in diensvoorwaardes verteenwoordig. Bygevolg voer die Administrasie aan dat die verbetering van 22% die agterstand wat die Vereniging bereken het uitgewis het.

- (3) Voorts word daar deur die Administrasie aangevoer dat oorweging van die eis van die Vereniging moet geskied op die grondslag dat die ander werknemers van die Administrasie eweneens aanspraak kan maak op 'n gelyke salaris- of loonaanpassing indien dit in die geval van Groep D toegestaan sou word. In die lig hiervan moet die finansiële vermoë van die Administrasie om salarisse te verhoog deeglik in aanmerking geneem word.
- (4) Die Administrasie neem ook die standpunt in dat hy tans nie oor die finansiële vermoë beskik om bo en behalwe die verhoging van 5% wat in Januarie 1978 toegestaan is die salarisse en lone van sy werknemers verder te verhoog nie en dat enige sodanige verhoging noodwendig tot verdere spoorwegtariefverhogings sal lei wat ernstige gevolge vir beide die Administrasie en die algemene landseconomie inhou.

26 Beide partye het hulle saak duidelik en deeglik skriftelik uiteengesit. Die President van die Vereniging, *mnr J. Zurich*, bygestaan deur *mnr H. J. van Dyk*, Vice-president en *mnr C. P. Grobler*, Hoofsekretaris, het mondelinge vertoe namens die Vereniging tot die Kommissie gerig. Die Administrasie se mondelinge vertoe is gelewer deur *mnr J. P. Verster*, Assistent-hoofbestuurder (personeel), *adv A. L. Malherbe*, Hoofregsadviseur, *dr A. T. Moolman*, Hoofsuperintendent (handel) en *mnr. G. M. Holz*, Hoofsuperintendent (finansiële).

Die Administrasie het by monde van deskundiges, nl *dr. Moolman* en *mnr Holz*, getuënis ter staving van die standpunte waarna pas verwys is, voor die Kommissie gelê. Hoewel gemelde persone deur die verteenwoordigers van die Vereniging ondervra is, is hulle nie deur ander getuëes weerspreek nie. Die Kommissie aanvaar die getuënis wat deur die Administrasie voorgelê is as betroubaar.

27 Daar rus 'n buitengewone swaar verantwoordelikheid op die Kommissie omdat die Administrasie wetlik gebonde word deur die Kommissie se aanbeveling. Sub-artikel (6) van artikel 28 van die Wet op Spoorweë en Hawens, No 22 van 1960 bepaal soos volg:

„Die Administrasie is verplig om, so spoedig as wat redelik moontlik is, gevolg te gee aan elke aanbeveling van die Kommissie wat deur minstens twee van sy lede onderskryf is”

28 Indien die Vereniging se eis beoordeel moet word bloot op die grondslag van die styging in lewensduurte wat tussen Junie 1974 en Augustus 1977 plaasgevind het en die algemene salaris-aanpassings wat in daardie tydperk ter bekamping

its assertion that an increase of 28,19% in the 1974 salary structure would be necessary to compensate its members for the rise in the consumer price index up to August 1977, is correct. In this regard, however, the Commission must take cognisance of the views expressed by the Administration on this matter, viz that (a) the starting-point for adjudicating on the dispute should be January 1973 and not June 1974, and (b) not only general salary adjustments, but other concessions which affected the salary structure of Group D Railway servants, should also be taken into account.

29. The Administration contends that the benefits set out in paragraph 25 (2) above entailed considerable expenditure and that the annual costs thereof and of the general salary adjustments granted during the period in question, could be calculated as follows:

1973-10-16	Apprentices Educational qualifications	R1 800 000
1974-05-16	Consolidation of allowances Technicians and trade hands	R4 000 000
July 1974 paymonth	Wage adjustment of at least 12,5% in respect of cost of living	R18 000 000
1975-02-16	Granting of salaried status Artisans	R7 250 000
1975-03-01	Improved grading Technician to senior technician	R228 000
June 1975 paymonth	Granting of salaried status to all employees and adjustments in certain salaries to eliminate anomalies	R606 000
1975-06-16	Grading and pay Trade hands	R1 600 000
July 1976 paymonth	Salary adjustment of 10% in respect of cost of living	R16 000 000
	Total estimated annual cost of concessions	R49 484 000

30. The Administration submitted a schedule showing the monthly escalation in the consumer price index from December 1972 to October 1977 against the official Railway salary index for Group D servants, which included salary adjustments as well as the value of other concessions granted over the period stated, with due allowance for the absorption of 30% of the rise for the period October 1975 to March 1977, as provided for in the anti-inflation manifesto. A comparison between the two indices reflects the salary adjustment that would have been required at any given time to offset the rise in the consumer price index. The starting-point of the schedule is December 1972/January 1973, i.e. the stage when according to the Hiemstra Commission, salary levels had more or less reached parity with the rise in the cost of living (compare paragraph 25 (1)). From the schedule it would appear, inter alia, that in June 1974 when the consumer price index (CPI) stood at 137,2 an increase in salaries of 9,3% would have been necessary to reach parity again. Immediately after a general salary increase of 12,5% had been granted in July 1974 (CPI 139,2) salaries exceeded the escalation in the CPI by 3,9%. The subsequent four months were characterised by a rise in the CPI and a corresponding decline in the excess until at some time between October and November, the excess was wiped out. In February 1975 (CPI 150,4) the required adjustment in salaries reached 4% and in March, 1975, when the artisan staff was granted salaried status, the backlog was converted into an excess of 6,8% as compared with the CPI. Between January and February 1976 this excess was eliminated and in July 1976, when the general salary increase of 10% was granted, the salary index exceeded the consumer price index (175,6) by 5,9%. That excess decreased gradually until it was wiped out between March and April 1977. From May 1977 (CPI 191,7) the backlog in salaries

daarvan gemaak is, dan is sy stelling korrek dat 'n verhoging van 28,19% op die 1974-salarisstruktuur nodig sal wees om sy lede vir die styging in die verbruikersprysindeks tot Augustus 1977 te vergoed. Die Kommissie moet egter in hierdie verband rekening hou met die standpunte wat die Administrasie oor hierdie aangeleentheid inneem, t.w. dat (a) die aanvangspunt vir die beoordeling van die geskil nie Junie 1974 nie, maar wel Januarie 1973 moes wees en (b) nie slegs algemene salarisaanpassings nie maar ook ander toegewings wat die salarisstruktuur van Spoorwegdienare Groep D beïnvloed het in berekening gebring moet word.

29. Die Administrasie voer aan dat die voordele in paragraaf 25 (2) hierbo uiteengesit vir hom groot uitgawe meegebring het en dat die jaarlikse koste daarvan en van die algemene salarisaanpassings wat gedurende die betrokke tydperk toegestaan is, soos volg bereken kan word.

1973 10 16	Vakleerlinge Opvoedkundige kwalifikasies	R 1 800 000
1974 05 16	Konsolidasie van toelaes Tegnici en vakwerkers	R 4 000 000
Betaalmaand Julie 1974.	Loonaanpassing van minstens 12,5% vir lewensduurte	R18 000 000
1975 02 16	Toekenning van gesalarieerde status Ambagsmanne	R 7 250 000
1975 03 01	Verhoogde gradering Tegnikus tot senior-tegnikus	R 228 000
Betaalmaand Junie 1975	Toekenning van gesalarieerde status aan alle werksmanne en aanpassing van sekere salarisse om anomalie uit die weg te ruim	R 606 000
1975 06 16	Gradering en loon Vakwerkers	R 1 600 000
Betaalmaand Julie 1976	Salarisaanpassing van 10% vir lewensduurte	R16 000 000
	Totale beraamde jaarlikse koste van voordele	R49 484 000

30. Die Administrasie het 'n tabel voorgelê wat die maandelikse styging in die verbruikersprysindeks van Desember 1972 tot Oktober 1977 aantoon teenoor die Spoorwee se amptelike salarisindeks vir dienare Groep D wat salaris-aanpassings sowel as die waarde van ander toegewings oor die gemelde tydperk in berekening bring, met inagneming van die absorbering van 30% van die styging vir die tydperk Oktober 1975 tot Maart 1977 waarvoor die anti-inflasiemanifes voorsiening maak. 'n Vergelyking van die twee indekse toon dan aan watter salaris-aanpassing op enige gegewe tydstip nodig sou gewees het om vir die styging in die verbruikersprysindeks voorsiening te maak. Die aanvangspunt van die tabel is Desember 1972/Januarie 1973 d.w.s. die tydstip waarop daar volgens die bevinding van die Hiemstra-kommissie min of meer pariteit tussen salarissvlakke en die lewensduurtestyging bewerkstellig is (vgl. paragraaf 25(1)). Uit die tabel blyk dit o.a. dat in Junie 1974 toe die verbruikersprysindeks (VPI) op 137,2 gestaan het, 'n verhoging van 9,3% in salarisse nodig sou gewees het om weer pariteit te bereik. Onmiddellik na die toekenning van 'n algemene salarisverhoging van 12,5% in Julie 1974 (VPI 139,2) het die salarisse die styging in die VPI met 3,9% oorskry. Namate 'n styging in die VPI oor die daaropvolgende vier maande plaasgevind het, het die oorskryding verminder en tussen Oktober en November 1974 is dit geheel en al uitgewis. In Februarie 1975 (VPI 150,4) was die aanpassing in salarisse wat benodig was 4% en in Maart 1975 toe die ambagslui gesalarieerde status toegeken is, is die agterstand omskep in 'n oorskryding van 6,8% vergeleke met die VPI. Daardie oorskryding is tussen Januarie en Februarie 1976 uitgewis en in Julie 1976 toe die algemene salarisverhoging van 10% toegestaan is, het die salarisindeks die verbruikersprysindeks (175,6) met 5,9% oorskry. Daardie oorskryding het geleidelik verminder totdat dit tussen Maart en April 1977 uitgewis is. Vanaf Mei 1977 (VPI 191,7) het die agterstand in salarisse vanaf 1,0 persent

granted to such group of staff during the relevant period. One of the main concessions was the granting of salaried status to artisans, which carried with it the following benefits

- (a) Salary scales were amended with concomitant monetary advantages,
- (b) overtime and Sunday time scales and bonus scales were amended in accordance with the adjusted salary scales;
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The Administration concedes that the improvement in the salary structure resulting from the granting of salaried status and other adjustments was not the same in respect of all the workers in Group D. The Administration contends that the average percentage improvement amounted to approximately 22%, which represents an improvement of 19,1% in the salary structure and 2,5% in service conditions. The Administration consequently contends that the improvement of 22% had neutralised the backlog which the Association had calculated.

- (3) The Administration further submits that the Association's claim must be considered on the basis that the other employees of the Administration could likewise claim an equal salary or wage adjustment if it should be granted to Group D. It follows, therefore, that what has to be determined is whether the Administration can afford to increase the salaries of all its employees.
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Die Administrasie erken dat die verbetering in die salarisstruktuur as gevolg van die toekenning van gesalarieerde status en ander aanpassings nie dieselfde vir al die werkers in Groep D was nie. Gemiddeld het die persentasieverbetering volgens die Administrasie op ongeveer 22% te staan gekom, wat 'n verbetering van 19,1% in die salarisstruktuur en 2,5% in diensvoorwaardes verteenwoordig. Bygevolg voer die Administrasie aan dat die verbetering van 22% die agterstand wat die Vereniging bereken het uitgewis het.

- (3) Voorts word daar deur die Administrasie aangevoer dat oorweging van die eis van die Vereniging moet geskied op die grondslag dat die ander werknemers van die Administrasie eweneens aanspraak kan maak op 'n gelyke salaris- of loonaanpassing indien dit in die geval van Groep D toegestaan sou word. In die lig hiervan moet die finansiële vermoë van die Administrasie om salarisse te verhoog deeglik in aanmerking geneem word.
- (4) Die Administrasie neem ook die standpunt in dat hy tans nie oor die finansiële vermoë beskik om bo en behalwe die verhoging van 5% wat in Januarie 1978 toegestaan is die salarisse en lone van sy werknemers verder te verhoog nie en dat enige sodanige verhoging noodwendig tot verdere spoorwegtariefverhogings sal lei wat ernstige gevolge vir beide die Administrasie en die algemene landseconomie inhou.

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rose from 1,0% until it reached 5,8% in October 1977 (CPI 200,7) If the general salary increase of 5%, which was approved as from the January 1978 paymonth were to be taken into account, the difference in the rise in salaries and the rise in the consumer price index would then have been insignificant. In answer to an inquiry by the Commission at the time the oral evidence was heard, the representatives of the Administration submitted figures which indicated that if June 1974 were to be taken as the starting-point for the purpose of the calculations, the escalation in the CPI in January 1978 would be 41,9% while the salary index would reveal a rise of 51,6%. This would mean that the salary index had risen by 6,4% more than the CPI. That figure is not acceptable to the representatives of the Association as they do not approve of the Administration's method of calculating the salary index.

31. The difference in approach to the question whether the salary levels of Group D Railway servants had during the past few years lagged behind the rise in the cost of living is evident from the summary of the viewpoints of the two parties set out in the preceding paragraphs.

32. The Commission is *unanimously* convinced that the cause of the dispute between the two parties lies in the difference in approach as set out in the preceding paragraphs. The views and conclusions appearing in the *remainder* of the report, however, represent those of the majority of the members of the Commission. A report of the member who is not in agreement is also submitted.

33. As regards the difference in approach between the two parties relating to the point in time from which any backlog in salaries is to be computed, the Commission is of the opinion that logically any such backlog should be calculated from a point in time when there was parity, more or less, between salary levels and cost of living. An impartial body, viz the Hiemstra Commission, found that such a position would have been reached after the salary increase of 15% recommended in its report had been put into effect. According to its report that Commission found "Die 15% sal die werker dus effens voor die lewensduurtestyging plaas". The recommendation in question was accepted by both the parties involved in the present dispute, and put into effect with effect from 1 January 1973 (that is the January 1973 paymonth). In the light thereof it is considered that that date could be accepted as a valid starting-point.

34. It would appear to us that on principle there can be no criticism of the Administration's approach that in addition to general salary adjustments other benefits that were granted should also be taken into account when calculating a backlog in salaries. In the case of the employees in Group D the benefits were of considerable magnitude, they went home with more money in their pockets without having made any particular contribution justifying it. On determining the percentage salary increase recommended the Hiemstra Commission also took into account a benefit by way of reduced pension contributions which was granted to the staff in 1971.

35. We are confronted, however, by two problems. The first is whether the Administration during negotiations had given the Association clearly to understand that it would take the value of the benefits into account in determining any increase which would justify an adjustment of salaries to compensate for a rise in the cost of living. It is clear that the Minister had during discussions pointed out to the Association that adjustments in the wage structure and improved service conditions redounded to the benefit of the workers in Group D. However, as recently as 14 September 1977 the Minister told the Executive Council of the Association.

gestyg totdat dit in Oktober 1977 (VPI 200,7) op 5,8% te staan gekom het. As daar dan in berekening gebring word dat daar met ingang van die betaalmaand Januarie 1978 'n algemene salarisverhoging van 5% toegestaan is, dan sal die verskil in die styging in salarisse en dié in die verbruikersprysindeks onbenullig wees. Op navraag van die kommissie tydens die aanhoor van mondelinge getuenis het die verteenwoordigers van die Administrasie syfers verstrekk wat aantoon dat indien Junie 1974 as aanvangspunt van die berekenings geneem word die styging in die VPI in Januarie 1978 op 41,9% te staan sou kom terwyl die salarisindeks 'n styging van 51,6% sou toon, wat sou beteken dat die salarisindeks met 6,4% meer as die VPI gestyg het. Hierdie syfer is nie deur die verteenwoordigers van die Vereniging aanvaar nie aangesien hulle nie met die Administrasie se metode van berekening van die salarisindeks saamstem nie.

31. Die verskil in benadering tot die vraag of daar gedurende die afgelope paar jaar 'n agterstand van die salarisvlakke van Spoorwegdienare Groep D teenoor die styging in lewensduurte ontstaan het blyk duidelik uit die samevatting van die twee partye se standpunte soos in die voorgaande paragrawe weergegee.

32. Die Kommissie is *eenparig* daarvan oortuig dat die oorsaak van die geskil tussen die twee partye gelee is in die verskil in benadering soos in die voorgaande paragrawe uiteengesit. Die menings en gevolgtrekkings wat in die *res* van die verslag verskyn verteenwoordig egter dié van die meerderheid van die lede van die Kommissie 'n Verslag van die lid wat nie hiermee saamstem nie word ook ingedien.

33. Wat betref die verskil in benadering tussen die twee partye met betrekking tot die aanvangspunt van die tydperk waarvoor enige agterstand in salarisse bereken moet word, is die Kommissie van mening dat dit logies is dat enige sodanige agterstand bereken moet word vanaf 'n tydstip waarop daar redelike pariteit tussen salarisvlakke en lewensduurte bestaan het. 'n Onpartydige instansie, nl die Hiemstra-kommissie het bevind dat so 'n toestand bereik sou word na die toepassing van die salarisverhoging van 15% wat in sy verslag aanbeveel is. In sy verslag stel daardie Kommissie dit so: "Die 15% sal die werker dus effens voor die lewensduurtestyging plaas". Die onderhawige aanbeveling is deur albei die partye in die huidige geskil aanvaar en is met ingang 1 Januarie 1973 (oftewel die betaalmaand Januarie 1973) in werking gestel. In die lig hiervan beskou ons dat daardie datum as 'n geldige aanvangspunt aanvaar sou kon word.

34. Dit kom ons voor dat daar in beginsel nie fout gevind kan word nie met die Administrasie se benadering dat benevens algemene salaris-aanpassings ander voordele wat toegestaan is ook by 'n berekening van enige salarisagterstand in aanmerking geneem moet word. In die geval van die werknemers in Groep D was die voordele van aansienlike omvang en het dit hulle maandeliks meer geld in die sak besorg sonder enige besondere bydrae aan hulle kant. Die Hiemstra-kommissie het trouens ook 'n tegemoetkoming wat die personeel in 1971 in die vorm van ligter pensioenbydraes ontvang het in aanmerking geneem by die vasstelling van die persentasieverhoging in salarisse wat aanbeveel is.

35. Daar het egter vir ons twee probleme t.o.v. hierdie kwessie ontstaan. Die eerste is of die Administrasie die Vereniging tydens onderhandelinge duidelik laat verstaan het dat hy die waarde van die voordele in aanmerking sou neem by die bepaling van enige verhoging wat 'n aanpassing van salaris by styging in lewensduurte moes bewerkstellig. Dit blyk duidelik dat die Minister tydens samesprekings die Vereniging daarop gewys het dat die aanpassing in loonstruktuur en diensvoorwaardes vir die diensnemers in Groep D ook finansiële voordele ingehou het. Maar so onlangs soos 14 September 1977 het die Minister aan die Uitvoerende Raad van die Vereniging die volgende gesê:

„Een ding staan soos 'n paal bo water en dit is dat u ver agter is op die verbruikersprysindeks. Dit ly geen twyfel nie. Volgens die syfers wat aan my voorgelê is, sal die agterstand teen Oktober ongeveer 28 persent wees—mnr Zurich praat van 32 persent maar dit is nie ter sake nie. Wat maak die klein verskil in die persentasie saak?”

36. The second problem which confronts the Commission is that the schedule in paragraph 27 and the other representations do not clearly reflect what monetary benefits accrued to each of the different grades of workers in Group D. Firstly, it is not clear whether the expenditure of almost R49,5 million brought about a corresponding benefit to all the workers. For example, the Administration had incurred an expenditure of R1 800 000 to adjust the wages of apprentices in accordance with their educational qualifications. Such benefits as were received by the apprentices did apparently not accrue to technicians and trade hands. Likewise, for example, the elevation of a technician to a senior technician conferred no financial benefit upon the trade hand. Should it, therefore, be necessary for the Commission to determine exactly to what extent the workers in each particular grade in Group D benefited by the salary adjustments that were effected, the Commission would have to glean further information on the point, but for reasons which appear later the Commission did not consider it necessary to require further evidence to be placed before it.

37. Apart from the merits of the dispute between the parties regarding the question whether salaries lagged behind the rise in cost of living, the majority of the members regarded it as the duty of the Commission to examine the financial and economic implications of a further increase in salaries at the present stage. Before discussing that question, however, it is deemed expedient to refer to certain statutory provisions applicable to the Administration. The following provisions appear in Section 103 of the Republic of South Africa Constitution Act, 1961 (Act No 32 of 1961)

“(1) The railways, ports and harbours of the Republic shall be administered on business principles, due regard being had to agricultural and industrial development within the Republic and the promotion by means of cheap transport, of the settlement of an agricultural and industrial population in the inland portions of all provinces.

(2) (a) So far as may be, the total earnings of the railways, ports and harbours shall be not more than are sufficient to meet the necessary outlays for working, maintenance, betterment, depreciation, contributions to the sinking fund established by section 104A and the payment of interest due on capital not being capital.”

Consequently, the capacity of the Administration to bear the burden of further increases cannot be judged on the same basis as that of a private business undertaking which operates with profit as its motive. On the other hand, the Administration must not be seen as a body which, like the State, has to have regard to national interests in the broadest sense of that concept. It is our duty, as we see it, to have regard to the business principles which the Administration must apply in the management of the Railways, as well as to the particular restrictions ordained by the legislator with regard to the application of those principles.

38. In considering the question whether the Administration has the financial capacity to grant further increases over and above the 5% increase granted in January 1978, the first question which arises is whether such an adjustment will be confined to workers in Group D or whether it will have to be extended to all other groups of staff in service of the Administration. Bearing in mind the fact that the Association bases its claim on a rise in the cost of living, the Commission is of

„Een ding staan soos 'n paal bo water en dit is dat u ver agter is op die verbruikersprysindeks. Dit ly geen twyfel nie. Volgens die syfers wat aan my voorgelê is, sal die agterstand teen Oktober ongeveer 28 persent wees—mnr Zurich praat van 32 persent maar dit is nie ter sake nie. Wat maak die klein verskil in die persentasie saak?”

36. Die tweede probleem wat die Kommissie voor te staan gekom het is dat dit nie duidelik uit die tabel in paragraaf 27 en ander vertoe blyk presies watter geldelike voordele elk van die verskillende grade van werknemers in Groep D toegeval het nie. In die eerste plek is dit nie duidelik dat die uitgawe van bykans R49,5 miljoen 'n ooreenstemmende voordeel vir al die werkers voortgebring het nie. Die Administrasie het byvoorbeeld 'n uitgawe van R1 800 000 aangegaan om die lone van vakleerlinge aan te pas na gelang hulle opvoedkundige kwalifikasies. Skynbaar het enige voordeel wat die vakleerlinge ontvang het nie die tegnikusse en die vakwerkers toegeval nie. So ook bv het die verhoging van tegnikus tot seniortegnikus geen finansiële baat vir die vakwerker ingehou nie. Indien dit dus vir die Kommissie nodig sou wees om presies te bepaal hoe die werkers in elke besondere graad in Groep D baat gevind het by die salaris-aanpassings wat plaasgevind het, sou die Kommissie verlang het dat daar verdere inligting in hierdie verband ingewin moes word, maar vir redes wat later verstrekk word het die Kommissie dit nie nodig geag dat daar verdere vertoe voor die Kommissie geplaas word nie.

37. Afgesien van die meriete van die onderskeie standpunte van die twee partye met betrekking tot die vraag of daar 'n agterstand in salarisse teenoor die lewensduurtestyging plaasgevind het, al dan nie, het die meerderheid lede dit as die plig van die Kommissie geag om die finansiële en ekonomiese implikasies van 'n verdere salaris-aanpassing in die huidige stadium in oenskou te neem. Voordat ons egter daardie kwessie bespreek vind ons dit doenlik om na sekere wetsvoorskrifte wat op die Administrasie van toepassing is, te verwys. Die volgende bepalings verskyn in artikel 103 van die Grondwet van die Republiek van Suid-Afrika, No 32 van 1961:

„(1) Die spoorwee en hawens van die Republiek word volgens handelsbeginsels bestuur, met behoorlike inagneming van die ontwikkeling van die landbou en die nywerheid in die Republiek en die bevordering, deur middel van goedkoop vervoer, van die vestiging van 'n landbou- en nywerheidsbevolking in die binnelandse gebiede van al die provinsies.

(2) (a) Sover moontlik moet die totale inkomste van die spoorwee en hawens nie meer wees nie as wat nodig is vir die bestryding van die nodige uitgawes aan bedryf, onderhoud, verbetering, waardevermindering, bydraes tot die by artikel 104A ingestelde delgingsfonds en die betaling van rente verksuldig op kapitaal, uitgesonderd kapitaal.”

Gevolgtik moet die vermoë van die Administrasie om verdere verhogings toe te staan nie beoordeel word op dieselfde grondslag as dié van 'n privaat onderneming wat wins mag najaag nie. Aan die anderkant moet die Administrasie egter nie gesien word as 'n liggaam wat, soos die Staat, moet omsien na nasionale belange in die wydste sin van daardie begrip nie. Dit is ons plig, soos ons dit sien, om ag te slaan op die handelsbeginsels wat die Administrasie in die bestuur van die Spoorwee moet toepas, sowel as die besondere beperkings wat deur die wetgewer ten opsigte van die toepassing van daardie beginsels verorden is.

38. By oorweging van die kwessie of die Administrasie oor die finansiële vermoë beskik om bo en behalwe die 5%-verhoging wat in Januarie 1978 toegestaan is, 'n verdere verhoging toe te staan is die eerste vraag wat opduik of so 'n aanpassing tot werkers in Groep D beperk kan word en of dit op alle groepe personeel in die diens van die Administrasie van toepassing moet wees. Gedagtig aan die feit dat die Vereniging sy eis op die styging in lewensduurte grond, is die

the opinion that, despite the argument by the Association to the contrary, any increase granted Group D employees on that ground will undoubtedly result in workers in other groups laying claim thereto as well. That was also the approach of the Hiemstra Commission. The Association contends also that Group D employees are distinctive—"sui generis". The representations, however, do not show why Group D employees should be regarded as "sui generis" in relation to the rise in cost of living. The Commission is, therefore, of the opinion that the cost of the increase requested should be calculated on the basis that such an increase will have to be made in respect of all groups of staff in the Administration's employ.

39. From evidence placed before the Commission with regard to the cost of a general salary increase on the basis of the Association's claim, viz 12,5%, with retrospective effect from the October 1977 paymonth, it appears that an additional R214 million would be required therefor in the financial year 1978/79, while the additional annual expenditure thereafter would amount to approximately R143 million.

40. In its written submission to the Commission and in the course of its oral representations, the Administration stressed that it does not at the present stage have at its disposal the financial resources to effect any increases in salaries or wages over and above the 5% increase which became effective from the January 1978 paymonth. The Administration maintains that the increase in transport tariffs which was announced in the recent budget speech represents the maximum which could be justified under present economic conditions. It points out that the domestic economy is still in the downward phase of the trade cycle and as a result the Administration's income during the past financial year failed to reach the budget estimates. It is in fact estimated that the financial year 1977/78 will close with a surplus of approximately R34 million, but such a favourable outcome will be attributable exclusively to the economy measures which had to be applied as a matter of necessity. Although it is anticipated that a mild upswing in the economy might be experienced towards the end of 1978 the Administration will, because of rising operating costs, find it increasingly difficult to balance its books. In fact it is estimated that operating costs in the financial year 1978/79 would have exceeded income by R240 million had there been no resort to the recently announced tariff increases. As a result of a concatenation of circumstances such as the sharp escalation in tariffs during the past few years, the much more aggressive competition experienced from private road transport, as well as the present recessionary state of the national economy, the Administration has moved into a delicate tariff area. Tariffs can, therefore, be increased only with the greatest circumspection. The Railways constitute an integral part of the national economy, and any deleterious consequences suffered by the latter as a result of excessive increases in transport tariffs, would inevitably have a detrimental effect on the finances of the Railways. An example of this is export tariffs; should these tariffs rise too high, the export of raw materials would decrease since they could not be marketed profitably abroad. A further example is that of livestock traffic. Due to three successive tariff increases of considerable magnitude, many trucks specially acquired for such traffic are standing unused. In such circumstances the Administration contends that if it were to approve of further salary increases as requested by the Association, tariffs would have to be further increased to such an extent that the national economy might be crippled.

41. The representatives of the Administration were asked whether a salary increase could not be financed out of any existing reserve fund or by means of loans. The Administra-

Kommissie van mening, ondanks die Vereniging se betoog tot die teendeel, dat enige verhoging wat uit hierdie oorweging aan Groep D-werknemers toegestaan sou word, ongetwyfeld die gevolg sal hê dat werknemers in ander groepe ook daarop aanspraak sal maak. Dit was ook die benadering van die Hiemstra-kommissie. Die Vereniging betoog ook dat die Groep D-werknemers eiesoortig is. Die vertoe dui egter nie aan waarom die Groep D-werknemers ten opsigte van die styging in lewensduurte as eiesoortig beskou moet word nie. Die Kommissie is derhalwe van mening dat die koste wat die aangevraagde verhoging sal meebring, bereken moet word op die grondslag dat sodanige verhoging op alle groepe personeel in die diens van die Administrasie van toepassing sal wees.

39 Volgens getuënis wat aan die Kommissie voorgelê is oor die koste van 'n algemene salarisverhoging op die basis van die Vereniging se eis, t.w. 12,5% met terugwerkende krag van die betaalmaand Oktober 1977, blyk dit dat 'n bykomende R214-miljoen in die boekjaar 1978/79 daarvoor nodig sou wees, terwyl dit jaarliks daarna addisionele uitgawe van ongeveer R143-miljoen sal meebring.

40 Die Administrasie het dit in sy skriftelike voorlegging aan die Kommissie sowel as in sy mondelinge getuënis beklemtoon dat hy nie oor die finansiële vermoë beskik om in die huidige stadium enige verdere salaristoegewing toe te staan nie bo en behalwe die verhoging van 5% wat met ingang van die betaalmaand Januarie 1978 in werking getree het. Die Administrasie betoog dat die verhogings in sy vervoerdienstare wat in die onlangse begrotingsrede aangekondig is die maksimum verteenwoordig wat onder die heersende ekonomiese toestande geregverdig kan word. Hy wys daarop dat die binnelandse ekonomie nog in die dalende fase van die konjunktuur verkeer en dat sy inkomste gedurende die pas afgelope boekjaar as gevolg daarvan deurgans benede die begrotingsramings was. Daar word wel beraam dat die boekjaar 1977/78 met 'n surplus van nagenoeg R34-miljoen sal afsluit, maar dié gunstige resultaat is uitsluitlik te danke aan besparingsmaatreëls wat noodgedwonge toegepas moes word. Ofskoon daar verwagtings is dat die ekonomie teen die einde van 1978 'n matige oplewing mag toon, sal hy dit weens steeds stygende bedryfskoste al hoe moeiliker vind om sy boeke te laat klop. Trouens, vir die boekjaar 1978/79 is beraam dat die bedryfsuitgawe R240-miljoen meer as die bedryfsinkomste sou wees indien die aangekondigde tariefverhoging nie ingestel is nie. As gevolg van die sameloop van verskeie faktore soos die relatiewe skerp styging in tariewe gedurende die afgelope paar jaar, die veel aggressiewer mededinging wat van private padvervoer ondervind word en die huidige resessietoestand van die landse ekonomie, bevind die Administrasie hom in 'n baie sensitiewe tariefarea. Tariewe kan dus net met die grootste omsigtigheid verhoog word. Die Spoorweë is 'n integrale deel van die landse ekonomie en as laasgenoemde deur oormatige verhogings in vervoertariewe geskaad word, het dit noodwendig ook 'n nadelige uitwerking op die finansies van die Spoorweë. 'n Voorbeeld hiervan is uitvoertariewe; indien hierdie tariewe te hoog sou styg, sal die uitvoer van grondstowwe daaronder ly omdat dit nie ekonomies in die buiteland bemark sal kan word nie. Daar is ook die geval van lewende hawevoer waar drie opeenvolgende tariefverhogings van aansienlike omvang die gevolg het dat baie trokke wat spesiaal vir hierdie verkeer aangeskaf is, onbenut staan. In die omstandighede is dit die Administrasie se betoog dat indien 'n verdere salarisverhoging soos deur die Vereniging aangevra, toegestaan moet word, dit daarop sal neerkom dat tariewe sodanig verder verhoog sal moet word dat dit die landse ekonomie mag knak.

41 Die vraag is aan die Administrasie se verteenwoordigers gestel of 'n salarisverhoging nie uit enige bestaande reserwefondse of deur middel van lenings gefinansier sou kon

tion pointed out that in terms of Section 16 of the Railways and Harbours Finances and Accounts Act, 1977 (Act No. 48 of 1977), the Administration's borrowing power was limited to the negotiation of loans to cover anticipated expenditure connected with capital and betterment works, and that no loans could be negotiated to finance salary adjustments, as salaries constitute an operating expenditure. In so far as reserve funds are concerned, there is only the Rates Equalisation Fund against which any operating loss could be written off. At present, however, the balance in this fund stands at only R57 million which, at best, is regarded as only sufficient to provide for minor fluctuations in the budget.

42. The representatives of the Association agreed that the proposed salary increases cannot be financed from loans. The Association, however, criticised the ever-growing burden of interest which has to be borne by the Railways and the Administration's inability to eliminate or reduce uneconomic traffic. It was also contended that the Administration should finance capital works out of operating income so that more money could be available for salary increases.

43. In view of the submissions by the parties, the Commission, as represented by two of its members, has come to the conclusion that any salary increase at the present stage, over and above that which has already been approved by the Administration with effect from 1 January 1978, could only be financed by a further increase in Railway tariffs. In the light of the evidence submitted by the Administration on that point, the Commission is convinced that a further increase in tariffs at the present stage will be so detrimental to the general national economy, and consequently also to the interests of the Administration, that a recommendation necessitating such an increase in tariffs, cannot be made by the Commission.

44. The Commission's recommendation in terms of Section 28 of the Railways and Harbours Service Act, 1960 (Act No. 22 of 1960) is

That the request for a salary increase by the Association representing Railway Servants Group D be not acceded to.

45. The Commission would like to convey its appreciation of the able manner in which the parties presented their respective cases and to Mr M Viljoen, Secretary of the Commission, who rendered such excellent services.

L. LE GRANGE
Chairman

H. C. DE WET,
Member

JOHANNESBURG, 3/4/1978

word nie. Hierop is geantwoord dat die Administrasie se leningsbevoegdheid kragtens artikel 16 van die Wet op Finansies en Rekening van die Spoorweë en Hawens, 1977, Wet No 48 van 1977, beperk is tot die aangaan van lenings om verwagte uitgawe ten opsigte van kapitaal- en verbeteringswerke te dek en dat geen lenings aangegaan kan word om salaris-aanpassings, wat 'n bedryfsuitgawe is te finansier nie. Wat reserwefondse betref is daar net die tariewereserwefonds waarteen 'n bedryfsverlies as gevolg van 'n salarisverhoging afgeskryf sou kon word. Die saldo in hierdie fonds bedra tans egter slegs R57-miljoen, wat hoogstens voldoende geag word om vir geringe afwykings in die begroting voorsiening te maak.

42. Die verteenwoordigers van die Vereniging het saamgestem dat die voorgestelde salarisverhogings nie uit lenings gefinansier kan word nie. Die Vereniging het egter kritiek uitgespreek teen die toenemende groot rentelast wat daar op die Spoorweë rus en die versuim van die Administrasie om onbetalende verkeer uit te skakel of te verminder. Daar is ook aangevoer dat die Administrasie minder kapitaalwerke uit bedryfsinkomste moet finansier sodat daar sodoende meer geld vir salarisverhogings beskikbaar kan wees.

43. Die Kommissie, soos verteenwoordig deur twee van sy lede, het aan die hand van die voorleggings van die partye tot die gevolgtrekking geraak dat enige salarisverhoging in die huidige stadium, bo en behalwe dié wat reeds deur die Administrasie met ingang van 1 Januarie 1978 goedgekeur is, slegs uit 'n verdere verhoging in spoorwegtariewe gefinansier sal kan word. In die lig van die getuienis wat in hierdie verband deur die Administrasie voorgelê is, is die Kommissie daarvan oortuig dat 'n verdere tariefverhoging in die huidige stadium die algemene landseconomie en daardeur ook die Administrasie se belange sodanig sal benadeel dat 'n aanbeveling wat so 'n tariefverhoging sal genoodsaak nie deur die Kommissie gemaak kan word nie.

44. Die Kommissie se aanbeveling ingevolge artikel 28 van die Wet op Spoorweg- en Hawediens, No 22 van 1960, is:

Dat daar nie aan die versoek van die Vereniging verteenwoordigende Spoorwegdienare Groep D om 'n salarisverhoging vol-
doen word nie.

45. Die Kommissie betuig sy dank aan al die verteenwoordigers van die partye wat hulle so deeglik en op bekwame wyse van hulle taak gekwyt het en aan mnr Viljoen, die Sekretaris van die Kommissie, wat uitmuntende dienste gelewer het.

L. LE GRANGE,
Voorsitter

H. C. DE WET,
Lid

JOHANNESBURG, 3/4/1978.

**MINORITY REPORT OF MR WESSEL BORNMAN,
MEMBER OF THE COMMISSION OF INQUIRY
REGARDING A DISPUTE BETWEEN THE SOUTH
AFRICAN RAILWAYS AND HARBOURS
ADMINISTRATION AND THE STAFF ASSOCIATION
REPRESENTING GROUP "D" SERVANTS OF THE
SOUTH AFRICAN RAILWAYS AND HARBOURS**

1. The Commission was appointed in terms of Government Notice No 2247 of 26 October 1977 to investigate the cause of, and make recommendations in regard to, the dispute which has arisen between the Administration and the Association

2. The terms of reference of the Commission are therefore twofold, namely.

- (a) to investigate the cause of; and
- (b) to make recommendations regarding the dispute

3. This report has been compiled to give effect to the terms of reference, and consequently the cause of the dispute is dealt with first

4. The Association represents the semi-skilled and skilled artisans in the service of the Administration, known more specifically as trade hands and technicians. The Association has a voluntary membership of 23 489, which represents approximately 81,6% of the possible membership, which can be regarded as being well representative.

5. At a meeting with the Minister on 5 June 1974 the Executive Council of the Association claimed a wage increase of 27%. This claim was made up as follows.

Rise in cost of living	15%
Increased contributions to the Pension Fund	2%
Improvement in the standard of living	10%
	27%

The Association points out that the entire civilised world in general, and South Africa in particular, is labouring under tremendous pressure due to inflation during this decade. It is stated further that the members of the Association are concerned about the constantly escalating prices of consumer goods and the fact that the purchasing power of their monthly salaries is steadily decreasing.

The accepted yardstick of this rise in prices, or decrease in purchasing power, is the consumer price index which is published every month by the Department of Statistics in Pretoria. The index, which was established at 100 in April 1970, is based on particulars of eleven urban areas which are compared monthly. The index reveals a weighted average for the eleven areas and, incidentally, it may be mentioned that the index has never at any time since it was established at 100 in April 1970 shown a decrease.

It is against this background that the Association at its Annual Congress, which was held at Bloemfontein from 23 to 26 April 1974, gave a clear directive to the Association's Executive Council, i.e. "dit aan die uitvoerende raad opgedra word om periodieke aanpassings van lone gekoppel aan die verbruikersindeks te bewerkstellig".

6. In spite of the request and motivation of the Association the Minister did not find it practicable to accede to this request, but with effect from the July 1974 paymonth the Administration granted a salary and wage adjustment of 12,5% to all its employees. The Minister explained that adjustments in salaries which were specifically based on the rise in the cost of living could not be calculated.

**MINDERHEIDSVERSLAG VAN 'MNR' WESSEL
BORNMAN, LID VAN DIE KOMMISSIE VAN
ONDERSOEK INSAKE 'N GESKIL TUSSEN DIE
ADMINISTRASIE VAN DIE SUID-AFRIKAANSE
SPOORWEE EN HAWENS EN DIE
PERSONEELVERENIGING VERTEENWOORDIGENDE
DIENARE GROEP "D" VAN DIE SUID-AFRIKAANSE
SPOORWEE EN HAWENS**

1. Die Kommissie is aangestel ingevolge Goewermentskennisgewing No 2247 van 26 Oktober 1977 om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, 'n geskil wat ontstaan het tussen die Administrasie en die Vereniging.

2. Die opdrag aan die Kommissie is dus tweedelig naamlik:

- (a) om ondersoek in te stel na die oorsaak, en
- (b) om aanbevelings te doen omtrent die geskil.

3. Om dus behoorlik uitvoering te gee aan die opdrag word hierdie verslag dienooreenkomstig opgestel en word die kwessie van die oorsaak van die geskil eerste behandel.

4. Die Vereniging verteenwoordig die half-gekolde en gekolde ambagslui in diens van die Administrasie wat meer bepaald as vakwerkers en tegniese bekend staan. Die Vereniging het 'n vrywillige lidmaatskap van 23 489 wat neerkom op ongeveer 81,6% van die moontlike lidmaatskap, wat as goedvertegenwoordigend beskou kan word.

5. Op 5 Junie 1974 het die Uitvoerende Raad van die Vereniging in 'n onderhoud met die Minister 'n loonverhoging van 27% geëis. Gemelde eis was soos volg saamgestel:

Styging in lewensduurte	15%
Verhoogde bydraes tot die Pensioenfonds	2%
Styging in lewenstandaard	10%
	27%

Die Vereniging maak die stelling dat die ganse beskaafde wêreld in die algemeen, en Suid-Afrika in besonder, in hierdie dekade deur 'n kwaai inflasiedruk geteister word. Die stelling word verder gemaak dat die lede van die Vereniging besorg is oor die immer stygende pryse van verbruikersgoedere en dat hulle sodoende al hoe minder kan koop met hulle maandelikse salarisse.

Die aanvaarde maatstaf van hierdie styging in pryse, of afname in koopkrag, is die Verbruikersprysindeks wat maandeliks deur die Departement van Statistiek in Pretoria vrygestel word. Die basis van die indeks is elk van elf stedelike gebiede wat maandeliks met sigself vergelyk word nadat die indeks in April 1970 op 100 vasgestel is. Dan verstrekk die indeks 'n beswaarde gemiddelde van die elf gebiede en toevallig kan genoem word dat die indeks nog nie sedert dit in April 1970 op 100 vasgestel is, ooit 'n daling getoon het nie.

Dit is teen hierdie agtergrond dat die Vereniging se Jaarkongres wat vanaf 23 tot 26 April 1974 in Bloemfontein gehou is, 'n baie duidelike opdrag aan die Vereniging se uitvoerende raad gegee het dat "dit aan die uitvoerende raad opgedra word om periodieke aanpassings van lone gekoppel aan die verbruikersprysindeks te bewerkstellig".

6. Ten spyte van die versoek en motivering van die Vereniging het die Minister dit nie doenlik gevind om aan hierdie versoek te voldoen nie maar met ingang van die betaalmaand Julie 1974 het die Administrasie 'n salaris- en loonaanpassing van 12,5% aan al sy werknemers toegeken. Die Minister het verduidelik dat salaris-aanpassings wat spesifiek op die styging in lewensduurte gebaseer is nie bereken kan word nie.

7. It is clear, however, that the decision to grant such an adjustment in salaries and wages stems from an acknowledgement on the part of the Administration that there had been a rise in the cost of living since the previous general increase in salaries and wages which was approved with effect from the January 1973 paymonth. From a schedule presented by the Administration it would appear that the adjustment resulted in certain trade hands being granted an increase in salaries of 13% while trade hands in another wage group received an increase of as much as 16%. The average salary increase granted to members of the Association amounted to 14,5%. Initially this concession seemed acceptable to the Association but on 15 August 1974, as a result of pressure exerted by its members, the Executive Council again requested that the wage claim of 5 June 1974 be acceded to. The Association discussed this matter with the Minister, who drew attention to the fact that certain matters which held distinct advantages for the artisan were at present receiving consideration and he expressed the view that for the time being this matter should be given priority.

8. After negotiations between the Association and the Railway Management, salaried status was accorded to the artisan staff with effect from the March 1975 paymonth. This held distinct advantages for members of the Association.

9. In September 1975 the Association again decided to request a salary increase based on the rise in the consumer price index and a rise in the standard of living. However, in the meantime the Minister of Economic Affairs launched a campaign against inflation which, *inter alia*, provided that 30% of the rise in cost of living during the period of the campaign, viz 1 October 1975 to 31 March 1976, should be borne by the employees themselves. This period was later extended to 31 March 1977. Both the Administration and the Association undertook to support the campaign, with the result that the Association decided to hold its claim in abeyance until April 1976.

10. On 22 April 1976 the Prime Minister announced in Parliament that the Government had decided to increase the salaries and wages of all employees of the Civil Service, the Railways Administration and the Department of Posts and Telecommunications, by 10% with effect from 1 July 1976 and that, provided no substantial deterioration in the general economic and financial position of the country should occur, a further increase of 5% would be granted to the aforementioned employees in January 1977.

11. The fact that the increase was announced by the Prime Minister prior to the claim of the Association being dealt with caused dissatisfaction in the ranks of the Association. On 27 April 1976 the Association submitted a salary claim to the Minister. That claim was within the guidelines prescribed in the anti-inflation manifesto.

12. On 28 October 1976 the Association informed the Minister that the Association was insisting on an increase of 20%. The Minister, however, took the view that the economic position of the country at that time was such that the Railways were compelled to adopt stringent economy measures. It was expected that the financial year would close with a large deficit. In view of the slump in the economy even the prospective 5% salary adjustment in January 1977 did not materialise.

13. On 4 March 1977 the Association addressed the following telegram to the Minister:

„Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salariseis aangesien lede in finansiële verknorsing is. Stop. Verwag dat Minister voorsie-

7. Dit is egter duidelik dat die besluit om daardie aanpassing in salarisse en lone toe te ken voortgespruit het uit erkenning aan die kant van die Administrasie dat daar 'n styging in lewensduurte plaasgevind het sedert die vorige algemene verhoging in salarisse en lone wat met ingang van die betaalmaand Januarie 1973 goedgekeur is. Dit blyk uit 'n tabel wat deur die Administrasie voorgelê is dat die uitwerking van die aanpassing as gevolg gehad het dat sekere vakwerkers 'n verhoging in loon van 13% toegeken is terwyl vakwerkers in 'n ander salarisgroep 'n verhoging van soveel as 16% ontvang het. Die gemiddelde salarisverhoging wat aan lede van die Vereniging toegestaan is het op 14,5% te staan gekom. Hierdie toegewing het vir die Vereniging aanvanklik aanvaarbaar geblyk maar op 15 Augustus 1974 het die Uitvoerende Raad as gevolg van druk van die lede weer versoek dat daar gevolg gegee moet word aan die looneis soos op 5 Junie 1974 gestel. Hierdie aangeleentheid is deur die Vereniging met die Minister bespreek en laasgenoemde het daarop gewys dat oorweging tans verleen word aan sekere sake wat bepaalde voordele vir die ambagsman inhou en die mening gehuldig dat aandag voorlopig eers op dié aangeleentheid toegespits behoort te word.

8. Met ingang van die betaalmaand Maart 1975, is daar na onderhandeling tussen die Vereniging en die Spoorwegbestuur, gesalarieerde status aan die ambagspersoneel verleen wat bepaalde voordele vir die lede van die Vereniging inhou.

9. In September 1975 het die Vereniging besluit om weer 'n salarisverhoging aan te vra op grond van die styging in die verbruikersprysindeks asook 'n verhoging van lewenstandaard. Inmiddels egter het die Minister van Ekonomiese Sake 'n veldtog teen inflasie geloods wat onder andere bepaal het dat 30% van die styging in lewensduurte gedurende die tydperk van die veldtog, nl. 1 Oktober 1975 tot 31 Maart 1976, deur werknemers self gedra sou word. Hierdie tydperk is later verleng na 31 Maart 1977. Sowel die Administrasie as die Vereniging het hul steun hieraan toegesê en gevolglik het die Vereniging besluit om sy eis tot April 1976 agterwee te hou.

10. Op 22 April 1976 het die Eerste Minister in die Volksraad aangekondig dat die Regering besluit het om die salarisse en lone van alle werknemers van die Staatsdiens, die Spoorwegadministrasie en die Departement van Pos- en Telekommunikasiewese met ingang 1 Julie 1976 met 10% te verhoog en, mits daar geen wesentlike verswakking in die algemene ekonomiese en finansiële posisie van die land sou plaasvind nie, 'n verdere verhoging van 5% in Januarie 1977 aan gemelde werknemers toegestaan sou word.

11. Die feit dat die verhoging deur die Eerste Minister aangekondig is voordat die Vereniging se eis behandel is, het ontevredenheid in die geledere van die Vereniging veroorsaak. Op 27 April 1976 het die Vereniging 'n salariseis aan die Minister gestel. Daardie salariseis het binne die riglyne voorgeskryf in die anti-inflasiemanifes geval.

12. Op 28 Oktober 1976 het die Vereniging die Minister meegedeel dat die Vereniging aandrang op 'n verhoging van 20%. Die Minister het egter die standpunt ingeneem dat die destydse stand van die land se ekonomie sodanig was dat die Spoorwee genoodsaak was om streng besparingsmaatreëls toe te pas. Dit was verwag dat die boekjaar met 'n groot verlies afgesluit sou word. Vanwee die insinking in die ekonomie het daar selfs 'n wolk van onsekerheid gehang oor die toekenning van 'n salaris aanpassing van 5% wat vir Januarie 1977 in die vooruitsig gestel was, wat inderdaad ook werklikheid geword het.

13. Op 4 Maart 1977 het die Vereniging die volgende telegram aan die Minister gerig:

„Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salariseis aangesien lede in finansiële verknorsing is. Stop. Verwag dat Minister voorsie-

ning in begroting sal maak vir finansiële verligting vir tegnici en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salariseis sal kort na jaarkongres in Mei maand aan Minister gestel word"

14 On 30 May 1977 the following decision taken, at the Association's annual congress, was conveyed to the Minister

"Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth, the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%

Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector, thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%"

15 The following is an extract from the official summary of a meeting that took place between the Association and the Minister, as contained in a letter addressed to the Association by the acting Administrative Secretary to the Minister on 16 July 1977:

"DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is. Die Spoorwee het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoetariefverkeer afgeneem het as gevolg van die inkorting van invoere Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word

Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salaris-aanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou, ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiële verligting aan die personeel maak nie As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarise met 25,6 persent aangepas moet word wat minstens R260-miljoen sal kos Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhogings gemaak nie Die land het die afgelope tyd, ekonomies gesproke, goeie jare gehad en die personeel het gewoonnd geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees, opofferings sal gemaak moet word ter wille van die land se voortbestaan

Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie Die Minister van Arbeid het egter met die private sektor onderhandel om die erns van die land se toestand tuis te bring

Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit 'n moeilike saak is Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in pryse van produkte wat beheer word, sy kantoor skriftelik genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig

DIE AFVAARDIGING het gesê dat daar aanvaar word dat die Vereniging se salariseis nie op hierdie stadium gunstig oorweeg kan word nie"

16 On 14 September 1977 the Association repeated its request to the Minister except that the 15% was increased to 18% to offset the further rise in the cost of living since May 1977.

17. A delegation held discussions with the Minister on 14 September 1977 on behalf of the Association On that occa-

ning in begroting sal maak vir finansiële verligting vir tegnici en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salariseis sal kort na jaarkongres in Mei maand aan Minister gestel word."

14 Op 30 Mei 1977 het die Vereniging die volgende besluit wat op die Vereniging se Jaarkongres geneem is, aan die Minister oorgedra

"Conference notes that since the last real adjustment of salaries of Group 'D' staff with effect from the July 1974 paymonth, the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%

Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector, thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%"

15 Die volgende is 'n uittreksel uit die amptelike opsomming van 'n samespreking wat tussen die Vereniging en die Minister plaasgevind het soos vervat in 'n brief wat die waarnemende Administratiewe Sekretaris van die Minister op 16 Julie 1977 aan die Vereniging gerig het

„DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is Die Spoorwee het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoetariefverkeer afgeneem het as gevolg van die inkorting van invoere Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word

Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salaris-aanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou, ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiële verligting aan die personeel maak nie As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarise met 25,6 persent aangepas moet word wat minstens R260-miljoen sal kos Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhoging gemaak nie Die land het die afgelope tyd, ekonomies gesproke, goeie jare gehad en die personeel het gewoonnd geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees, opofferings sal gemaak moet word ter wille van die land se voortbestaan

Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie Die Minister van Arbeid het egter met die private sektor onderhandel om die erns van die land se toestand tuis te bring

Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit 'n moeilike saak is Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in pryse van produkte wat beheer word, sy kantoor skriftelik genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig

Volgens 'n amptelike opsomming het die afvaardiging van die Vereniging gesê dat daar aanvaar word dat die Vereniging se salariseis nie op hierdie stadium gunstig oorweeg kan word nie"

16. Op 14 September 1977 herhaal die Vereniging sy versoek aan die Minister behalwe dat die 15% na 18% verhoog is om te vergoed vir die verdere styging in lewensduurte sedert Mei 1977

17 'n Afvaardiging het op 14 September 1977 namens die Vereniging samesprekings met die Minister gehou By daardie

sion: the delegation pointed out to the Minister that the consumer price index had risen by 42,4% during the period June 1974 to June 1977, but that if the adjustment of 10% with effect from the July 1976 paymonth is taken into account, the backlog on the consumer price index amounted to 32,4%. Consequently the Association requested the approval of an increase of 18% with effect from the October 1977 paymonth with a further 10% from the October 1978 paymonth. To justify the demand, the delegation claimed that the country's balance of payments at that stage had shown a remarkable improvement. The Railways' operating results for the first four months of the 1977/78 financial year, i.e. up to the end of July 1977, reflected a surplus of nearly R40 million. Furthermore, it was alleged that although the Railways had during the financial year transported a greater tonnage of traffic with less staff, the staff had not been compensated for the greater productivity. The attention of the Minister was directed to the fact that the Association was party to the anti-inflation manifesto and that members of the Association had, therefore, also made sacrifices. It was stated that the Association had shown a great sense of responsibility in regard to salary claims but that the living costs had increased to such an extent that members simply could no longer make ends meet. It was claimed that great unrest prevailed in the ranks of the Association because of the Administration's failure to meet the Association's demands.

18 According to the official summary of the discussions on 14 September 1977 the Minister expressed his thanks towards the staff for their wholehearted co-operation in supporting the economy measures which had been introduced, and he appealed to them to continue doing so. Although the country's balance of payments had at that stage shown an improvement as a result of the curbs on imports and the special efforts to promote exports, the economic position of the country had shown no improvement and there was still no sign of an improvement in the foreseeable future. The exhaustion of the relatively small surplus in the Rates Equalisation Fund could have extremely detrimental consequences and, in fact, every effort had to be made to augment this fund.

19 The following is the rendering in the official summary of what the Minister is reported to have said regarding the desirability of a salary increase at that stage:

„Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dat die personeel vir sover dit salarisse betref, 'n groot agterstand het. Hy besef dat die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansiël tegemoet te kom nie. 'n Salarisaanpassing van 17 (sic) persent met ingang die betaalmaand Oktober 1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978, sal nagenoeg R292-miljoen per jaar beloop. Hierbenewens is daar ook nog anomaliee wat uitgestryk moet word en wat nagenoeg R20-miljoen sal kos. Vanwee die gebrek aan fondse wat deur die heersende ekonomiese klimaat te weeg gebring is, is dit in hierdie stadium ongelukkig nie moontlik om finansiële verligting aan die personeel toe te staan nie, met die oog op die huidige ekonomiese en politieke toestande sal dit ook nie in landsbelang wees om nou salarisaanpassings toe te staan nie. Die afleiding moet egter nie gemaak word dat salarisse van werkers in die owerheidsektor bevries is nie.”

20. Immediately after the discussions with the Minister the Executive Council of the Association decided to declare a dispute with the Administration, and on 15 September 1977 the following letter was addressed to the Minister:

„Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse same-spreking op 14 deser, die Vereniging se uiters billike en verantwoordelike salarisse van 18% van die hand gewys het

geleentheid het die afvaardiging die Minister daarop gewys dat die verbruikerprysindeks gedurende die tydperk Junie 1974 tot Junie 1977 met 42,4% gestyg het maar as in ag geneem word dat daar 'n aanpassing van 10% met ingang van die betaalmaand Julie 1976 was, daar 'n agterstand van 32,4% op die verbruikersprysindeks was. Gevolglik het die Vereniging versoek dat 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 toegestaan word en 'n verdere 10% met ingang van die betaalmaand Oktober 1978. Om die eis te regverdig, het die afvaardiging aangevoer dat die land se betalingsbalans op daardie tydstip 'n merkwaardige verbetering getoon het. Die Spoorwee se bedryfsresultaat vir die eerste vier maande van die boekjaar 1977-78 d.w.s. tot aan die einde van Julie 1977 het 'n surplus van nagenoeg R40-miljoen getoon. Verder is aangevoer dat alhoewel die Spoorwee gedurende daardie boekjaar 'n groter tonnemaat verkeer met minder personeel vervoer het, die personeel nie vir die verhoogde produktiwiteit vergoeding ontvang het nie. Die Minister is daarop gewys dat die Vereniging dus ook opofferings gemaak het. Dit is aangevoer dat die Vereniging groot verantwoordelikheid met betrekking tot salariseise aan die dag gelê het maar dat die styging in lewensduurte so toegeneem het dat die lede net nie meer die mas kon opkom nie. Daar is aangevoer dat daar groot onrus in die geledere van die Vereniging geheers het vanweë die versuim van die Administrasie om aan die Vereniging se eise gehoor te gee.

18 Uit die amptelike opsomming van die samespreking op 14 September 1977 blyk dit dat die Minister sy dank teenoor die personeel uitgespreek het vir hulle heelhartige samewerking met die besparingsmaatreëls wat ingestel is en 'n beroep op hulle gedoen het om daarmee voort te gaan. Hoewel die land se betalingsbalans destyds 'n verbetering getoon het as gevolg van die beperking op invoere en spesiale pogings om uitvoere te bevorder, het die ekonomiese posisie van die land geen verbetering getoon nie en was daar nog geen teken dat daar 'n verbetering in die afsienbare toekoms sou intree nie. Die uitputting van die relatiewe klein surplus in die tariewe-reserwefonds kon uiters nadelige gevolge hê en alle pogings moes trouens aangewend word om hierdie fonds aan te vul.

19. Die volgende is die weergawe wat in die amptelike opsomming verskyn van wat die Minister sou gesê het betreffende die wenslikheid van 'n salarisverhoging in daardie stadium.

„Wat finansiële verligting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dat die personeel vir sover dit salarisse betref, 'n groot agterstand het. Hy besef dat die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansiël tegemoet te kom nie. 'n Salarisaanpassing van 17 (sic) persent met ingang die betaalmaand Oktober 1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978, sal nagenoeg R292-miljoen per jaar beloop. Hierbenewens is daar ook nog anomaliee wat uitgestryk moet word en wat nagenoeg R20-miljoen sal kos. Vanwee die gebrek aan fondse wat deur die heersende ekonomiese klimaat te weeg gebring is, is dit op hierdie stadium ongelukkig nie moontlik om finansiële verligting aan die personeel toe te staan nie, met die oog op die huidige ekonomiese en politieke toestand sal dit ook nie in landsbelang wees om nou salarisaanpassings toe te staan nie. Die afleiding moet egter nie gemaak word dat salarisse van werkers in die owerheidsektor bevries is nie.”

20. Onmiddellik na afloop van die samesprekings met die Minister het die Vereniging se Uitvoerende Raad besluit om 'n geskil met die Administrasie te verklaar, en op 15 September 1977 is die volgende skrywe aan die Minister gerig:

„Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse same-spreking op 14 deser, die Vereniging se uiters billike en verantwoordelike salarisse van 18% van die hand gewys het

Die Uitvoerende Raad is onder kwaai druk van 'n uiters ontevrede ledetal omdat daar nie in die rigting van finansiële verligting gevorder word nie, en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het

Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen

21. The appointment of the Commission was announced in the Government Gazette No. 5793 of 26 October 1977. The secretary to the Commission, under the direction of the Chairman, requested the Association to submit a written exposition of its claim as soon as practicable. The Administration then replied in writing to the claim and, the Association in turn, submitted its counterplea. Evidence from both parties was heard by the Commission on 28 February 1978 and 1 March 1978

22. In the Association's letter to the Minister requesting the appointment of a commission, reference is made to a salary claim of 18% and in the terms of reference of the Commission the dispute that had arisen between the Association and the administration is described as one "in connection with the claim from the above-mentioned Association for an adjustment in salaries of 18 per cent". In its claim the Association requested that the Commission should recommend a salary adjustment of 18% with effect from the October 1977 paymonth to offset the rise in the consumer price index between June 1974 and October 1977. In addition the Association requested that the Commission should recommend a further increase of 10% with effect from the October 1978 paymonth. Mr J. Zurich, President of the Association, assisted by Mr H. J. van Dyk, Vice-President and Mr C. P. Grobler, General Secretary represented the Association at the oral hearings, and informed the Commission that it had waived the claim for an additional increase of 2,5% per annum to provide for a rise in the standard of living for the employees in Group D. After discussions the representatives of the Association intimated that they would abide by a recommendation of the Commission that an increase of 18% be granted as requested, and that they would not insist upon a further 10% increase with effect from October 1978. Regarding the claim for an increase of 18% with effect from the October 1977 paymonth the Association pointed out that the claim had been submitted prior to the salaries in general being increased by 5% with effect from the January 1978 paymonth. The claim was, therefore, reduced to one for an increase of 12,5%, with effect from the October 1977 paymonth in respect of all employees in Group D, with the exception of apprentices. Representatives of the Association explained that the 18% had been reduced to 12,5% and not 13% because it would be easier to calculate the increase on the salaries which were applicable after the increase had been granted in January 1978

23. The Association's claim is based exclusively on the escalation of the cost of living since June 1974. Considering the concessions made by the Association, the claim of the Association can be summarised as follows:

Percentage rise in the consumer price index between June 1974 and August 1977 (137,2 to 197,9)	—	44,24
Less (i) 30% of rise between September 1975 and March 1977 in accordance with the anti-inflation manifesto	6,05	
(ii) 10% salary increase in July 1976	10,00	16,05

Die Uitvoerende Raad is onder kwaai druk van 'n uiters ontevrede ledetal omdat daar nie in die rigting van finansiële verligting gevorder word nie, en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het

„Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen”

21. Die aanstelling van die Kommissie is op 26 Oktober 1977 in Staatskoerant no. 5793 aangekondig en op aandrang van die Voorsitter het die sekretaris van die Kommissie die Vereniging versoek om so gou doenlik 'n skriftelike uiteensetting van sy eis in te dien. Daarna het die Administrasie skriftelik op die uiteensetting van die eis geantwoord, en het die Vereniging weer op sy beurt 'n repliek ingedien. Op 28 Februarie en 1 Maart 1978 het die Kommissie mondelinge vertoe van albei partye aangehoor

22. In die skrywe van die Vereniging aan die Minister waarin die aanstelling van 'n kommissie versoek word, word daar verwys na 'n salarisverhoging van 18% en in die opdrag van die Kommissie word die geskil wat ontstaan het tussen die Vereniging en die Administrasie beskrywe as een „in verband met voormelde Vereniging se eis om 'n salarisverhoging van 18 persent”. In die uiteensetting van sy eis het die Vereniging versoek dat die Kommissie 'n salarisverhoging van 18% met ingang van die betaalmaand Oktober 1977 aanbeveel om te vergoed vir die styging in die verbruikersprysindeks tussen Junie 1974 en Oktober 1977. Daarbenewens het die Vereniging versoek dat die Kommissie 'n verder verhoging van 10% met ingang van die betaalmaand Oktober 1978 aanbeveel. Die President van die Vereniging, mnr J. Zurich, bygestaan deur mnr H. J. van Dyk, Vise-president, en mnr C. P. Grobler, Hoofsekretaris van die Vereniging het by die mondelinge verhoor namens die Vereniging opgetree en die Kommissie daarop gewys dat die Vereniging afstand gedoen het van 'n eis van 'n bykomende verhoging van 2,5% per jaar om voorsiening te maak vir 'n styging in lewenstandaard van die werknemers in Groep „D”. Na bespreking het die verteenwoordigers van die Vereniging te kenne gegee dat hulle hulle sal berus by 'n aanbeveling van die Kommissie dat 'n verhoging van 18% toegestaan word soos aangevra, en nie op die verdere verhoging van 10% met ingang van Oktober 1978 sal aandrang nie. Wat betref die eis vir 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 het die Vereniging daarop gewys dat daardie eis ingedien is voordat salarisse in die algemeen met ingang van die betaalmaand Januarie 1978 met 5% verhoog is. Dit is derhalwe verminder na een vir 'n verhoging van 12,5% met ingang van die betaalmaand Oktober 1977 vir alle werknemers in Groep „D”, met uitsondering van vakleerlinge. Verteenwoordigers van die Vereniging het verduidelik dat die 18% na 12,5%, en nie 13% nie, verminder is omdat die verhoging gerieflik op die salarisse wat van toepassing was nadat die verhoging in Januarie 1978 toegestaan is, bereken kan word

23. Die grondslag van die Vereniging se eis is die styging wat plaasgevind het in lewensduurte sedert Junie 1974. In ag geneem die toegewings wat deur die Vereniging gemaak word, kan die Vereniging se eis as volg opgesom word:

Percentage styging in VP1 tussen Junie 1974 en Augustus 1977 (137,2 tot 197,9)	—	44,24
Min (i) 30% van styging tussen September 1975 en Maart 1977 ingevolge die anti-inflasiemanifes	6,05	
(ii) 10%-salarisverhoging in Julie 1976	10,00	16,05

Calculated percentage increase required to bring the 1974 salary level into line with the rise in the cost of living up to August 1977	— 28,19
Percentage increase requested by the Staff Association when dispute was declared	— 18,00
As a result of the salary adjustments of 5% from January 1978 the Association's claim is reduced to a percentage of	— 12,50

24 In its reply to the Association's claim the Administration contends that the Association, in calculating its claim, omitted to take into account several factors and that the picture sketched by the Association is unrealistic. Because this aspect is in my opinion one of the main causes I deem it expedient to state the salient points advanced by the Administration in opposing the Association's claim:

(1) The Administration contends that, whereas the Association's salary claim is based on a backlog of salary adjustments as against the rise in the consumer price index, it cannot accept June 1974 as the starting-point for such a comparison. The Administration maintains that for this purpose the January 1973 paymonth should serve as the starting-point. The Administration points out that during October 1972 a Commission of Inquiry under the chairmanship of the Right Honourable Justice V. G. Hiemstra was appointed in terms of Section 28 of the Railways and Harbours Service Act, No. 22 of 1960, to inquire into a similar dispute which had arisen between the same parties. It was unanimously recommended by that Commission that the wages of Railway servants Group D be increased by 15%. Effect thereto was given by the Administration as from the January 1973 paymonth. The finding of the Commission was that by the time the increase could be made operative, the consumer price index, according to tendencies of the immediate past, would stand at 18,2%. The Commission, however, found that it was equitable to also take into consideration the fact that the workers had received compensation in 1971 of 3,5% to 4% in the form of smaller pension contributions without pension benefits being reduced. An adjustment of 15% would, therefore, at that stage have placed the worker a little ahead of the rise in cost of living. The Administration, therefore, contends that the January 1973 paymonth should be taken as the starting-point.

(2) The Administration entertains the view that should the Association have to be compensated for the rise in cost of living, the Commission should not only consider the escalation in the consumer price index and salary increases granted for that purpose, but also take into account other concessions which had been granted to this group of staff during the period concerned. One of the main concessions was the granting of salaried status to artisans, which for them, held the following advantages:

- Salary scales were amended, with concomitant monetary advantages;
- overtime and Sunday time scales and bonus scales were amended in accordance with the adjusted salary scales;
- the hours of duty of senior technicians were reduced from 48 to 46 hours per week,
- the number of paid public holidays were increased from six to ten, and
- leave benefits were improved.

The Administration concedes that the improvement in the salary structure resulting from the granting of

Berekende persentasieverhoging benodig om die 1974-salarisvlak met die styging in lewensduurte tot Augustus 1977 gelyk te stel	— 28,19%
Persentasie verhoging deur Vereniging aangevra toe geskil verklaar is	— 18,00%
As gevolg van salaris-aanpassing van 5% met ingang van Januarie 1978 word die Vereniging se eis verminder na 'n persentasie van	— 12,5%

24 In sy antwoord op die Vereniging se uiteensetting van sy eis voer die Administrasie aan dat die Vereniging by die berekening van sy eis verskeie faktore nie in aanmerking geneem het nie en dat die beeld wat deur die Vereniging geskilder is, onrealisties is. Omdat hierdie aspek volgens my mening een van die hoof oorsake is ag ek dit doenlik om die hoofpunte wat deur die Administrasie ter bestryding van die Vereniging se eis aangevoer is, aan te stip.

(1) Die Administrasie voer aan dat waar die Vereniging se salariseis gegrond is op 'n agterstand van salaris-aanpassings teenoor die styging in die verbruikersprysindeks hy nie kan aanvaar dat Junie 1974 as aanknopingspunt vir so 'n vergelyking geneem kan word nie. Die Administrasie beskou dat die betaalmaand Januarie 1973 vir hierdie doel as die aanvangspunt moet dien. Hy wys daarop dat daar in Oktober 1972 'n Kommissie van Ondersoek onder voorsitterskap van Sy Edele Regter V. G. Hiemstra, aangestel is in-gevolge die bepalings van artikel 28 van die Wet op Spoorweë en Hawens, no. 22 van 1960, om ondersoek in te stel na 'n soortgelyke geskil wat tussen dieselfde partye ontstaan het. Dit was die eenparige aanbeveling van daardie Kommissie dat die lone van Spoorweg-dienare, Groep „D”, met 15% verhoog moes word. Die Administrasie het met ingang van die betaalmaand Januarie 1973 gevolg daaraan gegee. Die Kommissie het bevind dat teen die tyd dat die verhoging in werking gestel sou word, die verbruikersprysindeks, volgens tendense van die onmiddellike verlede, op 18,2% te staan sou kom. Die Kommissie het egter bevind dat dit billik was om ook in aanmerking te neem dat die werkers in 1971 'n tegemoetkoming van 3,5% tot 4% ontvang het in die vorm van laer pensioenbydraes, sonder vermindering van pensioenvoordele. 'n Aanpassing van 15% sou die werker dus in daardie stadium wesenlik effens voor die lewensduurtesyferstyging plaas. Gevolglik word dit deur die Administrasie aangevoer dat die betaalmaand Januarie 1973 as aanvangspunt geneem moet word.

(2) Die Administrasie neem die standpunt in dat indien die Vereniging vergoed moet word vir die styging in lewensduurte dan moet die Kommissie nie alleen let op die styging in die verbruikersprysindeks en salarisverhogings wat om dié rede toegestaan is nie maar ook ag slaan op ander toegewings wat gedurende die betrokke tydperk aan hierdie personeelgroep gemaak is. Een van die vernaamste voordele was die toekenning van gesalarieerde status aan ambagsmanne wat vir hulle die volgende voordele ingehou het:

- Salarisskale is gewysig met gepaardgaande geldelike voordele.
- Oortyd- en Sondagtydskale en bonusskale is in ooreenstemming met die gewysigde salarisskale verander.
- Diensure van seniortegnikusse is van 48 na 46 per week verminder.
- Getal loondraende openbare vakansiedae is van ses tot tien vermeerder.
- Verlofvoordele is verbeter.

Die Administrasie erken dat die verbetering in die salarisstruktuur as gevolg van die toekenning van

salaried status and other adjustments, was not the same in respect of all the workers in Group D. The Administration contends that the average percentage improvement amounted to approximately 22%, which represents an improvement of 19,1% in the salary structure and 2,5% in service conditions. The Administration consequently maintains that the improvement of 22% had neutralised the backlog which the Association had calculated.

- (3) Furthermore, the Administration contended that the Association's claim would have to be considered on the basis that the other employees of the Administration could likewise claim an equal salary or wage adjustment if it should be granted to Group D. In the light of this, the Administration's financial ability to increase salaries would have to be thoroughly taken into account.
- (4) The Administration is also of the opinion that it does not at present possess the financial means to, in addition to the 5% increase in January 1978, grant further improvements in the salaries and wages of its workers, and that any such improvement would inevitably lead to further railway tariff increases, resulting in serious consequences to both the Administration and the economy of the country in general. The Administration stated further that not only adjustments in salaries but other concessions which had an effect on the salary structure should also be taken into account. The following statement sets out the expenditure incurred.

1973-10-16	Apprentices Educational qualifications	R1 800 000
1974-05-16	Consolidation of allowances Technicians and Trade hands	R4 000 000
July 1974 Paymonth	Wage adjustment of at least 12,5% in respect of cost of living	R18 000 000
1975-02-16	Granting of salaried status Artisans	R7 250 000
1975-03-01	Improved grading Technician to Senior technician	R228 000
June 1975 ²¹ Paymonth	Granting of salaried status to all employees and adjustment in certain salaries in order to eliminate anomalies	R606 000
1975-06-16	Grading and Pay Trade hands	R1 600 000
July 1976 Paymonth	Salary adjustments of 10% in respect of cost of living	R16 000 000
	Total estimated annual cost of concessions	R49 484 000

25. The Administration submitted a schedule showing the monthly escalation in the consumer price index from December 1972 to October 1977 against the official Railway salary index of Group D servants which included salary adjustments as well as the value of the other concessions granted over the period stated and with due allowance for the absorption of 30% of the rise for the period October 1975 to March 1977, as provided for in the anti-inflation manifesto. A comparison between the two indices then reflects the salary adjustment that would have been required at any given time to provide for the rise in the consumer price index. The starting-point of the schedule is December 1972/January 1973 i.e. the stage when, according to the Hiemstra Commission, salary levels had more or less reached parity with the rise in the cost of living (compare paragraph 19(1)). From the schedule it would appear, inter alia, that in June 1974 when the consumer price index (CPI) stood at 137,2 an increase in salaries of 9,3% would have been necessary to reach parity again. Immediately after a general salary increase of 12,5% had been granted in July 1974 (CPI 139,2) salaries exceeded the escalation in the CPI by 3,9%. The subsequent four

gesalarieerde status en ander aanpassings nie dieselfde vir al die werkers in Groep 'D' was nie. Gemiddeld het die persentasieverbetering volgens die Administrasie op ongeveer 22% te staan gekom, wat 'n verbetering van 19,1% in die salarisstruktuur en 2,5% in diensvoorwaardes verteenwoordig. Bygevolg voer die Administrasie aan dat die verbetering van 22% die agterstand wat die vereniging bereken het uitgewis het.

- (3) Voorts word daar deur die Administrasie aangevoer dat oorweging van die eis van die Vereniging moet geskied op die grondslag dat die ander werknemers van die Administrasie eweneens aanspraak kan maak op 'n gelyke salaris of loonaanpassing indien dit in die geval van Groep 'D' toegestaan sou word. In die lig hiervan moet die finansiële vermoë van die Administrasie om salarisse te verhoog deeglik in aanmerking geneem word.
- (4) Die Administrasie neem ook die standpunt in dat hy tans nie oor die finansiële vermoë beskik om bo en behalwe die verhoging van 5% wat in Januarie 1978 toegestaan is die salarisse en lone van sy werknemers verder te verhoog nie en dat enige sodanige verhoging noodwendig tot verdere spoorwegtariefverhogings sal lei wat ernstige gevolge vir beide die Administrasie en die algemene landse ekonomie inhou. Die Administrasie voer verder aan dat nie slegs salaris-aanpassings nie maar ook ander toegewings wat die salarisstruktuur van Spoorwegdienare Groep 'D' beïnvloed het in berekening gebring moet word. Die volgende tabel gee 'n uiteensetting van berekenings van sulke uitgawes.

1973 10 16	Vakleerlinge Opvoedkundige kwalifikasies	R1 800 000
1974 05 16	Konsolidasie van toelaes Tegnici en vakwerkers	R4 000 000
Betaalmaand Julie 1974	Loonaanpassing van minstens 12,5% vir lewensduurte	R18 000 000
1975 02 16	Toekenning van gesalarieerde status Ambagsmanne	R7 250 000
1975 03 01	Verhoogde gradering Tegnikus tot senior-tegnikus	R228 000
Betaalmaand Junie 1975	Toekenning van gesalarieerde status aan alle werksmanne en aanpassing van sekere salarisse om anomalie uit die weg te ruim	R606 000
1975 06 16	Gradering en loon Vakwerkers	R1 600 000
Betaalmaand Julie 1976	Salarisaanpassings van 10% vir lewensduurte	R16 000 000
	Totale beraamde jaarlikse koste van voordele	R49 484 000

25. Die Administrasie het 'n tabel voorgelê wat die maandelikse styging in die verbruikersprysindeks van Desember 1972 tot Oktober 1977 aantoon teenoor die Spoorwee se amptelike salarisindeks vir dienare Groep 'D' wat salaris-aanpassings sowel as die waarde van ander toegewings oor die gemelde tydperk in berekening bring, met inagneming van die absorbering van 30% van die styging vir die tydperk Oktober 1975 tot Maart 1977 waarvoor die anti-inflasiemanifes voorsiening maak 'n Vergelyking van die twee indekse toon dan aan watter salaris-aanpassing op enige gegewe tydstip nodig sou gewees het om vir die styging in die verbruikersprysindeks voorsiening te maak. Die aanvangspunt van die tabel is Desember 1972/Januarie 1973 d.w.s. die tydstip waarop daar volgens die bevinding van die Hiemstra-kommissie min of meer pariteit tussen salarislakke en die lewensduurtestyging bewerkstellig is vgl. paragraaf 19(1). Uit die tabel blyk dit o.a. dat in Junie 1974 toe die verbruikersprysindeks (VPI) op 137,2 gestaan het, 'n verhoging van 9,3% in salarisse nodig sou gewees het om weer pariteit te bereik. Onmiddellik na die toekenning van 'n algemene salarisverhoging van 12,5% in Julie 1974 (VPI 139,2) het die salarisse die styging in die VPI met 3,9% oorskry. Namate 'n styging in die VPI oor die

months were characterised by a rise in the CPI and a corresponding decline in the excess, until, between October and November, the excess was wiped out. In February 1975 (CPI 150,4) the required adjustment in salaries reached 4% and in March 1975, when the artisan staff was granted salaried status, the backlog was converted to an excess of 6,8% as compared with the CPI. Between January and February 1976 this surplus was eliminated and in July 1976, when general salary increases of 10% were granted, the salary index exceeded the consumer price index (175,6) by 5,9%. That amount decreased gradually until it was wiped out between March and April 1977. From May 1977 (CPI 191,7) the backlog in salaries rose from 1,0% until it reached 5,8% in October 1977 (CPI 200,7%). If the general salary increase of 5% which was approved with effect from the January 1978 paymonth were to be taken into account, the difference in the rise of salaries and the rise in the consumer price index would then have been insignificant. In answer to an inquiry by the commission at the time the verbal evidence was heard, the representatives of the Administration produced figures which indicated that if June 1974 were to be taken as the starting-point for the purpose of the calculations, the escalation in the CPI in January 1978 would be 41,9% while the salary index would reveal a rise of 51,6%. This would mean that the salary index had risen by 6,4% more than the CPI. This figure was not acceptable to the representatives of the Association as they do not agree with the Administration's method of calculating the salary index.

26 The difference in approach to the question whether or not there was a backlog in the salary levels of Group D Railway servants during the past few years as seen against the escalation in the cost of living, and exactly to what extent, is evident from the summarised viewpoints of the two parties set out in the preceding summaries. I am convinced that the cause of the dispute lies therein.

This then concludes the cause.

GENERAL COMMENTS AND RECOMMENDATION

1. There is unquestionably great discontentment within the ranks of the Association and I am convinced that should this discontentment continue, the efficiency of the service of the Administration will be affected and the services will suffer as a result.

It is for this reason that the matter was reported to the State President in terms of Section 28 of the Act.

2. The Association and its members correctly state that the country is experiencing an abnormal inflationary period resulting in the prices of goods rising faster and the buying power of the workers decreasing so much more rapidly than in normal times. This situation indeed affects everyone and not only Group D employees. The terms of reference of the Commission cover specifically and solely the dispute between the Administration and this group of workers, and the Commission should, therefore, in my opinion, confine itself to this group.

3. If all the other groups of workers were involved the scope of the Commission's terms of reference would of necessity have been different. In all probability the other groups have decided among themselves not to continue with salary claims. The reasons therefor are not known and to my mind of no concern to the Commission in arriving at a decision.

4. It is a fact that in these times in which we find ourselves the workers are expected not to claim full compensation in respect of the total rise in the cost of living. The Association

daaropvolgende vier maande plaasgevind het, het die oorskryding verminder en tussen Oktober en November 1974 is dit geheel en al uitgewis. In Februarie 1975 (VPI 150,4) was die aanpassing in salarisse wat benodig was 4% en in Maart 1975 toe die ambagslui gesalarieerde status toegeken is, is die agterstand omskep in 'n oorskryding van 6,8% vergeleke met die VPI. Daardie oorskryding is tussen Januarie en Februarie 1976 uitgewis en in Julie 1976 toe die algemene salarisverhoging van 10% toegestaan is, het die salarisindeks dié van die verbruikersprys (175,6) met 5,9% oorskry. Daardie oorskryding het geleidelik verminder totdat dit tussen Maart en April 1977 uitgewis is. Vanaf Mei 1977 (VPI 191,7) het die agterstand in salarisse vanaf 1,0% gestyg totdat dit in Oktober 1977 (VPI 200,7) op 5,8% te staan gekom het. As daar dan in berekening gebring word dat daar met ingang van die betaalmaand Januarie 1978 'n algemene salarisverhoging van 5% toegestaan is, dan sal die verskil in die styging in salarisse en dié in die verbruikersprysindeks onbenullig wees. Op navraag van die kommissie tydens die aanhoor van mondelinge getuieis het die verteenwoordigers van die Administrasie syfers verstrekk wat aantoon dat indien Junie 1974 as aanvangspunt van die berekenings geneem word die styging in die VPI in Januarie 1978 op 41,9% te staan sou kom terwyl die salarisindeks 'n styging van 51,6% sou toon, wat sou beteken dat die salarisindeks met 6,4% meer as die VPI gestyg het. Hierdie syfer is nie deur die verteenwoordigers van die Vereniging aanvaar nie aangesien hulle nie met die Administrasie se metode van berekening van die salarisindeks saamstem nie.

26 Die verskil in benadering tot die vraag of daar gedurende die afgelope paar jaar 'n agterstand van die salarislakke van Spoorwegdienare Groep 'D' teenoor die styging in lewensduurte ontstaan het en hoe groot daardie agterstand is, blyk duidelik uit die samevattinge van die twee partye se standpunte soos in die voorgaande samevattinge weergegee. Ek is dan ook oortuig daarvan dat die oorsaak van die geskil hierin geleë is.

Dit dan sover die oorsaak betref.

ALGEMENE KOMMENTAAR EN AANBEVELING

1. Daar is beslis groot ontevredenheid in die geledere van die Vereniging en ek is oortuig dat indien hierdie ontevredenheid sou voortduur dit die doeltreffendheid van die diens van die Administrasie sal raak en dat die diens daaronder sal ly.

Dit is vir hierdie rede dat die aangeleentheid aan die Staatspresident gerapporteer is in terme van klousule 28 van die Wet.

2. Die Vereniging en sy lede maak die korrekte stelling dat die land in 'n abnormale inflasie tyd verkeer wat die gevolg het dat pryse van goedere vinniger styg en die koopkrag van die werkers soveel vinniger daal dan in normale tye. Dit is wel so dat hierdie situasie almal raak en nie net slegs groep D werkers nie. Die opdrag aan die Kommissie gaan spesifiek en uitsluitlik oor die geskil tussen die Administrasie en hierdie groep werkers en daarom moet die Kommissie volgens my mening hom bepaal by hierdie groep.

3. Indien alle groepe werkers egter betrokke was sou die bestek van die Kommissie se opdrag vanselfsprekend anders gewees het. Heelwaarskynlik het die ander groepe binne hulle geledere besluit om nie met looneise voort te gaan nie. Die redes daarvoor is nie bekend nie en volgens my mening geensins van belang vir die doel van die Kommissie se beslissing nie.

4. Dit is wel so dat in tye waarin ons verkeer van werkers verwag word om nie volle vergoeding te eis vir die totale styging in lewensduurte nie. Die betrokke Vereniging erken

concerned acknowledges and accepts this position and in fact mentioned this on various occasions in its representations. Proof thereof lies in the fact that the Association subsequently reduced its original claim and still later, during the hearings on 28 February 1978, intimated that if certain portions of its claim, viz 10% increase with effect from July 1978, would cause problems it would be prepared to waive that too. This now brings us to the basis of a claim for an increase of only 12,5% with effect from the October 1977 paymonth. This claim, in my opinion, is not unreasonable and should be afforded thorough and urgent consideration by the Commission.

5. The Railways Administration is in my opinion one of the employers who over-reacts in restricting salary adjustments. This is a mistake made by some employers especially when the employees' category concerned is the group which the Commission is dealing with here and for which even in times of unemployment there is competition as is the position at present. I wish to predict that if increases are withheld any longer from these workers the Administration stands to lose its skilled workers and especially the artisans. In this respect I have in mind the teaching profession where teachers have left the profession in great numbers for more lucrative salaries. It is no secret that a solution to that problem is at present being sought by increases of considerable magnitude which are being offered. It is, however, a pity that this was not done earlier because the services of many of these people have already been lost to the profession.

6. It has been stated frequently what the Railways has been able to achieve as a result of the additional efforts of its workers. Is the time not opportune to reward the workers for their efforts and should one not ask whether these people have not begun to wonder whether their efforts have been worthwhile? More work is being done by fewer staff in less time. In so far as the artisan is concerned it must be remembered that we are dealing with professional people of whom there is a great shortage. It is common knowledge that in practice artisans command higher wage increases than most other categories of workers. Over and above this, as a result of the supply and demand situation, there is evidence of many instances of an enormous wage drift in so far as artisans are concerned. (This means that artisans in fact receive much higher wages than that scheduled).

7. I would like to make it clear that I definitely do not see how, if trade hands are awarded salary increases, it inevitably should follow that the other categories of staff should also be awarded increases, because the group of staff which we are dealing with is definitely unique in itself. I presume it would not be necessary for me to state that a similar commission previously found that certain staff groups did in fact possess individual characteristics. (Refer to the commission under chairmanship of the late Hon Judge Van Wyk de Vries in 1969).

8. Exceptions have in the past been made by the Administration where all the members of the staff did not receive the same percentage increase and where only a particular group or groups of staff members received increases. I am referring to the Airways technicians' dispute of 1969 and the 10% increase in 1976, on which occasion all staff groups did not receive the same adjustment. The latest increase of 5% was also not equally awarded. The point made by the Administration, i.e. that if one group is awarded a salary increase all members of the staff should benefit by the decision is, therefore, not correct because the Administration itself had not practiced this policy.

9. I cannot associate myself with the Administration's approach that all adjustments and concessions which have

en aanvaar hierdie posisie en maak verskeie kere melding daarvan in hulle vertoe. Bewys hiervan is dat die Vereniging later hulle oorspronklike eis aansienlik verminder het en nog later tydens mondelinge getuie op 28 Februarie 1978 te kenne gegee het dat indien sekere gedeeltes van hulle eise naamlik 10% verhoging vanaf Julie 1978 probleme sou veroorsaak hulle bereid sal wees om dit ook te laat vaar. Dit bring ons nou op die basis van 'n eis van slegs 12,5% verhoging vanaf betaalmaand Oktober 1977. Volgens my mening is hierdie eis nie onbillik nie en behoort deeglike en ernstige oorweging daarvan geskenk te word deur die Kommissie.

5. Die Spoorwee Administrasie is volgens my mening een van die werkgewers wat oor-reageer sover die beperking op salarisverstellings betref. Dit is 'n fout wat deur sommige werkgewers gemaak word veral wanneer dit die kategorie werknemers betref waarmee die Kommissie hiermee te make het, en waarvoor daar selfs in tye van werkloosheid gekompeteer word soos op die oomblik die posisie is. Ek wil voorspel dat indien verhogings langer weerhou word van hierdie werkers die Administrasie van sy geskoolde werkers en veral ambagsmanne gaan verloor. Ek is hier aandagtig aan die Onderwys-professie waar onderwysers in groot getalle die professie verlaat het vir meer aantreklike salarisse. Dit is geen geheim dat 'n oplossing nou daarvoor gesoek word deur aansienlike verhogings wat die afgelope tyd aan die onderwysers gebied word nie. Dit is egter jammer dat dit te laat gedoen is en dat die dienste van baie van hierdie mense alreeds verlore geraak het.

6. Daar is ook dikwels die afgelope tyd melding gemaak van wat die Spoorwee vermag het as gevolg van die ekstra pogings wat deur sy werknemers aan die dag gelê is. Is dit nie nou tyd dat erkenning aan die werkers gegee word nie en moet 'n mens nie nou die vraag vra of hierdie mense nie al begin wonder of dit nog die moeite werd is om hierdie soort opofferings te maak nie. Meer werk word nog steeds verrig deur minder mense in minder tyd. Sover die ambagsmanne betref wil ek herinner dat ons met professionele mense te make het waaraan daar 'n groot tekort bestaan. Dit is algemeen bekend in praktyk dat ambagsmanne hoer loonsverhogings kry dan meeste van ander kategorie werkers. Bo en behalwe dit is dit ook so dat as gevolg van die vraag en aanbod situasie daar in baie instansies 'n geweldige „wage drift” bestaan sover ambagsmanne betref. (Dit beteken dat ambagsmanne in werklikheid baie hoer lone ontvang dan geskeduleerde lone).

7. Ek wil dit baie duidelik stel dat ek dit besluit nie so sien dat indien verhogings aan vakwerkers toegestaan word dit noodwendig ook aan ander kategorie moet toegestaan word nie omdat die personeelgroep waarmee ons te doen het besluit eiesoortig is. Dit is seker nie nodig vir my om te meld dat voorheen deur 'n soortgelyke kommissie bevind is dat eiesoortigheid van sekere personeelgroepe bestaan. (Verwys kommissie onder voorsitterskap van sy Edele wyle Regter van Wyk de Vries in 1969).

8. Daar is ook al voorheen uitsonderings gemaak deur die Administrasie waarvolgens al die personeel nie dieselfde persentasieverhoging gekry het nie en waarvolgens net 'n sekere groep of groepe verhogings gekry het. Ek verwys na die Lugdiens Tegnici se geskil van 1969 en na die 10% verhoging van 1976 toe sekere personeel nie dieselfde verstellings gekry het nie. Ook die jongste 5% verhoging wat toegestaan is is nie eweredig toegepas nie. Die stelling wat deur die Administrasie gemaak word naamlik dat as een groep 'n loonsverhoging kry dan moet al die personele dit ook kry is dus nie korrek nie aangesien die Administrasie self hierdie praktyk toegepas het.

9. Ek kan my nie vereenselwig met die Administrasie se benadering dat alle verstellings en voordele wat toegestaan is

been granted should be taken into account in determining the backlog of salaries in relation to the rise in the cost of living. In particular I would like to refer to merely one item, viz the salaried status which was granted to the remaining employees in group D and which, according to the Administration, amounted to an average percentage improvement of 22%. As a result of the great demand for trade hands throughout the country several large employers have in recent years granted salaried status to this category of employees in an attempt to retain their services.

It is clear that as a result of this situation the Administration was prompted to take this step as well. It is, therefore, totally unfair to claim that any resulting improvements should be calculated in relation to the rising cost of living. If only this 22% so-called percentage improvement is not taken into account then it is already clear that the percentage lag in salary increases as against rises in the price index as set out by the Administration, is far from correct. I have no doubt that the time lag between salary increases and price increases is considerably greater than the 12,5% increase requested by the Association.

10 With regard to the difference in approach between the two parties as far as the commencement of the period over which any backlog in salaries should be calculated, I am of the opinion that it is not worth the consideration because it would make very little difference to the backlog which exists between salary increases and price index figures on which the dispute is based.

11 Regarding the peculiar characteristics of this group of workers as advocated in the original representations from the Association, I would like to make it clear that I do not agree that should increases be granted to this group of staff, it would necessarily also have to be granted to the other categories. As previously stated I presume it is not necessary for me to state that a similar commission previously concluded that certain groups of staff do in fact possess peculiar characteristics.

12 In its written submission as well as during the hearing the Administration emphasised that it did not at this stage possess the financial means to grant any further salary increases beyond the 5% increase granted with effect from 1 January 1978. This is with the supposition that increases would have to be granted to all categories. As the terms of reference of the Commission is specifically confined to Group D workers I cannot associate myself with this standpoint of the Administration in so far as its financial means are concerned. If the Administration were to confine itself to the group of staff concerned, the estimated cost for a 12,5% increase as now claimed by the Association could easily be written-off as an operating loss against the rates equalisation fund, which fund, I contend, may be used for this purpose.

As there are clear indications of an upswing in the economy which naturally would also affect the Administration's income, I foresee that the financial position of the Administration will improve and not deteriorate.

My recommendation in terms of Section 28 of the Railways and Harbours Service Act, 1960 (Act No 22 of 1960), is:

That the salaries of Group D Railway Servants should be increased by 12,5 per cent with effect from the October 1977 paymonth.

WESSEL BORNMAN
Member of the Commission

4 April 1978

ook by die berekening van die agterstand van salarisse teenoor die styging in lewensduurte in aanmerking geneem moet word nie. In besonder wil ek verwys na maar net een item naamlik die gesalarieerde status wat aan 'n oorblywende aantal werknemers van groep 'D' toegestaan was en wat volgens die Administrasie op 'n gemiddelde persentasieverbetering van 22% neerkom. As gevolg van die groot aanvraag vir vakwerkers regdeur die land het verskeie groot werkgevers die afgelope paar jaar gesalarieerde status aan hierdie kategorie werknemers toegestaan om hulle dienste te behou.

Dit is duidelik as gevolg van hierdie situasie dat die Administrasie ook hierdie stap geneem het. Dit is dus heel onbillik om te eis dat enige gepaardgaande verbeteringe bereken moet word teenoor die stygende lewensduurte. Indien slegs hierdie 22% sogenaamde persentasieverbetering buite berekening gehou word is dit al klaar duidelik dat die persentasie sloering in salaris verhogings teenoor prysindeksstygings soos uiteengesit deur die Administrasie nie naby korrek is nie. Daar bestaan dus by my geen twyfel dat die sloering tussen salaris verhogings en prysstygings aansienlik groter is dan die 12,5% verhoging wat deur die Vereniging aangevra word nie.

10 Wat betref die verskil in benadering tussen die twee partye sover die aanvangspunt van die tydperk waarvoor enige agterstand in salarisse bereken moet word is ek van mening dat dit nie die moeite werd is om daarvoor te peins nie, aangesien dit weinig verskil gaan maak aan die agterstand wat bestaan tussen salaris verhogings en prysindeksstyfers waarop die geskil gegrond is.

11 Wat betref die eiesoortigheid van hierdie groep werkers soos bepleit in die oorspronklike vertoe van die Vereniging wil ek dit baie duidelik stel dat ek dit beslis nie so sien dat indien verhogings aan hierdie groep toegestaan word dit noodwendig ook aan ander kategorie toegestaan moet word nie. Soos reeds gemeld is dit seker ook nie nodig vir my om te noem dat voorheen deur 'n soortgelyke kommissie bevind is dat eiesoortigheid van sekere personeelgroepe wel bestaan nie.

12 Die Administrasie het in sy skriftelike voorlegging sowel as in sy mondelinge getuenis dit sterk beklemtoon dat hy nie oor die finansiële vermoë beskik om in die huidige stadium enige verdere salaristoegewings bo en behalwe die verhoging van 5% met ingang 1 Januarie 1978 toe te staan nie. Dit is met die veronderstelling dat verhogings aan alle kategorieë toegestaan sal moet word. Aangesien die opdrag van die Kommissie baie spesifiek beperk is tot Groep 'D' werkers kan ek my nie vereenselwig met hierdie benadering van die Administrasie sover sy finansiële vermoë betref nie. Indien die Administrasie hom dus sou beperk tot die betrokke groep sal die beraamde koste vir 'n 12,5% verhoging soos nou geëis deur die Vereniging met gemak afgeskryf kan word as bedryfsverlies teen die tariewereserwefonds wat wel volgens my mening vir die doel gebruik mag word.

Aangesien daar duidelike aanduidings is van 'n oplewing in die ekonomie wat vanselfsprekend die inkomste van die Administrasie ook sal raak voorsien ek dat die finansiële posisie van die Administrasie gaan verbeter en nie versleg nie.

My aanbeveling ingevolge artikel 28 van die Spoorweë en Hawens Dienswet, No 22 van 1960, is:

Dat salarisse van Spoorwegdienare Groep 'D' met 12,5 persent verhoog word vanaf die betaalmaand Oktober 1977.

WESSEL BORNMAN
Lid van die Kommissie

4 April 1978

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INHOUD

Ministerie van Vervoer

GOEWERMENSKENNISGEWING

No		BLADSY
818	Kommissie van Onderzoek na die Geskil tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat dienare Groep „D” van die S A S verteenwoordig	

Dispute threatens mining industry

By RIAAN DE VILLIERS
Labour Correspondent

WAGE negotiations between the Chamber of Mines and the mining unions broke down this week and, for the second year in succession, a formal wage dispute threatens the mining industry.

After the failure to reach agreement, the unions notified the chamber that, unless the chamber met their demands within seven days they would apply for the appointment of a conciliation board in terms of the

Industrial Conciliation Act. But union spokesmen said the parties were so far apart that a dispute was inevitable.

Mr Ken du Preez, chairman of the Council of Mining Unions, said the unions originally claimed R80-a-month increase for all categories, plus improved fringe benefits. This, said the chamber represented a total increase of 28%.

The chamber, at first, offered a rise of 4% but raised this to 5% last week. In yesterday's negotiations they offered an ad-

ditional increase of 1% in employers' contributions to miners' pensions.

In turn, the unions indicated that they were prepared to negotiate on a package increase of about 15% — but this the chamber rejected.

"We regard the chamber's offer as unreasonable in the circumstances," Mr Du Preez said.

"We can't go back to our members again with only 5% — as we did last year — while inflation continues to run at more than 11%."

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP B VAN S A S VERTEENWOORDIG

Hierby word vir algemene inligting bekendgemaak dat dit die Waarnemende Staatspresident behaag het om Sy Edele regter Louis le Grange en mnr Hendrik Christoffel de Wet, op hul versoek, van hul pligte as onderskeidelik Voorsitter en as lid van die bovermelde Kommissie te onthef.

Dit het die Waarnemende Staatspresident ook behaag om Sy Edele regter Tobias Hertzog van Reenen en mnr George Ruscoe as onderskeidelik Voorsitter en as lid van bovermelde Kommissie aan te stel, met die opdrag gepubliseer by Goewermentskennisgewing 549 van 17 Maart 1978.

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "B" S A R SERVANTS

It is hereby notified for general information that the Acting State President has been pleased to relieve the Honourable Justice Louise le Grange and Mr Hendrik Christoffel de Wet, at their request, of their duties as Chairman and as member, respectively, of the above-mentioned Commission

The Acting State President has also been pleased to appoint the Honourable Justice Tobias Hertzog van Reenen and Mr George Ruscoe as Chairman and as member, respectively, of the above-mentioned Commission with the terms of reference published by Government Notice 549 of 17 March 1978

It has ceased too few resources all year round someone like N (or other extension the community by the government trio are using the richer members poorer.

An interesting The government to buy good cows under much closer whether they could they said that Sure enough, she said she would paying the R13 the next highest

The internal of more cows benefit i.e. all members fodder, plots as someone will eat ten times has to be transferred

The story of the underdeveloped has worked best "In such areas peasants may not examination), to be obtained stemming from the problems regions and

9.

The reason N.M. gives is that they were not paying her enough. This is obviously true, they paid R14 a month whereas it would have cost at least R30. They say, however, that had she asked for more, they would have paid and she admits that she never did ask for more.

The timing of the July 1977 break seems significant in relation to the fact that production was increasing at that time and yet the marketing contract at the hospital was static at 12 gallons. In early 1977, N.M. mentioned that it was difficult to fill the quota. Later in the year, however, she mentioned that since they had started to feed their cows turnips from their fodder plot, the milk supply had increased substantially. I have estimated that in summer the amount produced by the three people whose milk is now transported by N.M. is just more than 12 and a half gallons a day which fits the quota well. All the milk produced by the other members would be in excess of the quota. (Note that three members produce 12 gallons a day whereas the other eight or so who normally contributed only produced 7 gallons altogether).

Milk production drops in winter. For the people who have the better cows and/or a larger number, it drops by about half. For people with one or two cows, it may stop altogether or provide only enough for home consumption. Thus, all of the eight peoples' combined milk production would only have added 1 1/2 gallons in winter.

It seems that in the summer of '76/'77, the dairy members built up their production to 12 gallons and then beyond it, but in the winter it dropped and there is no way that people with so few and such poor cows as the majority of dairy members will be able to substantially increase their winter production.

From N.M.'s point of view, the very small benefit the co-op members provide towards reaching the quota in winter is cancelled out by the problems of having to sell the extra milk in summer. (At the moment, a friend of N.M.'s, also a director of the Umhlaba Trading Company, makes up the quota in winter).

Before the co-operative was established, no individual was producing enough to secure a stable market. It seems that the co-operative has been useful to N.M. in slowly building up production so that first a village market could be established, then a town market and now a definite marketing contract.

ASA branch votes 'no' (15)

THE Salt River branch of the Artisan Staff Association (ASA) of the Railways, unanimously accepted a motion of no confidence in the Minister of Transport, Mr S L. Müller, at a meeting held last Monday.

This is the fifth branch of the association to pass a vote of no confidence in the minister during the past few weeks.

The chairman of the Salt River branch, Mr J D Oosthuizen, said that the members of the 1400 strong branch were disappointed with Mr Müller's refusal of their 10 percent wage increase earlier this month.

They were also dissatisfied because some of the work received at the Salt River mechanical workshop was handed to other workshops where there was a shortage of technical staff.

21/9/78

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Railway ^{(1) 270} ^{(2) 151}

artisans 'feel pinch'

RAILWAY artisans at the Salt River workshops in Cape Town are feeling the pinch because bonus-earning work is being taken away from them and farmed out to other maintenance and repair depots in the country.

This was one of the main grievances aired at a mass meeting of the 1400-strong Railway Artisans' Staff Association this week when members unanimously adopted a vote of no confidence in the Minister of Transport (Mr S L Muller) and the Railways and Harbours Administration.

The chairman of the body, Mr J D L Oosthuizen, said the artisans were also 'fed up' with their low wages and the amount of work that was being given out to private firms.

Mr Oosthuizen, who heads the biggest branch of railway artisans in the country, said salaries were up to R300 a month lower than those paid in private enterprise and 27 percent behind the cost of living index.

BONUS WORK

Mr Oosthuizen said most of the staff at the Salt River workshops relied on their bonus work... 'but now they're taking that away by sending rolling stock to Bloemfontein and Koedoespoort.'

'Members of our national executive approached the Minister of Transport for a general salary increase earlier this month but were turned down flat,' he said.

Mr Oosthuizen said the artisans' staff association could not call a strike... 'but if the powers that be don't want to do anything to change the situation we'll have to take strong action.'

It appears that management, whether through conservatism, inertia,

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SAA faces strike & threat

269
151

By Kevin Murray, Transport Reporter
All South African Airways' flights over the Christmas period are threatened by a possible strike by airline engineers

Members of the SAA Engineering Association have said they will down tools unless management meet their wage and working conditions demands by the end of November.

They are calling for a 25 percent wage adjustment and a 40-hour working week, as well as a review of their bonus pay system.

"South African Airways will not fly without the engineers," Mr S. Fourie, secretary of the Association, said today.

"The 1-700 members of the association are responsible for all maintenance and upkeep of SAA aircraft. The South African Air Force will not be able to fill our shoes, so this will ground the airline."

Mr. Fourie and members of the association had called an emergency meeting at Jan Smuts Airport last night after calls for a strike.

NORMAL

"For a while many members wanted us of the executive to resign and leave the matter in their hands. But now we are going to negotiate through the normal channels."

Mr. Fourie pointed out his association was not officially recognised by the Department of Transport.

"We are recognised by the Department of Labour, but SAR and H are afraid of too many splinter groups so they won't give the nod to some of us," he said.

Appeal to railways staff not to strike

Argus Correspondent

DURBAN. — The Natal divisional council of the 22 000-member Railways Artisans Staff Association has appealed to all members not to take drastic action because of dissatisfaction over wage demands.

It is believed certain members are contemplating a go-slow move or a strike

This could cripple railway transport in Natal.

The Natal divisional council of the association wants mandatory membership of railways staff associations to be a condition of employment.

DISCIPLINE

'We need this to be able to discipline certain irresponsible groups within our ranks,' said the chairman Mr Sid Thorpe

'We have called on our members to cool it and act responsibly, but their patience is wearing thin. Members are fed up and there are indications that if financial relief is not obtained very soon, action will be taken which will be an embarrassment to the Minister and his associates as well as to our association,' Mr Thorpe said

The demands for a 10 percent wage rise and a shorter working week were flatly rejected by the Minister of Transport Mr Lourens Muller earlier this month.

He said he could not act until a commission had reported on the wage dispute.

In conclusion, as a result of our perhaps necessarily sketchy and impressionistic survey, we feel that we have canvassed the opinion of a sufficient proportion of South African industry to provide reasonably comprehensive, information to serve as a guide for should be included initially in the curriculum of College.

24h Times
11/10/78
S1

MR LOUWRENS MULLER
No-confidence votes

BY GHERHARD
PIETERSE

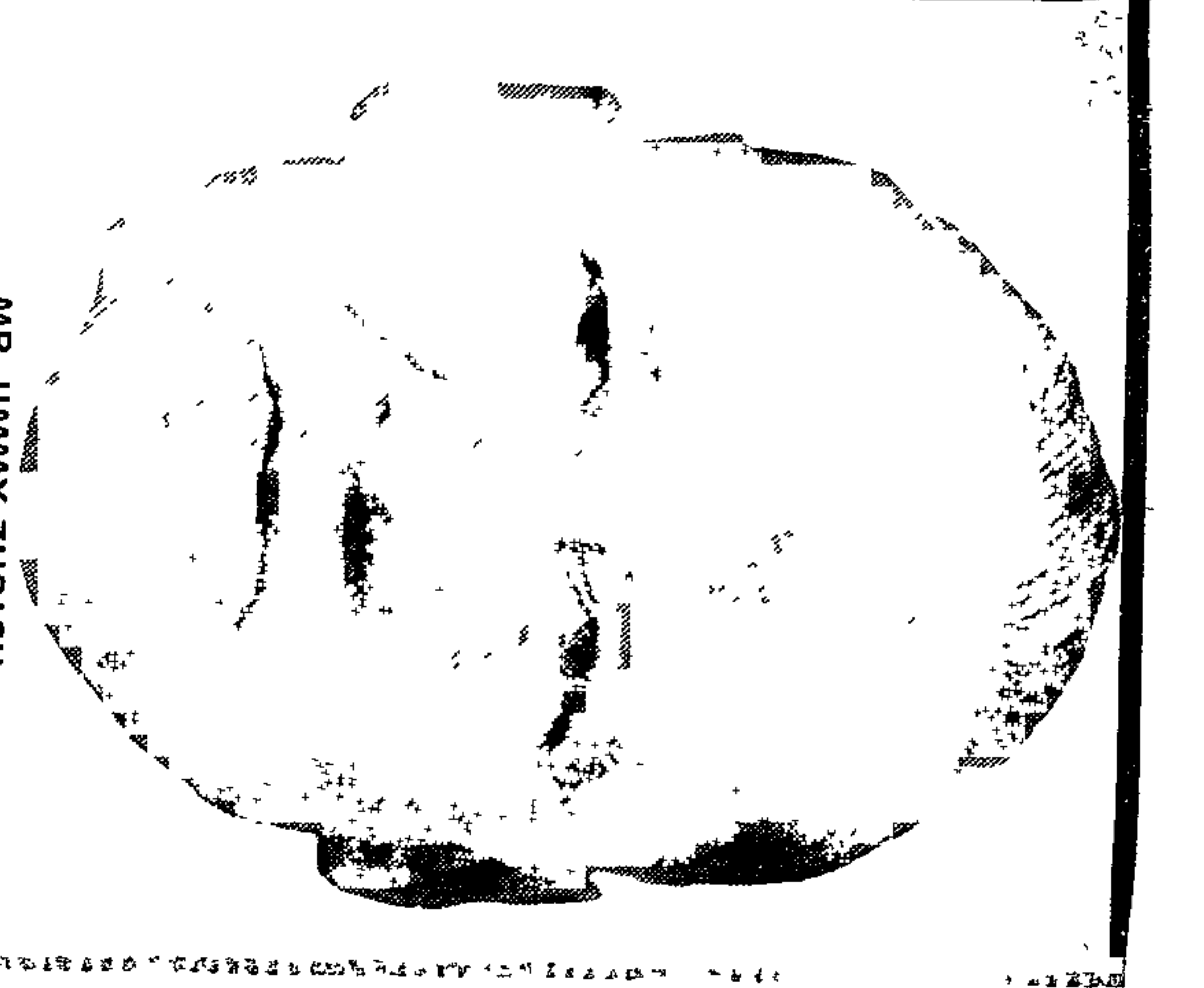
TRADE union leaders warned this week that thousands of air- ways, railway and harbour techni- cians were threat- ening illegal strike action that could paralyse South Af- rica's economy.

Mr Jimmy Zurich,
president of the Artisan
Staff Association (ASA),

representing about 22 000
artisans and technicians
in all sectors of the Rail-
ways Administration,
said that it had become
almost impossible to
ward off a strike.
"Things have reached the
stage now where I can no
longer accept responsibility
for the actions of my men,"
he said.

"The situation has be-
come explosive and most of
the men now favour strike
action despite the fact that
I have warned them about
the illegality of it."
With only two exceptions,
all the divisional councils of

Strikes threaten SAAA and railways



MR JIMMY ZURICH
Position explosive

the ASA had passed motions
of no confidence in the Min-
ister of Transport, Mr
Louwrens Muller.
"The two exceptions at
this stage are our divisional
councils in the Free State
and Natal. I believe they
will pass similar motions
within the next few days,"
Mr Zurich said.

Volatile

The mood among South
African Airways engineers,
represented by the SAA En-
gineering Association, is
equally volatile.
Mr Jan Visser, president
of the association, said that
it was "purely a matter of

time" before his men
downed tools.

"We have explained to
them that a strike is illegal
because we have been classi-
fied as an essential service."

A full-blown strike was
averted at the eleventh hour
this week when a majority
decision to strike was
passed at a mass meeting
of technicians at the Avion
Park Recreation Club, near
Jan Smuts Airport.

"The men are thoroughly
dissatisfied with the present
state of affairs," said Mr
Visser.

"They are no longer able
to make ends meet on the
inadequate wages paid to
them by South African Air-
ways."

"They have also rejected
out of hand excuses that
SAA is unable to meet their
demands."
"They firmly believe that

"We are in the process of
reviewing certain
allowances, which may
bring a measure of relief,"
he said. "An increase at
this stage, however, is out
of the question."

He said that SAA had
shown an operating surplus
of R3,5-million during Au-
gust, which had brought the
total surplus for the year so
far to R6,6-million.

Rejected

"We have shown a posi-
tive growth rate on our in-
ternal service for the first
time this year."

"Any increase in wages
and salaries at this stage
would reverse the situation
and cause a deficit."

He rejected strike
threats, saying that "the
men are aware of the ille-
gality of strike action."
"I do not think they will

have to take their griev-
ances to the Minister and
negotiate directly with
him."

One of the side-effects of
the present impasse be-
tween the SAA management
and the engineering union
was the fact that many en-
gineers were looking round
for jobs in the private sec-
tor, Mr Visser said.

"Several of our top peo-
ple have already left and
many more are looking
round for alternative em-
ployment."

"If the situation contin-
ues, we may well exper-
ience a drastic staff short-
age before the end of the
year. This could lead to de-
lays in the departure of air-
craft on both the internal
and external services of
SAA."

The possibility of ground-
ing SAA flights over Christ-

SUN T. mes

151 1/10/78

their demands for a 45-hour working week and a 25-per-cent wage increase are fully justified. The length of our working week was last reviewed in 1944.

The chief executive of SAA, Mr Eddie Smuts, said that a 10-per-cent pay increase for his staff would cost about R8-million.

strike. If they decide to go ahead, however, we will simply stop paying their wages and take whatever appropriate action we deem necessary," he said.

A spokesman for the Railways Administration declined to comment, except for saying "The unions concerned will now

mas was mentioned by a member of the union.

"There is no way that the aircraft can fly without our constant attention," he said.

"The air force would not be able to take over our jobs. Its men have no knowledge of the type of aircraft we service."

Railway pay rise ruled out

PRETORIA. — A salary increase of 10 percent to all railway workers would cost at least R125-million a year, and would result in a tariff increase of about 4,5 percent, the Minister of Transport, Mr S L Muller, said in a statement here.

Mr Muller was reacting to a request by the Railway Artisans' Staff Association for a shorter working week of 45 hours.

Mr Muller said the staff representing the Railways' Artisans Staff Association were not the only staff insisting on a shorter working week. Until recently some staff had to work as much as 60 hours a week before they could earn overtime.

'At a time like this, when it is expected of everybody to work harder, I could not see my way clear to accede to the request for a shorter

working week, which might result in a chain reaction.

'It will be appreciated that the Artisans Staff Association's salary claim cannot be considered or granted in isolation.

INCREASES

'An increase of 10 percent to all railway servants would cost at least R125-million a year and would result in a tariff increase of about 4,5 percent,' Mr Muller said.

General salary increases had been made in 1974 (R111-m), 1976 (R96 m) and in January, 1978 (R60 m).

Improvements in pensions, leave for servants at retirement, expense scales, travelling funds, sick fund benefits and bursary schemes had also been effected.

'The improved salaries and service conditions approved by me since 1975 represent additional expenditure of more than R400 million per annum,' Mr Muller said.

Interest rates for railways' employees in the lower income groups were minimal and railway staff enjoyed very favourable housing schemes — Sapa

SAFER BONUSES Pay plan?

AD. 13/10/78

270

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PRETORIA — The Minister of Transport, Mr. Lourens Muller, has called the federal consultative council of Railway Staff Associations to an urgent meeting in Pretoria later today.

The Minister, under "tremendous" pressure from staff associations for pay-increases, is expected to announce bonuses for all 260 000 white and black railway workers.

The council represents the seven railway unions

The move is seen as a palliative to cool the growing anger among railway workers at the repeated rejection of their claims for higher pay until next year

Then, either in January or in the March 1979/80 budget, substantial increases for the whole of the public sector — the Post Office, Railways and central and provincial government workers — are expected. Earlier this week, the

president of the Artisan Staff Association, Mr Jimmy Zurich, said after a "crisis" meeting with the Minister that he was satisfied progress had been made.

He refused to elaborate except to say his executive was satisfied with the result of the meeting.

This was interpreted yesterday by other railway union leaders to mean financial relief in one form or another had been promised

The ASA has had two pay-claims rejected by the year — once by the

Minister and again by a judicial arbitration commission appointed by the Minister

This week's meeting between Mr Muller and the executive of the ASA followed votes of no confidence in Mr Muller taken at branch meetings of the union throughout South Africa

In June this year, the Minister of Posts and Telegraphs, Mr F W de Klerk, announced special bonuses for postal workers

An amount of R7,5

million was set aside for the bonuses. To qualify, workers had to be in the service of the Post Office for at least twelve months

Black workers got a bigger percentage payout than whites, and payouts ranged from R50 for the lowest paid workers to R325 for top-echelon staff

Top management were not included in the bonus payout

It is believed a bonus scheme on a similar scale is likely to be applied to railway workers. The total could amount to more than R30 million — DDC

N.B.

Tim Wilson The need for health professionals
Michael Savage The Political Economy of Health
Chairman : E.B. Dowdle, Head Dept. of Clinical Science and Immunology, U.C.T.

By GERALD REILLY
Pretoria Bureau

THE MINISTER of Transport, Mr Louwrens Muller, has called the Federal Consultative Council of Railway Staff Associations to an urgent meeting in Pretoria later today

The Minister, under "tremendous" pressure from staff associations for pay increases, is expected to announce bonuses for all 260 000 white and black railway workers, or some other form of temporary relief

The council represents the seven railway unions

The move is seen as a palliative to cool growing anger among railway workers at the repeated rejection of their claims for higher pay until next year

It is expected to be followed in January or in the March 1979-80 budget with substantial increases for the whole of the public sector — the Post Office, Railways and Central and Provincial Government workers

Earlier this week the

RDM 13/10/78 (270)
**Railway workers
may get bonus
now, rise later** (151)

president of the Artisan Staff Association (ASA), Mr Jimmy Zurich, said after a 'crisis' meeting with the Minister that he was satisfied that progress had been made

This was interpreted yesterday by other railway union leaders to mean that financial relief in one form or another had been promised.

Two pay claims of ASA have been rejected this year — once by the Minister, and again by a judicial arbitration commission appointed by the Minister

This week's meeting between Mr Muller and the executive of ASA followed votes of no confidence in Mr Muller at branch meetings of ASA throughout the country

In June this year the Minister of Posts and Telegraphs, Mr F W de Klerk, announced special bonuses for postal workers.

It is believed that another scheme on a similar scale is now likely to be applied to railway workers. The total could be to more than R30-million, it is estimated

SAR likely to reward 'hard work'

By Sieg Hannig, Labour Reporter

A bonus seems to be in store for South Africa's hard-pressed railway workers — if they are prepared to help cut the costs and squeeze more profits out of the service without increasing tariffs

The subjects of higher productivity and labour savings will be raised at a meeting between the Minister of Transport, Mr S L Mullen, and the Federal Consultative Council of Railway Staff Associations in Pretoria today.

"If we are successful, we will be happy to share the benefits of such savings with the staff," the Minister said in a brief statement to The Star

His statement seems to imply that any bonus of this description would still have to be earned

It also indicates that some of the gains would probably go to the railways administration

SACRIFICES

However, in view of the pay sacrifices made by railway workers, it is possible that most of the gains may be ploughed into workers' pockets — perhaps up to 80 percent.

Such a scheme would differ from the "performance bonus" of R7,5-million paid to post office employees earlier this year for increased performance by way of higher productivity.

It is understood this one-time bonus ranged from R40 to R320 per post office employee

The post office and the railways differ from the rest of the civil service in that they are run along business lines in order to provide economic services

SALDRU/SN/IST C

TIME

A

Tuesday
4.00-5.30 p.m.

Ms. J. Nattra
(22)
Mr. S.F. Arcine
(69)

The Minister of Transport, Mr. Lourens Muller, announced this in Pretoria yesterday after a two-hour meeting with the Federal Consultative Council of Railway Staff Associations - a body which represents all seven railway unions.

Railway union leaders made it clear last night that the January payments would not affect the fight for higher wages. This, they said, would continue "unabated".

The announcement also follows the showdown meeting between the minister and the executive of the African Staff Association earlier in the week. The executive came away

from the meeting satisfied that progress had been made. The progress was the undertaking that bonuses would be paid to all railway workers.

The minister had come under powerful pressure from dissatisfied railway workers to grant something more than promises or token relief.

Wednesday
11.00a.m.-1.00p.m.

Ross/Masrego/Moja
(4)

Mr. S. Tollman
et.al. (71)

In his statement yesterday the minister made it clear that the "awards" were payable once only and had no bearing on salary adjustments.

Reaction from railway union leaders was cautious last night. They said they could not be "overjoyed". Some said "It's not a princely concession but it is a concession. It won't go anywhere close to compensating us for the widening gap between our earnings and the Consumer Price Index but it's a crumb and we suppose we must be thankful."

Thursday
11.00a.m.-1.00p.m.

Prof. P. Folb
(60)
Dr. J. Pearson
(29)
P. Burney
(56)

Prof. G. Beaton
(32)
Prof. R. Kirsch
(9)

Dr. T. Thomas
(46)
Ms. A. Claassens
(40)

Chairman

Secretary

Venue

AA

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To get a bonus

next year

151

He said apart from the usual measures, economy campaigns had been launched. While these efforts had not been fruitless, they had not altogether met expectations.

Reaction from railway union leaders was cautious last night. They said they could not be "overjoyed". Some said "It's not a princely concession but it is a concession. It won't go anywhere close to compensating us for the widening gap between our earnings and the Consumer Price Index but it's a crumb and we suppose we must be thankful."

Bonus for rail workers

(1) 151
(2) 270

Weekend Argus Correspondent

PRETORIA. — A bonus in the new year has been promised to all railway workers by the Minister of Transport, Mr Lourens Muller.

It will be a reward for 'dedication and self-discipline', in helping the Railways to save money.

The Minister said the amounts to be paid out, at the end of January, would vary. The highest percentage bonus would apply to the lower paid staff. The percentage would be scaled down for staff in higher positions, subject to a maximum payment.

Relief for South Africa's 259 000 railwaymen came late yesterday after the Minister had met members of the federal consultative council of Railway Staff Associations in Pretoria.

TASK GROUP

After the talks the Minister referred in a statement to steps taken recently by the Railways to curtail labour costs.

'Apart from the usual measures, economy campaigns were launched periodically. The results did not altogether meet expectations.

'As a result a task group was appointed at the beginning of the year to determine as a first step what could be achieved by an intensive campaign to curtail labour costs.

'The objective was to establish a much smaller but more efficient labour force while maintaining at least the same level of service without an increase in overtime working.

'In effect this calls for greater dedication and self-discipline from the entire staff in attaining the objective.

'Consequently it has been the intention all along to give tangible recognition to the staff for their co-operation by letting them participate in any savings that may have been effected.

'This joint effort has brought to light that, by redistribution of work and a reorganisation of

specific activities, savings will, in fact, be possible.

'It has been decided to reward the staff at the end of January 1979 in recognition of their contribution.'

Still on the run

Weekend Argus Correspondent

JOHANNESBURG. — Mr Theunis Nothnagel, a dangerous awaiting-trial prisoner, is still on the run after escaping from Westkopjes Hospital.

Mr Nothnagel is alleged to have robbed 20 building societies in Johannesburg, Cape Town, Durban and Port Elizabeth.

Verlig direct by Bo-Ma

Political

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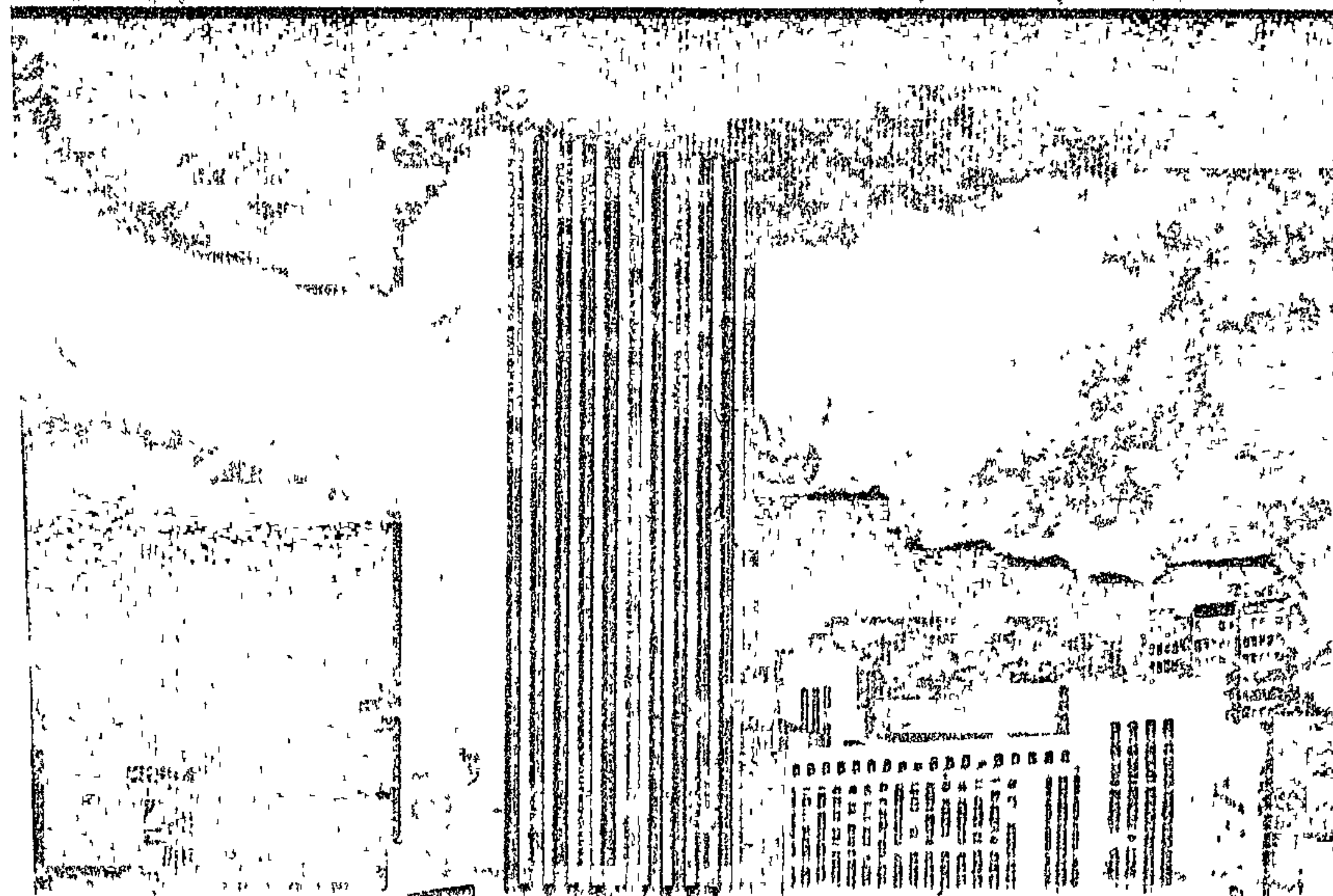
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In it the ... warned Afrikaners the danger of ... ill-advised but ... expedient way ... all South Africa ... on Marxist ... Mr Marais said.



January bonuses for railmen

(15)

PRETORIA — The country's 260 000 white and black railway workers are to get bonuses at the end of January next year

The Minister of Transport, M. S. L. Muller announced this in Pretoria yesterday after a two-hour meeting with the Federal Consultative Council of Railway Staff Associations — a body which represents all seven railway unions

Railway union leaders made it clear last night that the January payments would not affect the fight for higher earnings. This, they said, would continue unabated.

The announcement also follows the "showdown" meeting between the minister and the executive of the Artisan Staff Association earlier in the week

The executive came

away from the meeting satisfied that progress had been made — the progress was the undertaking that awards would be paid to all railway workers. The minister had come under powerful pressure from dissatisfied railway workers to grant something more than promises or token relief

In his statement yesterday the minister made it clear that the "awards" were payable once only, and had no bearing on salary adjustments

The amount to be paid, he said, varied, with the highest percentage going to lower paid staff, and the percentage being scaled down for staff in the higher echelons. A ceiling would be set to the payment

He said apart from the usual measures, economy campaigns had been launched. While these ef-

forts had not been fruitless, they had not altogether met expectations. As a result a task group was appointed to determine what could be achieved by an intensive campaign to cut tail labour costs

The minister said it was apparent that significant results could only be obtained with the wholehearted support of the entire staff

The objective was to establish a much smaller, more efficient labour force to effect a significant reduction in staff, while maintaining at least the same level of service without increasing overtime and Sunday time

The investigation was still in progress but because of the success already attained and the consequent benefits to the railways it had been decided to reward the staff at the end of January

1979

Reaction from railway union leaders was cautious last night. They said they could not be "overjoyed"

One said "It's not a princely concession but it is a concession. It won't go anywhere close to compensating us for the widening gap between our earnings and the consumer price index, but it's a crumb and I suppose we must be thankful"

They said, too, that the government could not escape making significant adjustments in public sector salaries next year — either in January or in the March budget

Senior public servants stressed that unless worthwhile increases were granted soon the staff drain in the service of highly trained personnel would continue — DDC

3/11/78 (15)

page last week.

According to the union, the vast majority of Krommenie workers are union members. A petition signed by 84 of the firm's 100-odd workers has been presented to management requesting union recognition. But, while management has met union officials, it refuses to grant recognition.

Krommenie's liaison committee, five of whose six members are union shop stewards, (according to the union) has also discussed recognition with management. Last month, however, management turned down a request from the shop stewards to discuss the issue and is now seeking to dissolve the existing liaison committee and hold fresh elections. Workers have refused to participate in new elections, says the union.

Matters came to a head on October 20 when a worker told his colleagues in Krommenie's Novilon department that he had been dismissed. His colleagues requested a meeting with the firm's production manager who told them the man had resigned.

According to the union, the workers rejected this explanation and argued that management had breached its own disciplinary procedure which states that a worker must be warned three times before he is dismissed.

The union says the production manager replied that management could dismiss workers whenever it chose and that, if the workers did not like it, they had five minutes to leave the plant. All 12 workers in the department who were present then left. A 13th man joined them the next day.

The union says it contacted management after the incident, which sparked off a work stoppage elsewhere in the factory, and offered to intercede to get the 13 men back to work. Management turned this down, but agreed to take the men back if they met certain conditions.

Union reference?

According to the union, all but one of the men have now been taken back on condition they have nothing to do with "outside parties," a reference to the union. The worker who has not been taken back is a shop steward who has had a number of clashes with management and it is he who claims he has been locked out.

He alleges that he and his fellow workers left because management changed their conditions of employment — a lock-out — and that he is entitled to reinstatement.

Krommenie MD W M Mets tells the FM the firm is not prepared to discuss the union recognition issue until after the Wiehahn Commission reports. He "is not prepared to say" whether the union represents a majority.

Management, he says, wants new

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UNION RECOGNITION

Swiss role

FM 3/11/78

For the second time in as many weeks, an employer faces court action because of the lock-out of a black worker. This time the threatened action is civil, rather than criminal.

The firm is Swiss-based multinational Forbo Krommenie and the complainant a shop steward of the unregistered Transport and General Workers Union. The action flows from a protracted recognition dispute at the firm's Durban plant which culminated in a brief work stop

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The inclusion of LANDCULT instead of MORGENS greatly increased the explan-

committee elections because the present committee's term of office is due to expire on January 1. The elections have nothing to do with the present dispute, says Mets.

He denies any victimisation by management. Workers who were taken back were told that they could channel grievances through the liaison committee. Nor, he says, was there a lock-out. The worker who claims he was dismissed resigned and the others "stopped work and walked out". Krommeme has never opposed unions in principle but is waiting for the Wiehahn report, says Mets.

Workers were asked: "Does your family own any livestock?" If they replied in the affirmative, the number of cattle, sheep, goats, pigs, chickens, and the distributor.

Table 16 specifies

2.7 Cattle

Thus far we have considered and analysed maize cultivation in the homelands. What emerges from the study is the complex interdependence of many of the factors: the size and proportion of land cultivated and the yield obtained from such cultivation all have an effect on each other and are all in turn probably influenced by the overall wealth of the family. We turn to another aspect of a homeland family's wealth, namely their livestock.

The significance of HUC falls away when the number of wage-earning females and males are combined in the composite variable HWA in equation (7). HWA becomes more significant indicating that the absence of adults from the fields because they were earning wages lowered the yield.

The number of unspecified children (HUC) only just becomes significant in equation (6) and has a negative coefficient. A possible explanation for this is that unspecified children may well refer to younger children and that an adult woman might have to stay at home to look after the children. This could therefore lead to a fall in yield.

The inclusion of LANDCULT instead of MORGENS greatly increased the explanatory power in the variation of yield from 11% to 29.1%. What is also interesting is that the coefficient of LANDCULT is positive indicating a direct relationship between the two. As explained earlier, these two variables (YIELD and LANDCULT) were both probably related to family income or wealth and that families with higher incomes were capable of cultivating more land, buying better seed and more fertilizer thus obtaining higher yields.

DD 23/11/78 119 151

Police arrest PE women strikers

PORT ELIZABETH — Thirty women strikers from the Eveready factory were arrested in Bethelsdorp near here yesterday when they were about to distribute pamphlets outlining their grievances.

Most of them were later released, but five will appear in court today charged with littering.

The national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Brian Fredrick, said: "We see this as a blatant case of intimidation."

The 230 women have now been on strike for three weeks since the management of the company refused to negotiate with them.

The striking women were sacked by the company.

The Geneva-based International Metalworkers Federation has called for negotiation on the dispute.

And the Trade Union

Council in Britain has expressed solidarity with the workers and is taking the matter up with Eveready's parent company, Berwick Holdings.

Mr Fredrick said the union had gone through all the stages laid down by the Industrial Conciliation Act, and after meeting the Industrial Council on the matter, the workers had balloted and decided to strike rather than take the dispute to arbitration.

Of the 475 women at the factory 395 are union members.

During the ballot for the strike 66 per cent of the members voted and 62 per cent were in favour of the strike.

Union members said the presence of riot police during the ballot was another intimidatory measure against the workers.

Among the workers' grievances are:

They have to seek permission to go to the toilet and are only allowed to go during tea breaks.

They say when they are, say, five minutes late for work they lose 15 minutes' pay and all their day's bonuses including their attendance bonus.

The rates of pay paid to blacks are the same as those paid to whites in 1976, which means there has been no increase.

According to a union spokesman the average worker earns about 57c an hour.

To keep abreast with the household subsistence level recommended by the University of Port Elizabeth a woman would have to earn 85c an hour.

The union is demanding a minimum of 80c an hour.

Meanwhile the Trade Union Council of South Africa — one of the two largest labour co-ordinating bodies in the country — was called on by an affiliate last night to support the National Union of Motor Assembly and Rubber Workers in its dispute with Eveready. — DDR-DDC

2. METHODOLOGY



SOME of the 17 members of the SAR Indian Staff Association who left from the Durban Central Station for Pretoria yesterday to see the Minister of Transport, Mr. S. L. Muller, for more pay

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NM 15/11/78

Deputation in pay-hike plea

Mercury Reporter

A DEPUTATION from the Railways Indian Staff Association left for Pretoria yesterday to meet the Minister of Transport, Mr. S. L. Muller, and to ask for more pay and better working conditions.

The 17-man deputation, led by Mr. Solomon Edward, president of the association, left by train. They will meet the minister today.

Mr. Edwards said that their main grievance was over pay.

"We are going to ask the minister for a substantial pay increase for all Indian workers in the railway administration.

Most of the workers, especially the labourers, cannot make ends meet on their present earnings."

He said they would also ask for equality in wages in cases where Indians had taken over jobs previously done by Whites.

"At present Indians are paid about two thirds of the wages paid to White workers, although they did the same job. This is unfair," he said.

Another member said that the association had asked the General Manager of the SAR for a wage increase. When it was turned down they decided to direct their plea

to the minister.

"We hope the minister will be more sympathetic to our problems."

There are about 1 972 Indians employed in the Railways in jobs ranging from labourers to senior clerks.

The maximum wage of a labourer is R130 a month.

"For a family man it's virtually impossible to survive with today's high cost of food prices and transport," he said.

They are expected to return tomorrow morning.

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industry, following a dispute with the Textile Workers' Industrial Union which has left the industry without any wage regulating machinery since January (Current Affairs May 12 and July 28)

The union, which had held out for at least 15%, has accepted the offer and a new industrial agreement will be gazetted in the new year. Union general secretary Norman Daniels believes that the intervention of Secretary for Labour Jaap Cilliers was a key factor in the settlement.

The Department of Labour intervened in the dispute after a series of meetings between the union and employer association had ended in deadlock and the industry's industrial council was in danger of being dissolved, leaving the industry without any statutory bargaining machinery. "It was Cilliers who got us talking again after the employers had refused to grant anything," says Daniels.

As a result of the agreement, the union will get, not the 15% it asked for, but 20%. Some employers granted workers in the upper grades 7,5% and those in the lower grades 10% earlier this year. These employers will have to pay another 10% from January 22 and those who did not grant the voluntary increase will have to pay 18,25% to the upper grades and 21% to the lower ones.

The voluntary increase was recommended by the employer association, and its refusal to negotiate was seen by the union as an attempt to break the industrial council system in the industry — the union argued that the chief villain was the Frame Group, which is a power in the employer association.

In addition to next year's increase,

INDUSTRIAL DISPUTES

Textile peace

For once, textile employers, led by the Frame Group, have reached a reasonably amicable settlement with a trade union. But the agreement follows a dispute which lasted for almost a year.

Earlier this month, the Textile Manufacturers Association, led by the Frame Group's Selwyn Lurie, agreed to a 10% increase for workers in the blanket

806

committees at the lower end of the industry. In some firms, such committees were introduced. In some members appointed by African employees. At the election by the African employer and need not be elected in a manner determined by the terms of its constitution. In any case, where no liaison committee consisting of no representation is provided for workers in the establishment. The Bill extended the sense that it allowed for more than one works committee in larger firms, therefore, sections of the African labour force can now elect their own works committees.

A meeting convened to elect a works committee is held under the chairmanship of the employer concerned or his authorised representative. Obviously where the employees and their employer enjoy a reasonably harmonious relationship dissension on this score is unlikely. However, where relations are cool or even hostile, where distrust exists on one or both sides, this particular arrangement is inadequate for resolving what may be a fundamental conflict of interests. While the present definition of a labour dispute is far wider than that contained in the 1953 legislation, and a Bantu Labour Officer and/or Inspector, with or without the assistance of the Regional Bantu Labour Committee concerned, should intervene in an attempt to effect settlement there does seem to be a remarkable shortcoming in this connection. The Act

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INDUSTRIAL RELATIONS - DISPUTE

30 JAN 1979 — 30 APRIL 1980

1979

Union leader warns of clash over protection

Sieg Hannig
Labour, Reporter

There would be a clash as never before in South Africa's history if an attempt was made to deprive white workers of their rights and protection, the president of the 200 000-strong white Confederation of Labour, M. Attie, Nieuwoudt, said today.

The white man was not a minority in his own country, he told the annual congress of the Mine Workers' Union in Johannesburg.

That, which belonged to him should not be taken away.

INVESTMENTS

Mr Nieuwoudt called for greater investments and Government consent for such investments in black areas. There should be supermarkets which could provide cheaper commodities and more work. There should be industries as well, Mr Nieuwoudt said.

The Administrator of the Transvaal, Mr Sybrand

van Niekerk, opened the congress.

He said the union would not only damage the national economy if it harmed the mining industry, but in the long run would, also not be serving the interests of its members.

SUICIDE

Suicide at national level, as in Britain, surely was no solution.

He pointed out that the Government had a mediating role between employer and employee.

It was the Government's function to assess the claims which the union put on behalf of its members and to judge whether job reservation was still fair or whether working conditions were acceptable.

Mr van Niekerk urged the Mine Workers' Union to be understanding towards the Government as arbiter between worker and employer.

● Union call for profit controls — Page 5.

Firm's agreement a major breakthrough

Case 71016
Own Correspondent
4/3/80
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151

JOHANNESBURG. — A Springs steel company yesterday became only the third employer in the country's labour history to conclude a written recognition agreement with an unregistered black trade union.

The company is Fargesta Steel, a Swedish-owned firm based at Nuffield in Springs, and the union is the Engineering and Allied Workers Union (EAWU), which is affiliated to the Federation of SA Trade Unions (Fosatu)

The agreement was hailed by worker leaders yesterday as a 'major breakthrough'

Although a number of companies such as Ford have informal recognition agreements

with black unions, only Smith and Nephew of Pinetown and Kellogg SA of Springs have concluded formal written agreements

It is also only the third time a black union has secured recognition without the assistance of a registered (non-black) union

The union says it represents 57 percent of Fargesta's 265 workers

According to an EAWU state-

ment issued yesterday, 'the most important part of the agreement is the recognition of duly elected union shop stewards who will represent members to the company'

This means that union representatives on the factory floor will be able to negotiate with management, a condition which Fosatu-affiliated unions have been demanding for some time

They argue that recognition agreements which exclude the union from negotiating on the factory floor prevent them from representing their members adequately

The agreement also gave the union access to company premises once a week, as well as granting the union office and canteen facilities at other times when required by the union, the statement said

Yesterday's agreement forms the basis of further agreements which will be negotiated between EAWU and Fargesta over 'grievance, dismissal and negotiation procedures as well as other matters of mutual concern', according to the union

The company has not agreed to negotiate with the union on wages, however

In a statement issued yesterday, Fosatu said that "by negotiating an agreement recognizing shop stewards as representatives of workers, the union has taken a significant step forward"

It said the Fargesta agreement has "established a proper foundation for future agreements which will be negotiated directly by workers"

EAWU's general secretary, Mr Calvin Nkabinde, said yesterday that the agreement 'will guide our members to the kind of relationship which all managements should enter into with workers in their plants'

The spokesman for Fargesta's shop stewards, Mr Mandla Mtshali, hailed the agreement as a major breakthrough for Fargesta workers and all black workers at national level

Fargesta spokesman were not available for comment yesterday

Employers recognize Cape stevedores' union

CAPE TOWN TIMES 5/3/80
Staff Reporter

THE first industry-wide agreement between employers and an unregistered union since the publication of the Wiehahn Commission was concluded between Cape Town stevedores and the National Stevedores Employers Association yesterday.

The National Stevedores Employers Association and the Cape Town Stevedores Employers' Association - which comprises the three Cape Town companies Rennie, Gaudron, Cotts Limited and Sasseo - have formally recognized the constitution of the Cape Town Stevedores Committee which was elected by the stevedores.

Negotiations for a new wage agreement were started immediately. The present basic wage for stevedores is R34 a week.

According to a statement issued last night by the Western Province General Workers' Union which represents 450 of

Cape Town's 600 black stevedores, this means that the workers committee now has the right to negotiate with their employers on any matters affecting the wages and working conditions of the stevedores.

In the light of the Wiehahn Commission's explicit opposition to the unregistered union movement, the union views this agreement as particularly significant, the statement said.

The committee is non-racial, consisting of both coloured and African workers.

Other important features of the agreement were:

- The committee has the right to invite representatives of the union to any meeting with management.

- The committee is permitted to carry out its duties as representatives of the workers during normal working hours after they have informed their immediate supervisors.

Footplate men going to court

STAR 16/3/79

~~770~~

By Sieg Hannig, Labour Reporter

The congress of the Railways Footplate Staff Association has decided to refer its rejected pay claim to the Supreme Court.

This was announced today by Mr Piet Roodt, general secretary of the association which represents about 9 500 drivers and firemen.

He said it would be contended that the rejection of the association's claim by an arbitration commission was based on considerations which were irrelevant to the claim.

The association put in a claim for a 20 percent increase when it declared its dispute at the end of 1977. The railmen got a five percent rise in January 1978 and a 10 percent rise is due in April. But they claim their wages have fallen by up to 35 percent behind the cost of living.

The Railways Artisan Staff Association, also unhappy with the pay of its 22 500 members, is to submit a new pay claim later in the year.

PAY CLAIM

This was announced at the annual congress of the association in Pretoria by RASA president Mr Jimmy Zurich.

He told delegates the congress had decided to make the pay claim in the light of the increased fuel, fertiliser and other prices which would have filtered through to consumer prices by the end of the year.

Mr Zurich said it was also unlikely that SAR would use the R201-million deficit for which the Minister had budgeted.

The Minister would therefore clearly be in a strong position and could entertain wage claims.

Mr Zurich said the congress had sent a telegram of appreciation to the Minister for the R159,7-million he had set aside for housing loans this year.

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~~STAR~~



STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

151

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GOEWERMENTSKENNISGEWING

GOVERNMENT NOTICE

MINISTERIE VAN VERVOER

MINISTRY OF TRANSPORT

No 430]

[7 Maart 1979

No 430]

[7 March 1979

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL
TUSSEN DIE ADMINISTRASIE VAN DIE
SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE
PERSONEELVERENIGING WAT DIT NARE GROEP „B”
VAN DIE S A S VERTEENWOORDIG

COMMISSION OF INQUIRY INTO THE DISPUTE
BETWEEN THE ADMINISTRATION OF THE SOUTH
AFRICAN RAILWAYS AND HARBOURS AND THE
STAFF ASSOCIATION REPRESENTING GROUP “B”
S A R SERVANTS

Die verslag van die Kommissie van Ondersoek wat deur
die Staatspresident aangestel is soos in *Staatskoerant* No
5939 van 17 Maart 1978 bekend gemaak, word hiermee vir
algemene inligting gepubliseer

The report of the Commission of Inquiry, appointed by the
State President as notified in *Government Gazette* No 5939
of 17 March 1978, is hereby published for general informa-
tion

VERSLAG VAN DIE KOMMISSIE VAN ONDERSOEK
 INSAKE 'N GESKIL TUSSEN DIE ADMINISTRASIE
 VAN DIE SUID-AFRIKAANSE SPOORWEE EN
 HAWENS EN DIE PERSONEELVERENIGING
 VERTEENWOORDIGENDE DIENARE GROEP „B” VAN
 DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS

1 INLEIDING

- 1.1 Alhoewel daar verskeie aanpassings van salarisse en salarisstrukture sowel as veranderings in diensvoorwaardes aan lede van die Suid-Afrikaanse Voetplaatpersoneelvereniging (hierna die „Vereniging” genoem) gedurende die jare 1973 tot 1975 aangebring is, was die lede nie tevrede met hul finansiële toestand nie en het hulle 'n verhoging van 20% geëis.
- 1.2 Daar volg briefwisseling en samesprekings tussen die Minister en die Vereniging die opslag waarvan was dat die Minister op 14 November 1977 te kenne gegee het dat, alhoewel hy die styging in lewensduurte as 'n bewese feit sien, en hy nie daarvoor kan argumenteer nie, voldoening aan die Vereniging se versoek sou beteken dat aan alle personeel van die Administrasie so 'n 20% aanpassing gemaak sou moes word. Hy voeg by dat die uitgawe wat met 'n salarisverhoging van die orde gepaard gaan, nie in die huidige omstandighede en in landsbelang oorweeg kan word nie.
- 1.3 Op 7 Desember 1977 word aangekondig dat 'n algemene verhoging van 'n 5% salaris-aanpassing aan spoorwegpersoneel toegestaan gaan word. Die Vereniging reageer daarop deur as volg aan die Minister te skryf:

„Voortspruitend uit die samesprekings tussen Sy Edele die Minister van Vervoer en die Uitvoerende Raad van hierdie Vereniging te Pretoria op 14 November en die daaropvolgende aankondiging van 'n 5% salaris-aanpassing vir die spoorwegpersoneel op 7 Desember versoek ek graag dat die geskil wat daar tydens die samespreking ontstaan het en slegs vir sover dit 'n aanpassing van 15%, synde die verskil tussen die Vereniging se oorspronklike eis vir 'n 20% aanpassing en die toegestane 5%, betref, nou kragtens Artikel 28 van die Dienswet, 1960, na die Staatspresident verwys word vir die aanstelling van 'n kommissie onder Artikel 28 (3) van genoemde Wet.”

- 1.4 'n Kommissie is daarna deur die Staatspresident aangestel, welke kommissie op 21 Augustus 1978 hersaamgestel is uit die huidige lede.
- 1.5 Die Kommissie het op 11 September 1978 bymekaar gekom om die prosedures waarvolgens dit sou optree te bepaal en is as gevolg daarvan die Vereniging en die Administrasie versoek om hul onderskeie sake skriftelik te stel.
- 1.6 Dit is gedoen en daarna is op 30 November 1978, op versoek van die Vereniging, 'n voorverhoor samespreking gehou om sekere aspekte ivm die vertoe en prosedure verder toe te lig.
- 1.7 Die verhoor van mondelinge vertoe en getuies het plaasgevind op 16, 17 en 19 Januarie 1979 en die Kommissie is al die partye besondere dank verskuldig vir die bekwame en behulpsume wyse waarop die onderskeie sake voorgelê is.

2 GESKIL

- 2.1 Uit die voorgeskiedenis en die geskrewe vertoe was die Kommissie onder die indruk dat die Vereniging se eis om die 15% salarisverhoging baseer is op die styging in lewensduurte. Die Vereniging het egter sy voorleg-

REPORT OF THE COMMISSION OF INQUIRY INTO A
 DISPUTE BETWEEN THE ADMINISTRATION OF THE
 SOUTH AFRICAN RAILWAYS AND HARBOURS AND
 THE STAFF ASSOCIATION REPRESENTING GROUP
 “B” SERVANTS OF THE SOUTH AFRICAN RAILWAYS
 AND HARBOURS ADMINISTRATION

1 PREFACE

- 1.1 Although various adjustments in salaries and salary structures as well as changes in the service conditions of the members of the South African Footplate Staff Association (hereafter referred to as the “Association”) were made during the years 1973 to 1975, the members were not satisfied with their financial position and submitted a claim for a 20% salary increase.
- 1.2 Following upon correspondence and discussions between the Minister and the Association, the Minister, on 14 November 1977, announced that although he regarded the rise in the cost of living as an established fact and could not argue against it, compliance with the Association's request would mean that a 20% adjustment would have to be made to all the staff in the employ of the Administration. He added that the expenditure involved in a salary increase of this order could not be favourably considered, having regard to the present circumstances and the interests of the country.
- 1.3 On 7 December 1977 it was announced that a general increase of 5% in salaries would be awarded to Railway staff. The Association reacted thereupon by writing to the Minister as follows:

“Voortspruitend uit die samesprekings tussen Sy Edele die Minister van Vervoer en die Uitvoerende Raad van hierdie Vereniging te Pretoria op 14 November en die daaropvolgende aankondiging van 'n 5% salaris-aanpassing vir die spoorwegpersoneel op 7 Desember versoek ek graag dat die geskil wat daar tydens die samespreking ontstaan het en slegs vir sover dit 'n aanpassing van 15% synde die verskil tussen die Vereniging se oorspronklike eis vir 'n 20% aanpassing en die toegestane 5%, betref, nou kragtens Artikel 28 van die Dienswet, 1960, na die Staatspresident verwys word vir die aanstelling van 'n kommissie onder Artikel 28 (3) van genoemde Wet.”

- 1.4 Thereafter a commission was appointed by the State President, which commission was reconstituted on 21 August 1978, comprising the present members.
- 1.5 The Commission met on 11 September 1978 to decide on the procedure which it would follow and as a result the Association and the Administration were requested to state their respective cases in writing.
- 1.6 This was done and subsequently, at the request of the Association, a preliminary discussion was held on 30 November 1978 to clarify certain matters with regard to representation and procedure.
- 1.7 The hearing of oral representations and evidence took place on 16, 17 and 19 January 1979 and the Commission wishes to express special thanks to both parties for the efficient and helpful manner in which their respective cases were presented.

2 DISPUTE

- 2.1 Judging from past history and having regard to the written representations, the Commission was of the view that the Association's claim for a 15% salary increase was based solely on the rise in the cost of living. The Association, however, couched its submis-

ging op so 'n wyse gedoen dat dit die indruk gelaat het dat dit wel ander bykomstige aspekte van die werksomstandighede van sy lede by wil bring by die beslegting van die geskil

- 2 2 Om duidelikheid hieroor te kry is die Vereniging tydens die voorverhoor samespreking versoek om sy standpunt duidelik te stel. Ons haal aan uit die notule van daardie samespreking

„REGTER

Daar is sekere dinge waaroor ons ook duidelikheid wil hê en ek wil veral van die Vereniging weet is hulle saak gebaseer uitsluitlik op die styging in lewenskoste of soos dit wil voorkom uit die voorlegging, of dit ook ten dele gebaseer is op aanpassings en veranderings in hulle werksomstandighede.

Ek dink die Administrasie het van die standpunt uitgegaan dit is suiwer 'n kwessie van aanpassing met die lewensduurte, maar die voorlegging van die Vereniging skyn ook die ander saktes by te bring en daarvoor sal ons helderheid moet hê

MNR COMBRINCK

Mnr die Voorsitter, soos wat ek vir u voorgelees het gaan ons geskil oor paragraaf 5 op bladsy 2. In die memorandum wat ons ontvang het van die Administrasie is dit dan bladsy 16—in ons eerste memorandum—Jammer—gaan dit oor bladsy 16 paragrafe 6 1, 6 3 en 6 4. Dit verteenwoordig op wat ek vanmôre hier vir u gesê het (a) (b) en (c)

REGTER

Ek weet nie eintlik of dit my vraag beantwoord nie. Baseer u dit uitsluitlik op die styging in die lewensduurte of gaan u ook gebruik maak van enige verandering in die werksomstandighede

MNR COMBRINCK

Nee, nie op werksomstandighede nie, net lewensduurte

- 2 3 Die Vereniging het verder te kenne gegee dat dit voortgaan met sy eis, ten spyte van 'n aankondiging wat op 22 November 1978 gemaak is dat spoorwegpersoneel se salarisse vanaf 1 April 1979 met 10% verhoog gaan word. Aan die einde van die verhoor het die Vereniging gestel dat dit 'n salaris-aanpassing van 15% eis vanaf die Januarie 1979 betaalmaand.

- 2 4 Die geskil waaroor ons dus uitsluitlik moet gee is of die Administrasie aan lede van die Vereniging 'n salarisverhoging van 15% geldig vanaf die Januarie 1979 betaalmaand, moet betaal al dan nie

- 2 5 Dit dien opgemerk te word dat die Vereniging verteenwoordigend is van slegs 'n gedeelte van die bedryfspersoneel van die Spoorwegadministrasie. Die Vereniging self stel dit as volg

„Die Vereniging verteenwoordig die volgende grade van personeellede bekend as Dienare Groep B van die Suid-Afrikaanse Spoorwee en Hawens

- (i) SENIOR INSPEKTIUR (LOKOMOTIEFPLIGTE)
- (ii) SENIOR INSPEKTEUR (TOETSE EN SPESIALE PLIGTE)
- (iii) LOKOMOTIEFINSPEKTEUR (BEDRYFSVEILIGHEID)
- (iv) SENIOR LOKOMOTIEFINSPEKTEUR (*Persoonlik tot Bekker)
- (v) LOKOMOTIEFINSPEKTEUR
- (vi) SENIOR LOKOMOTIEFLOODSVOORMAN

tion in such terms that the impression was created that it intended introducing additional aspects regarding the working conditions of its members into the dispute for settlement

- 2 2 In order to obtain clarity the Association was requested during the preliminary discussion to state its attitude clearly. We quote from the minutes of the discussion

“REGTER

Daar is sekere dinge waaroor ons ook duidelikheid wil hê en ek wil veral van die Vereniging weet is hulle saak gebaseer uitsluitlik op die styging in lewenskoste, of soos dit wil voorkom uit die voorlegging, of dit ook ten dele gebaseer is op aanpassings en veranderings in hulle werksomstandighede

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REGTER

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MNR COMBRINCK

Nee, nie op werksomstandighede nie, net lewensduurte

- 2 3 The Association advised further that it was continuing with its claim notwithstanding the announcement made on 22 November 1978 that the salaries of Railway staff would be increased by 10% as from 1 April 1979. At the end of the hearing the Association stated that it claims a 15% salary adjustment as from the January 1979 pay-month

- 2 4 The dispute which we are required to decide is whether or not the Administration should be called upon to pay the members of the Association a 15% salary increase to take effect from the January 1979 pay-month

- 2 5 It should be observed that the Association is representative of only a portion of the operating staff of the Railway Administration. The Association described itself as follows

“Die Vereniging verteenwoordig die volgende grade van personeellede bekend as Dienare Groep B van die Suid-Afrikaanse Spoorwee en Hawens

- (i) SENIOR INSPEKTEUR (LOKOMOTIEFPLIGTE)
- (ii) SENIOR INSPEKTEUR (TOETSE EN SPESIALE PLIGTE)
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- (iv) SENIOR LOKOMOTIEFINSPEKTEUR (*Persoonlik tot Bekker)
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- (vi) SENIOR LOKOMOTIEFLOODSVOORMAN

- (vii) LOKOMOTIEFLOODSVOORMAN
- (viii) DRYWER (STOOM/ELEKTRIS/DIESEL)
- (xi) LOODSMAN
- (x) LOKOMOTIEFSMEERDER
- (xi) SENIOR STOKER/DRYWERSASSISTENT
- (xii) AANTFKFNAAR (Lokomotiefonderhoud)
- (xiii) KETFLUITWASSER
- (xiv) STOKER/DRYWERSASSISTENT
- (xv) LOODSASSISTENT

Die Vereniging het 'n vrywillige lidmaatskap van 9343 lede wat neerkom op ongeveer 92,91% van die maonthike lidmaatskap van 10 055 werklike personeellede in diens soos in September 1978"

3 DIE ADMINISTRASIE SE HOUDING

3.1 Ons het reeds daarop gewys dat die Minister reeds op 14 November 1977 die eis van die hand gewys het, om die volgende redes (soos geformuleer deur die Vereniging)

- „(i) Indien aan die Vereniging se versoek voldoen sou word, sal dieselfde salaris-aanpassing aan alle Spoorwegpersoneel toegestaan moet word. Dit sal 'n aansienlike bykomende uitgawe vir die Spoorwee meebring
- (ii) Die Spoorwee kan, onder huidige omstandighede, nie sodanige aansienlike bykomende uitgawe bekostig nie"

3.2 Dit was dan ook die houding van die Administrasie tydens die verrigtinge voor ons

3.3 Die Administrasie antwoord as volg op die aangehaalde deel van die Vereniging se voorlegging

- „(i) Die Administrasie is van mening dat daar geen ander uitweg is nie as om te aanvaar dat water verligting ook al aan lede van die Vereniging toegestaan word dit ook aan al die ander personeel van die Administrasie gegee sal moet word, omdat 'n faktor soos die styging in lewensduurte elke personeelgroep raak
- (ii) Benewens die styging in die lewensduurte is daar ook ander faktore wat in aanmerking geneem moet word by die toekenning van salaris-aanpassings soos die finansiële stand van die Spoorwee en die vermoë van die landse ekonomie om 'n tariefverhoging te absorbeer wat noodwendig uit so 'n salaris-aanpassing moet voort-spruit"

3.4 Die Vereniging probeer hierdie houding afwend op die volgende wyse

„Die Vereniging voer aan dat by oorweging van sy versoek, voormelde redes—

- (i) nie ter sake is nie,
 - (ii) of nie deurslaggewend behoort te wees nie,
 - (iii) of nie van oorwegende belang behoort te wees nie
- Alternatiewelik, aanvaar die Vereniging in elk geval nie,

- (i) dat, indien aan sy versoek voldoen sou word, dieselfde salaris-aanpassing aan alle Spoorwegpersoneel toegestaan sal moet word nie,

- (vii) LOKOMOTIEFLOODSVOORMAN
- (viii) DRYWFR (STOOM/ELEKTRIS/DIESEL)
- (ix) LOODSMAN
- (x) LOKOMOTIEFSMEERDER
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3 THE ADMINISTRATION'S ATTITUDE

3.1 We have already drawn attention to the fact that the Minister dismissed the claim on 14 November 1977, for the following reasons (as formulated by the Association)

- “(i) Indien aan die Vereniging se versoek voldoen sou word, sal dieselfde salaris-aanpassing aan alle Spoorwegpersoneel toegestaan moet word. Dit sal 'n aansienlike bykomende uitgawe vir die Spoorwee meebring
- (ii) Die Spoorwee kan, onder huidige omstandighede, nie sodanige aansienlike bykomende uitgawe bekostig nie"

3.2 This was then also the attitude of the Administration during the hearing before us

3.3 The Administration replied as follows to the quoted portion of the Association's submission

- “(i) Die Administrasie is van mening dat daar geen ander uitweg is nie as om te aanvaar dat water verligting ook al aan lede van die Vereniging toegestaan word dit ook aan al die ander personeel van die Administrasie gegee sal moet word, omdat 'n faktor soos die styging in lewensduurte elke personeelgroep raak
- (ii) Benewens die styging in die lewensduurte is daar ook ander faktore wat in aanmerking geneem moet word by die toekenning van salaris-aanpassings soos die finansiële stand van die Spoorwee en die vermoë van die landse ekonomie om 'n tariefverhoging te absorbeer wat noodwendig uit so 'n salaris-aanpassing moet voort-spruit"

3.4 The Association attempted to parry this attitude as follows

“Die Vereniging voer aan dat, by oorweging van sy versoek, voormelde redes—

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 - (ii) of nie deurslaggewend behoort te wees nie,
 - (iii) of nie van oorwegende belang behoort te wees nie
- Alternatiewelik, aanvaar die Vereniging in elk geval nie,

- (i) dat, indien aan sy versoek voldoen sou word, dieselfde salaris-aanpassing aan alle Spoorwegpersoneel toegestaan sal moet word nie,

(ii) of dat indien dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan sou word, dit 'n bykomende uitgawe sal meebring wat die Spoorwee nie, onder huidige omstandighede, kan bekostig nie.

4 KOMMISSIE SE KOMMENTAAR

4.1 Ons vind dit gerieflik om eers die vraag of 'n toekenning van 'n salarisverhoging om te vergoed vir die styging in lewensduurte aan lede van die Vereniging noodwendig sal meebring dat 'n soortgelyke toekenning aan alle ander personeellede gemaak sal moet word.

4.2 As aanvaar word dat die salarisaanpassing waarvoor gevra word bloot is omdat die reële waarde van ons geldeenheid gedaal het weens inflasie—soos trouens deur almal voor ons aanvaar is—sou dit as aksiomaties beskou kan word dat aan alle personeel dieselfde verhoging toegestaan moet word om te vergoed vir daardie vermindering in die koopkrag van die Rand. Binne 'n bepaalde breë inkomstegroep sal die een lid se rand net soveel—of so min—koop as 'n ander lid s'n. Die feit dat die een meer rande het as die ander kan nooit ter sake wees nie.

4.3 Die Vereniging het egter volgehou dat sy lede eiesoortig is en dus nadeliger geraak word deur die daling in die koopkrag van die Rand as die ander personeellede. Hiervoor het dit staatgemaak op sulke faktore soos—

- (a) hul lewe en ongereelde werksure, wat meebring dat hulle baie uithuisig is,
- (b) die afgelee plekke waar baie van hulle moet werk,
- (c) die feit dat nog hulle nog hul gades bykomstige werk kan doen om hul koopkrag aan te vul, en
- (d) die aard van hul opleiding en ondervinding is sulks dat hulle nie maklik toegang tot die algemene arbeidsmark het nie—hulle het dus 'n besondere swak bedingingsmag.

4.4 Vir ons gaan geen een van hierdie redes op nie. Die aansienlike veranderings wat in die werksomstandighede en besoldiging van die lede van hierdie Vereniging in die afgelope paar jaar gemaak is toon geen tekens van 'n swak bedingingsmag nie. Die lys wat die Vereniging self opgestel het is nogal indrukwekkend.

1 VERANDERINGE IN GROEP B POSPLIGHEID IN PRODUKTIEWEIT

1.1 Kondukteurlose treine

Kondukteurlose treine is ingestel gedurende 1965 en lede van die Vereniging het die treine sonder vergoeding gewerk tot Oktober 1972 toe daar ooreengekom is dat aan voetplaatpersoneel 'n toelae van 10% van die omskepte basiese maandelikse loon in uurlikse skale aan dienare betaal sal word vir die totale aantal ure wat hulle gedurende 'n betaalmaand op tweemantreine gewerk het.

Hierdie verandering het meegebring dat die pligte van die kondukteur (invul van treinjoernale, beskerming veilige loop van die trein, rangeerwerk onder buitengewone omstandighede ens.) aan die drywer en die assistent oorgedra is.

(ii) of dat indien dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan sou word, dit 'n bykomende uitgawe sal meebring wat die Spoorwee nie, onder huidige omstandighede, kan bekostig nie.

4 THE COMMISSION'S COMMENTS

4.1 We find it convenient first to deal with the question whether the award of a salary increase to members of the Association to compensate for the rise in the cost of living would necessarily result in a similar award having to be made to all the other members of the staff.

4.2 If it be accepted that the salary adjustment which has been claimed is merely because the real value of our monetary unit has decreased as a result of inflation—as indeed was accepted by all before us—it could be regarded as axiomatic that all the staff would have to be granted the same increase to compensate for that decrease in the purchasing power of the Rand. Within a particular broad income group one member's rand will buy just as much—or just as little—as that of any other member. The fact that the one has more rands than the other can never be relevant.

4.3 The Association, however, insisted that its members occupied a unique position and that they were more adversely affected than the other staff members, by a decrease in the purchasing power of the Rand. For this contention it relied on such factors as—

- (a) their way of living and irregular working hours which resulted in their being away from home a lot,
- (b) the out-of-the-way places where many of them are required to work,
- (c) the fact that neither they nor their wives were able to supplement their buying power by performing other work, and
- (d) the nature of their training and experience is such that they cannot readily enter the general labour market—they, therefore, possess a particularly weak bargaining power.

4.4 As far as we are concerned none of these reasons is valid. The considerable changes which were brought about in the working conditions and salaries of the members of this Association during the preceding few years do not reflect signs of weak bargaining powers. The list which the Association itself compiled is quite impressive.

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1 2 *Assistentlose werking*

Assistentlose werking in rangeerterreine is ingestel gedurende 1966 en is gedurende 1970 uitgebrei na opelyne 'n Toelae van 25% van basiese loon was aan drywers betaal maar die persentasie is gedurende Oktober 1972 na 10% (tweemantrein-toelaag) verminder

Die tweemantrein-toelaag word betaal om die drywer te vergoed vir die ekstra verantwoordelikheid (sien SI(5) 178/1/160 van 16 Oktober 1974)

1 3 *Koolmanne*

Koolmanne op rangeerlokotiewe (stoom) is ingestel gedurende Januarie 1975 en die drywers ontvang 'n koolmantoelaag

Die koolman vervul nie presies dieselfde funksie as die van 'n stoker nie en 'n aantal verantwoordelikhede word gevolglik op die drywer geplaas waarvoor die koolmantoelaag betaal word

1 4 *Stokerstoelaag*

Stokers wat treine oor opelyne werk ontvang vanaf die inwerkingtreding van die koolmanskema 'n toelae van 5c per uur

1 5 *Langer en Swaarder Vragte*

Die tendens is dat vragte al swaarder en langer word wat 'n groter las en stremming op die voetplaatpersoneel plaas, wat noodwendig groter vaardigheid en intensiewer opleiding vereis. Meer lokotiewe word onder beheer van een drywer geplaas wat weer eens groter verantwoordelikheid op die voetplaatpersoneel plaas en tot verhoogde produktiwiteit bydra

1 6 *Ritwerking*

Ritwerking is ingestel gedurende Desember 1972 en geleidelik uitgebrei na verskillende depots en Afdelings. Dit was 'n metode waarvolgens sekere goedertreine 'n aantal ure toegelaat is tussen 'n beginstasie en 'n eindstasie met addisionele tydtoelatings vir werk wat onderweg verrig moet word. Hiervolgens het elke trein 'n sogenaamde ritwaarde verkry. Treine wat die eindbestemming voor die bepaalde ritwaarde bereik was met die volle ritwaarde gekrediteer

Ritwerking is op 28 Augustus 1978 afgeskaf

2 *VERANDERINGE IN GROEP B DIENSVORWAARDES*2 1 *Gesalarieerde Status*

Op 16 Februarie 1975 is gesalarieerde status aan voetplaatgrade toegestaan

Op 16 Mei 1975 is gesalarieerde status aan alle ander lede van die Vereniging toegestaan

Gepaardgaande met gesalarieerde status het die volgende veranderings ingetree

- (i) Die S L A toelae is gekonsolideer
- (ii) Gewysigde verlofvoorwaardes het ingetree
- (iii) 'n Salariesaanpassing is aan sekere grade gemaak
- (iv) Alle openbare vakansiedae het lede toegeval en
- (v) Vanaf 16 Mei 1975 is die diensure verhoog van 199 ure per maand na 208 ure per maand

2 2 *Jaarkerwe*

Die salarievorderingskerwe in die drywer se salarisstruktuur is vanaf 16 Julie 1976 verander met die gevolg dat drywers, wat voorheen tussen 17 en 18 jaar geneem het om die topskaal te bereik, nou na 8 jaar die topkerf kan bereik. Vordering gaan gepaard met die afleë van toetse, mediese ondersoekke en beroepskundige evaluasies

1 2 *Assistentlose werking*

Assistentlose werking in rangeerterreine is ingestel gedurende 1966 en is gedurende 1970 uitgebrei na opelyne 'n Toelae van 25% van basiese loon was aan drywers betaal maar die persentasie is gedurende Oktober 1972 na 10% (tweemantrein-toelaag) verminder

Die tweemantrein-toelaag word betaal om die drywer te vergoed vir die ekstra verantwoordelikheid (sien SI(5) 178/1/160 van 16 Oktober 1974)

1 3 *Koolmanne*

Koolmanne op rangeerlokotiewe (stoom) is ingestel gedurende Januarie 1975 en die drywers ontvang 'n koolmantoelaag

Die koolman vervul nie presies dieselfde funksie as die van 'n stoker nie en 'n aantal verantwoordelikhede word gevolglik op die drywer geplaas waarvoor die koolmantoelaag betaal word

1 4 *Stokerstoelaag*

Stokers wat treine oor opelyne werk ontvang vanaf die inwerkingtreding van die koolmanskema 'n toelae van 5c per uur

1 5 *Langer en Swaarder Vragte*

Die tendens is dat vragte al swaarder en langer word wat 'n groter las en stremming op die voetplaatpersoneel plaas, wat noodwendig groter vaardigheid en intensiewer opleiding vereis. Meer lokotiewe word onder beheer van een drywer geplaas wat weer eens groter verantwoordelikheid op die voetplaatpersoneel plaas en tot verhoogde produktiwiteit bydra

1 6 *Ritwerking*

Ritwerking is ingestel gedurende Desember 1972 en geleidelik uitgebrei na verskillende depots en Afdelings. Dit was 'n metode waarvolgens sekere goedertreine 'n aantal ure toegelaat is tussen 'n beginstasie en 'n eindstasie met addisionele tydtoelatings vir werk wat onderweg verrig moet word. Hiervolgens het elke trein 'n sogenaamde ritwaarde verkry. Treine wat die eindbestemming voor die bepaalde ritwaarde bereik was met die volle ritwaarde gekrediteer

Ritwerking is op 28 Augustus 1978 afgeskaf

2 *VERANDERINGE IN GROEP B DIENSVORWAARDES*2 1 *Gesalarieerde Status*

Op 16 Februarie 1975 is gesalarieerde status aan voetplaatgrade toegestaan

Op 16 Mei 1975 is gesalarieerde status aan alle ander lede van die Vereniging toegestaan

Gepaardgaande met gesalarieerde status het die volgende veranderings ingetree

- (i) Die S L A toelae is gekonsolideer
- (ii) Gewysigde verlofvoorwaardes het ingetree
- (iii) 'n Salariesaanpassing is aan sekere grade gemaak
- (iv) Alle openbare vakansiedae het lede toegeval en
- (v) Vanaf 16 Mei 1975 is die diensure verhoog van 199 ure per maand na 208 ure per maand

2 2 *Jaarkerwe*

Die salarievorderingskerwe in die drywer se salarisstruktuur is vanaf 16 Julie 1976 verander met die gevolg dat drywers, wat voorheen tussen 17 en 18 jaar geneem het om die topskaal te bereik, nou na 8 jaar die topkerf kan bereik. Vordering gaan gepaard met die afleë van toetse, mediese ondersoekke en beroepskundige evaluasies

2.3 *Drywer op Rangeer*

Drywers op rangeer kon nie verby die salarisskaal van R5 280 per jaar (destyds) vorder nie omrede hulle nie aan die vereiste hoeveelheid opelynwark voldoen het nie. Vanaf 16 September 1976 is 'n toegewing gemaak dat sodanige drywers ook na die topskaal (destyds R5 940 p.j.) kan vorder onder sekere voorwaardes.

2.4 *Anomalie*

Vanaf September 1978 betaalmaand is sekere veranderinge in anomalie wat bestaan, gemaak, bv

- (i) die klasse 1 en 2 loodsmanne is afgeskaf en die graad loodsmann is geskep met vyf salariskerwe onderhewig daaraan dat loodsmanne voortaan ook net soos in die geval van drywers, driejaarlik aan 'n hersieningstoets, mediese ondersoek en beroeps-kundige onderhoud onderworpe is. Die topskaal is aangepas en loodsmanne langer as 12 maande maar minder as 24 maande op die salarisskaal van R3 882 per jaar word na die tweede kerf van R4 158 per jaar aangepas en diegene langer as 24 maande op R3 882 word op die kerf R4 575 per jaar aangepas.
- (ii) Salariskerwe van drywers is van 8 na 7 verminder met 'n aanpassing op die ses onderste kerwe terwyl die topkerf onaangeraak gelaat is.
- (iii) Salariesaanpassings is gemaak in die seniorgrade wat deur die Vereniging verteenwoordig word, t.w. Lokomotiefloodsvoorman, Seniorlokomotiefloodsvoorman, lokomotiefinspekteur, seniorlokomotiefinspekteur (persoonlik tot beklee), lokomotiefinspekteur (Bedryfsveiligheid) Seniorinspekteur (toets- en spesiale pligte), Seniorinspekteur (Lokomotiefpligte)

3 *ALGEMENE VERANDERINGE (ALLE DIENARE)*3.1 *Betaling van Waarde van Verlof*

Betaling van die waarde van verlof wat tot sy krediet staan by 'n dienaar se uitdienstreding het verbeter vanaf Oktober 1974.

3.2 *Reisgeriewe vir studente*

Reisgeriewe vir kinders van dienare wat studeer is verbeter vanaf Februarie 1975.

3.3 *Behuising*

Gedurende April 1975 is die Behuisingkema met Pensioenfondssteun deur die Administrasie goedgekeur.

3.4 *Siekfondse*

Die verbeterde bystandskema is op 1 April 1975 goedgekeur waar beter en meer voordele aan lede beskikbaar gestel is soos bv tandheelkundige dienste, oogheelkunde verbeterde kraamvoordele ens.

3.5 *Gesalarieerde Status*

Gesalarieerde status is op 16 Mei 1975 aan alle werksmanne in die Diens toegestaan.

3.6 *Reisgeriewe vir Weduwees*

Verbeterde reisgeriewe vir weduwees is toegestaan gedurende Mei 1975.

3.7 *Algemene Salariesverhoging*

'n 10% Algemene aanpassing is vanaf Julie 1976 ingestel.

3.8 *Lugreiskonsessies*

Lugreiskonsessies op binnelandse vlugte van die S A L is toegestaan gedurende Augustus 1978.

2.3 *Drywer op Rangeer*

Drywers op rangeer kon nie verby die salarisskaal van R5 280 per jaar (destyds) vorder nie omrede hulle nie aan die vereiste hoeveelheid opelynwark voldoen het nie. Vanaf 16 September 1976 is 'n toegewing gemaak dat sodanige drywers ook na die topskaal (destyds R5 940 p.j.) kan vorder onder sekere voorwaardes.

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Vanaf September 1978 betaalmaand is sekere veranderinge in anomalie wat bestaan, gemaak, bv

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- (ii) Salariskerwe van drywers is van 8 na 7 verminder met 'n aanpassing op die ses onderste kerwe terwyl die topkerf onaangeraak gelaat is.
- (iii) Salariesaanpassings is gemaak in die seniorgrade wat deur die Vereniging verteenwoordig word, t.w. Lokomotiefloodsvoorman, Seniorlokomotiefloodsvoorman, lokomotiefinspekteur, seniorlokomotiefinspekteur (persoonlik tot beklee), lokomotiefinspekteur (Bedryfsveiligheid) Seniorinspekteur (toets- en spesiale pligte), Seniorinspekteur (Lokomotiefpligte)

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3.5 *Gesalarieerde Status*

Gesalarieerde status is op 16 Mei 1975 aan alle werksmanne in die Diens toegestaan.

3.6 *Reisgeriewe vir Weduwees*

Verbeterde reisgeriewe vir weduwees is toegestaan gedurende Mei 1975.

3.7 *Algemene Salariesverhoging*

'n 10% Algemene aanpassing is vanaf Julie 1976 ingestel.

3.8 *Lugreiskonsessies*

Lugreiskonsessies op binnelandse vlugte van die S A L is toegestaan gedurende Augustus 1978.

- 3 9 *Militêre Verlof*
Betaalbare militêre verlof vir dienare wat nie as Offisiere of Onderoffisiere in die Burgermag of kommando's dien nie is goedgekeur vanaf Mei 1977
- 3 10 *Lugreiskonsessies*
'n Toegewing aan dienare is gemaak gedurende Desember 1977 om na minstens 30 jaar diens een keer voor aftrede 'n lugreis te onderneem op internasionale vlugte
- 3 11 *Penstoen*
Weduweepensioene is op 1 Desember 1977 verbeter
- 3 12 *Algemene Salarisverhoging*
'n 5% Algemene aanpassing is vanaf Januarie 1978 ingestel
- 3 13 *Kosteskale*
Verbeterde kosteskale het gedurende Januarie 1978 ingetree
- 3 14 *Lugreiskonsessies vir Penstoenarisse*
Gedurende April 1978 is lugreiskonsessies vir pensioenarisse goedgekeur op binnelandse vlugte en gedurende Augustus 1978 uitgebrei na internasionale vlugte, onder bepaalde voorwaardes
- 3 15 *Vakansiebonus*
Nie alle lede van die Vereniging deel noodwendig in al hierdie verbeterde voordele nie
- 4 5 Uit hierdie lys val iets besonder op. Dit wil voorkom asof daar van tyd tot tyd deur die werknemers 'n indirekte verbetering van hul finansiële posisie verkry is deur, in plaas van 'n verhoging in werklike besoldiging, hulle sekere voordele bekom het. Tydens betoog is die indruk geskep dat die lede wat wel sulke voordele gekry het, nou slegter daaraan toe is—hulle kry nou minder geld en die geld se waarde kwyn
- 4 6 Maar hierdie betoog verloor uit die oog dat die voorreg wat die werknemer ontvang het destyds vir hom geldwaarde gehad het (hy sou dit trouens nie anders in ruil vir 'n salarisverhoging aanvaar het nie) en nou nog het. Verder verloor hy uit die oog dat die reële waarde van daardie voorreg styg namate die waarde van die geld eenheid daal. Deur die genot van daardie voordeel word hy, tot die mate wat dit geldwaarde besit, outomaties vergoed as die waarde van sy Rand daal. Om maar een voorbeeld te neem, as 'n werknemer as voordeel inwoning van 'n huis geniet, sal die waarde van daardie inwoning styg namate die geld se waarde daal. As hy 'n huis moes huur, sal sy huur telkens verhoog word om vir die verswakking van die geld waarmee daardie huur betaal word te vergoed
- 4 7 As ons verder na die redes wat die Vereniging voorgelê het kyk, sien ons dat meeste van die faktore waarop sy lede staatmaak vir hul eis van eiesoortigheid ontstaan uit die aard van hul werk en het dit met die styging of daling van die waarde van ons geld niks te doen nie. As daardie faktore hulle werk eiesoortig maak, verskillend van ander werknemers, is dit faktore wat in aanmerking geneem moet word—en ons vertrou wel so geneem is—by die bepaling van die salarisstruktuur van die besondere lede. As die huidige struktuur nie afdoende rekening hou met hierdie faktore nie is dit 'n saak vir onderhandeling om daardie struktuur reg te stel. 'n Eis baseer op die styging in lewensduurte kan nie so 'n verandering meebring nie
- 3 9 *Militêre Verlof*
Betaalbare militêre verlof vir dienare wat nie as Offisiere of Onderoffisiere in die Burgermag of kommando's dien nie is goedgekeur vanaf Mei 1977
- 3 10 *Lugreiskonsessies*
'n Toegewing aan dienare is gemaak gedurende Desember 1977 om na minstens 30 jaar diens een keer voor aftrede 'n lugreis te onderneem op internasionale vlugte
- 3 11 *Penstoen*
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- 3 13 *Kosteskale*
Verbeterde kosteskale het gedurende Januarie 1978 ingetree
- 3 14 *Lugreiskonsessies vir Penstoenarisse*
Gedurende April 1978 is lugreiskonsessies vir pensioenarisse goedgekeur op binnelandse vlugte en gedurende Augustus 1978 uitgebrei na internasionale vlugte, onder bepaalde voorwaardes
- 3 15 *Vakansiebonus*
Nie alle lede van die Vereniging deel noodwendig in al hierdie verbeterde voordele nie
- 4 5 This list reveals a significant fact. It appears that the employees, from time to time, achieved indirect improvements in their financial positions in that they were granted certain benefits instead of actual increases in salary. During the argument the impression was created that the members who had in fact received such benefits were now worse off—they now receive less money, the value of which is dwindling
- 4 6 This argument loses sight of the fact that the concession which the employee received had in fact monetary value at that time (he would not otherwise have accepted it instead of a salary increase), and it still has such value. Furthermore, sight is also lost of the fact that the real value of those benefits rises in proportion to the decrease in the value of the monetary unit. By enjoying those benefits he is, to the degree that it possesses monetary value, automatically compensated as the value of the Rand decreases. To quote only one example, if an employee enjoys the occupation of a house as a benefit, the value of that occupation would increase in proportion to the decrease in the value of the money. If, instead, he had to rent a house, the rental would have to be increased from time to time to compensate for the weakening of the money with which that rental is paid
- 4 7 If we look further at the reasons advanced by the Association, we see that most of the factors on which it relied in support of its claim regarding the unique position of its members, arise out of the nature of their work and this aspect has nothing to do with the increase or the decrease in the value of money. If these factors make this group unique and different from other employees, then these factors must be taken in account—and we trust that they were—in determining the salary structure of the particular members. If the present structure does not adequately take into account these factors then this is a matter which should be negotiated so that the structure can be rectified. A claim based on the rise in the cost of living cannot result in such a change

4 8 Hier mag ons ook op 'n ander aspek wys wat, na ons mening, verkeerdelik bygebring is. Daar is gepoog om te bewys dat die lede van die Vereniging agter geraak het wat besoldiging betref deur vergelyk te probeer tref tussen die salarisindeks en die lewensduurte-indeks. Weer eens is dit 'n poging om dit wat nie vergelykbaar is nie, te vergelyk.

4 9 Die salarisindeks dui tog maar aan hoe die inkomste van 'n werknemer verander het met verloop van tyd. Alhoewel toelae vir styging in lewensduurte daarin opgeneem mag wees, is daar baie ander faktore wat ook daarin weerspieël word—so bv. is daar normale salarisverhogings, buitengewone aanpassings weens verandering in werksomstandighede, verbetering in kwalifikasies, ondervinding, e.d.m.

4 10 As salarisindeks wel 'n aanduiding sou wees van die toelae vir styging in lewensduurte, dan sal aan elke werker 'n eie toelae betaal moet word. Aan ons is 'n staat van die salarisindeks vir dienare in Groep B (d.w.s. lede van die Vereniging) voorgelê wat nogal insiggewend is. Desember 1972 is as datum maand geneem, en dit strek tot September 1978.

4 11 Daaruit blyk, bv., dat 'n lokomotiefsmeerder se salarisindeks tussen die twee datums gestyg het van 100 tot 139,3, terwyl dié van loodsmans, klas 2, van 100 tot 199,2 gestyg het. In dieselfde tydperk het die verbruikersprysindeks gestyg van 117,4 tot 222,8, 'n styging van 90%. Dit beteken dat as ons aanpassings op salarisindeks moet maak, moet die lokomotiefsmeerder 'n verhoging kry van 36,40%, terwyl die loodsmans, klas 2, 'n verhoging moet kry van 5,54%.

4 12 Die voorlegging het inderdaad die gemiddelde salarisindeks van die groep geneem, nl. 151,9, wanneer die aanpassing 25% moet wees. Maar dit werk deur ten nadeel van die werkers wie se salarisindeks stadiger gestyg het. En tog het sy geld net soveel gedaal in waarde as sy meer bevoorregte medelid.

5 KOMMISSIE SE AANBEVELINGS

5 1 Die Kommissie het dus eenparig besluit dat die betoog van die Vereniging dat sy lede op 'n eiesoortige basis vergoed moet word vir die styging in die lewensduurte, nie aanvaar kan word nie en stem saam met die stenswyse van die Administrasie dat enige salaris-aanpassing wat bloot op die styging in lewensduurte betaam is, vir alle amptenare gemaak sal moet word.

5 2 Alhoewel daar 'n geskil was in die wyse waarop die salarisindeks opgestel is, was die partye dit eens dat daar tans 'n agterstand is wat betref vergoeding vir lewensduurte. In antwoord op 'n vraag van hoe die agterstand bereken moet word het adv. Streicher, namens die Vereniging as volg geantwoord:

„Meneer die Voorsitter die Vereniging se houding is dat hoewel hy voel dat hy geregtig sal wees om sy eers te stel vanaf 8 Desember 1977 toe die eers aanvanklik aanhangig gemaak is—toe die Minister versoek is dat die eers ooreenkomstig artikel 28 van die Spoorwegwet behandel moet word—alhoewel hy voel dat hy daarop geregtig is, is hy wel bereid om 'n opoffering te maak in landsbelang en vra die Vereniging dat die aanpassing in salaris gemaak word vanaf die Januarie 1979 betaalmaand. Meneer die Voorsitter die Vereniging versoek spesifiek dat by die bepaling van 'n salarisverhoging indien enige, dit deur die Kommissie in ag geneem moet word dat indien die salarisverhoging eers in Januarie—ten opsigte van Januarie 1979 betaalmaand toegestaan word daar alreeds 'n aansienlike opoffering deur lede van die Vereniging gemaak is.

4 8 Here we might refer to another aspect which in our view was incorrectly included. An attempt was made to prove that the members of the Association lagged behind, in so far as salaries are concerned, by trying to draw a comparison between the salary index and the cost of living index. Once again this is an attempt to compare what is incomparable.

4 9 The salary index reflects how the income of an employee has changed with the passage of time. Although allowances in respect of the rise in the cost of living may have been included therein, many other factors are also included—e.g. normal salary increases, extraordinary adjustments due to changing circumstances, improvements in qualifications, experience, etc.

4 10 If the salary index were in fact to be an indication of the allowances to be made for the rise in the cost of living, then it would be necessary to pay each employee an individual allowance. A statement reflecting the salary index in respect of Group B servants (viz. members of the Association), was placed before us which is rather illuminating. December 1972 was accepted as the datum month and the index extends to September 1978.

4 11 From this it appears, e.g. that a locomotive lubrication attendant's salary index rose from 100 to 139,3 during the period in question, while that of a shedman, class 2, rose from 100 to 199,2. In the same period the consumer price index rose from 117,4 to 222,8, an increase of 90%. This means that if we were to make an adjustment in terms of the salary index, the locomotive lubrication attendant would receive an increase of 36,40% whilst the shedman, class 2, would receive an increase of 5,54%.

4 12 In the submission the average salary index for the group, viz. 151,9, was in fact used, on which basis the adjustment should have been 25%. But this would be detrimental to the employee whose salary index rose slowly, although the value of his money decreased just as much as that of his more privileged fellow member.

5 THE COMMISSION'S RECOMMENDATIONS

5 1 The Commission has, therefore, unanimously decided that the argument of the Association that its members should be compensated on a unique basis for the rise in the cost of living cannot be accepted, and agrees with the view of the Administration that any salary adjustment, calculated merely on the rise in the cost of living, should be made to all officers.

5 2 Although there was a dispute regarding the manner in which the salary index was compiled, both parties agreed that there was a backlog in so far as compensation for the rise in the cost of living was concerned. In reply to a question as to how the backlog should be calculated, Adv. Streicher replied as follows on behalf of the Association:

“Meneer die Voorsitter die Vereniging se houding is dat hoewel hy voel dat hy geregtig sal wees om sy eers te stel vanaf 8 Desember 1977 toe die eers aanvanklik aanhangig gemaak is—toe die Minister versoek is dat die eers ooreenkomstig artikel 28 van die Spoorwegwet behandel moet word—alhoewel hy voel dat hy daarop geregtig is, is hy wel bereid om 'n opoffering te maak in landsbelang en vra die Vereniging dat die aanpassing in salaris gemaak word vanaf die Januarie 1979 betaalmaand. Meneer die Voorsitter die Vereniging versoek spesifiek dat by die bepaling van 'n salarisverhoging indien enige, dit deur die Kommissie in ag geneem moet word dat indien die salarisverhoging eers in Januarie—ten opsigte van Januarie 1979 betaalmaand toegestaan word daar alreeds 'n aansienlike opoffering deur lede van die Vereniging gemaak is.

- 5 3 Ons het dus aanvaar dat as uitgangspunt geneem kan word dat daardie agterstand 15% op 1 Januarie 1979 was
- 5 4 Die wesentlike geskilpunt wat nou oorbly is of die Administrasie aangesê moet word om so 'n aanpassing te maak
- 5 5 Die Administrasie het betoog dat dit nie so 'n opdrag moet kry nie want dit kan nie die benodigde fondse verkry nie
- 5 6 Onthou sal word dat daar reeds 'n salaris-aanpassing van 10% wat op 1 April 1979 sal intree aangekondig is. Die huidige personeelsterkte bestaan uit 113 617 Blanke werkers en 149 993 Nie-Blanke, 'n totaal van 263 610. Om die salaris-aanpassing van 10% te maak, sal 'n ekstra R125-miljoen benodig word. Om 'n verdere 5% verhoging te gee, soos die Vereniging vereis, sal volgens die Administrasie se voorlegging 'n verdere R63-miljoen verg
- 5 7 Op die oomblik word verwag dat die nuwe begroting wat opgestel staan te word 'n tekort van R210-miljoen sal toon, as voorsiening gemaak word vir die 10% salaris-aanpassing, maar as voorsiening vir 'n 15% aanpassing gemaak moet word, sal die tekort opskuif na R275-miljoen
- 5 8 Die Administrasie het op verskeie faktore gewys wat die beramings ernstig mag beïnvloed, soos bv die kortlewering van olie uit die Midde-Ooste, die moontlikheid van 'n olieboikot, en die moontlikheid dat die spoorroetes na sommige van die naburige Swartstate gesluit of weer gesluit sal word. Sulke gebeure sal die Spoorwee se inkomstes aansienlik beïnvloed. Daar is verder die onsekerheid in verband met vanjaar se ooste veroorsaak deur die droogte wat groot dele van die land die afgelope paar maande geteister het. Derhalwe is die Administrasie van plan om die tariewe reserwefonds, wat tans op R61-miljoen staan verder te vergroot tot ongeveer R100-miljoen, wat aan die Administrasie 'n speling van ongeveer 3% sal gee indien die verwagte inkomstes sou daal weens die wisselwerking van een of ander van die genoemde faktore.
- 5 9 Die Administrasie gaan uit van die standpunt dat die Spoorwee, ingevolge die bepalings van die Grondwet, Nr 32 van 1961, sy begroting moet laat klop. Daar sal dus of verdere besnoeiing moet plaasvind of die inkomste sal moet aangevul word. Verder het die Spoorwee 'n beleid aanvaar om te beweeg na 50% bruto selffinansiering wat beide die vervanging van bates en die afskaffing van addisionele bates betref, wat sou beteken ongeveer 'n 20% netto-selffinansiering. Tans word nog maar „hier so onder die 10%” aldus verkry.
- 5 10 Volgens die voorlegging van die Administrasie is een probleem dat dit sekere dienste lewer teen baie hoe verliese. Hierdie verliese word goedgemaak deur 'n sogenaamde kruis-subsidiering. Die winste op ander dienste word aangewend om oersgenoemde verliese te vergoed. Alhoewel die voorneme is om sake so te beheer dat hierdie kruis-subsidiering al hoe minder word kan dit uit die aard van die saak nooit onder die huidige stelsel uitgeskakel word nie, want sekere van die dienste kan nooit selfbetalend gemaak word nie.
- 5 11 Artikel 103 van die Grondwet bepaal nou wel dat „Die Spoorwee en Hawens van die Republiek word volgens handelsbeginsels bestuur”, wat sou beteken dat
- 5 3 We have, therefore, accepted, as a starting-point, that the backlog was 15% on 1 January 1979
- 5 4 The actual point in dispute which now remains is whether the Administration should be called upon to effect such an adjustment
- 5 5 The Administration argued that it should not be so instructed because it could not obtain the necessary funds
- 5 6 It will be remembered that it has already been announced that a salary increase of 10% will operate with effect from 1 April 1979. The present staff establishment consists of 113 617 White workers and 149 993 Non-Whites, a total of 263 610. In order to effect a 10% salary adjustment an extra R125 million will be required. To grant a further 5% increase, as claimed by the Association, will, according to the Administration's submission, require an additional R63 million
- 5 7 It is anticipated that the present budget which is being compiled will reflect a deficit of R210 million if provision is made for a 10% salary increase, but if provision were to be made for a 15% adjustment, the deficit would increase to R275 million
- 5 8 The Administration pointed out that various factors could seriously influence the estimates, such as e.g. the short supply of oil from the Middle East, the possibility of an oil boycott, and the possibility that the rail routes to some of the neighbouring Black states could be closed or reclosed. Such events would considerably influence the income of the Railways. There is also uncertainty in regard to this year's crops caused by the drought which has ravaged large areas of the country during the past few months. The Administration, therefore, proposes to increase the Rates Equalization Fund, which at present stands at R61 million, to approximately R100 million. Such a step would allow the Administration a latitude of approximately 3% should the anticipated revenue not materialize due to the interaction of one or other of the factors mentioned
- 5 9 The Administration's point of view is that the Railways must balance its books in terms of the provisions of the Constitution Act No 32 of 1961. It follows, therefore, that further savings must be made or that revenue must be supplemented. Furthermore, the Administration has accepted as policy a move towards 50% bruto self-financing in so far as the replacement of assets and the abolition of additional assets are concerned, which means approximately 20% nett self-financing. At present only "hier so onder die 10%" has been achieved
- 5 10 According to its submission, the Administration faces the problem that certain services are rendered at considerably high losses. These losses are off-set by means of a so-called cross-subsidization. The profits derived from other services are utilized to off-set the aforementioned losses. Although it is the intention to arrange matters so that cross-subsidization will progressively be reduced, it can by the very nature of things never be eliminated under the present system, because certain of the services can never be made self-supporting
- 5 11 Clause 103 of the Constitution Act lays down that "The railways, ports and harbours of the Republic shall be administered on business principles", which

die Administrasie gesonde sakebestuur aan die dag moet lê en sorg dat sy uitgawes nie sy inkomstes oortref nie, maar gaan dan onmiddellik verder en bepaal wat deur die bestuur gedoen moet word—

„met behoorlike inagneming van die ontwikkeling van die landbou en nywerheid in die Republiek en die bevordering, deur goedkoop vervoer, van die vestiging van 'n landbou- en nywerheidsbevolking in die binnelandse gebiede van al die provinsies'

- 5 12 Uit die aard van die saak kan hierdie deel van die opgedrae werksaamhede van die Administrasie nie winsgewend gemaak word nie. Die jongste syfers toon aan dat op passasiersvervoer die Spoorwee 'n verlies van R286-miljoen gely het. Dit is dus nodig om tariewe op ander soorte vervoer hoog te hou om hierdie nie-lonende dienste te finansier.
- 5 13 Alhoewel die Spoorwee basies as 'n sake-onderneming gesien moet word, ly dit geen twyfel dat dit belangrike sogenaamde sosio-ekonomiese dienste verrig. Sosio-ekonomiese dienste is gedefinieer as „dienste wat nie vir die leweransier van die diens ekonomies is nie, maar wat wel ekonomies is uit die oogpunt van die gemeenskap as geheel.”
- (Sien die referaat Die Sosio-ekonomiese Deel van die Suid-Afrikaanse Spoorwee, gelewer deur die Hoofbestuurder, dr J G H Loubser, aan die Randse Afrikaanse Universiteit op 11 Oktober 1978.)
- 5 14 Dat die Spoorwee belangrike sosio-ekonomiese dienste lewer en wel op 'n wye vlak ly geen twyfel nie, en tot op die huidige is hierdie dienste finansier deur winste op ander dienste te probeer maak. Die taak word egter bemocilik dat dit juis op die meer lonende dienste is wat die Administrasie met sterk konkurrensie te doen kry van die privaat vervoerleweransiers. Die konkurrensie is nou nog sterker vanwee die bepalinge van die onlangse Wet op Padvervoer, Nr 74 van 1977.
- 5 15 Dit is noodsaaklik dat daar indringend gekyk word na die rol wat die Spoorwee op die gebied van sosio-ekonomiese dienste verrig en hoe hierdie dienste bes gefinansier kan word. Ons verneem dat daar reeds onderhandelinge met die nodige instansies aan die gang is en ons wil aanbeveel dat uitsluitel hieroor so gou doenlik verkry word.
- 5 16 Tereg, na ons mening, het die Vereniging daarop gewys dat sy lede deur die ontseggings van salaris-aanpassings om te vergoed vir die styging in lewensduurte, tot 'n mate die nie-lonende dienste van die Spoorwee subsidier.
- 5 17 Om die nodige inkomste te kry om die verwagte tekort van R210-miljoen te delg, stel die Administrasie 'n tariefverhoging van gemiddeld 8% voor. Dit is nie nodig om op die besonderhede in te gaan nie, maar dit moet gemeld word dat die skema van verhogings soos uitgewerk gedoen is in die lig van die Administrasie se beleid om die sogenaamde kruis subsidiering te vermind—elke afdeling moet in al groter mate self voorstend word. Vanselfsprekend is dit 'n beleid wat maar geleidelik uitgevoer kan word.
- 5 18 Die Administrasie is van mening dat so 'n tariefverhoging deur ons landse ekonomie absorbeer kan word sonder noemenswaardige nadelige gevolge.
- 5 19 Om egter die tekort van R275-miljoen, wat sal ontstaan as 'n 15%-salarisverhoging toegestaan word te dek, sal

means that the Administration should apply sound business methods to ensure that its expenditure does not exceed its revenue, but immediately thereafter it stipulates what the management should do—

“due regard being had to agricultural and industrial development within the Republic and the promotion, by means of cheap transport, of the settlement of an agricultural and industrial population in the inland portions of all provinces”

- 5 12 From its nature this instruction cannot be made profitable. The most recent figures reflect that the railway passenger transport services have incurred a loss of R286 million. It is, therefore, necessary to keep tariffs high on other classes of transport in order to finance the non-profitable services.
- 5 13 Although the Railways is basically seen as a business venture, there is no doubt that it performs important so-called socio-economic services. Socio-economic services are defined as “services which are not for the provider of the service economically, but which are economically from the point of view of the community as a whole.”
- (See the lecture, Die Sosio-ekonomiese Deel van die Suid-Afrikaanse Spoorwee, delivered by the General Manager, Dr J G H Loubser, at the Randse Afrikaanse Universiteit on 11 October 1978.)
- 5 14 That the Railways render important socio-economic services on a broad plane leaves no doubt, and up to the present these services have been financed by endeavouring to make profits on other services. The task is, however, made more difficult because it is with the more profitable services that the Administration is faced with strong competition from private conveyors. The competition is now even stronger by reason of the provisions of the recent Motor Transport Act, No 74 of 1977.
- 5 15 It is necessary that an in-depth study be made of the role played by the Railways in providing socio-economic services and how best these services can be financed. We understand that negotiations are already underway with the instances involved and would recommend that finality in this matter be reached as soon as possible.
- 5 16 The Association stressed, correctly in our view, that by their not being granted salary adjustments to compensate for the rise in cost of living, its members were subsidizing the non-paying services of the Railways.
- 5 17 To obtain the necessary income to meet the expected deficit of R210 million the Administration proposes a tariff increase averaging 8%. It is not necessary to go into detail, but it must be pointed out that the system of increases has been calculated in accordance with the Administration's policy of reducing the so-called cross-subsidization—every branch must, ever increasingly, become self-sufficient. This policy, obviously, is one that can only be implemented gradually.
- 5 18 The Administration is of the opinion that such a tariff increase can be absorbed by the Country's economy without any marked adverse effects.
- 5 19 However, to cover the deficit of R275 million that would arise were a 15% salary increase to be accorded,

die tariewe met 'n gemiddeld van 10,2% verhoog moet word. Volgens die Administrasie sal so 'n verhoging 'n nadelige uitwerking hê op die land se ekonomie. Veral is beklemtoon dat die uitvoer van minerale ernstig benadeel kan word, gesien die dalende neiging van die minerale markte oorsee.

5 20 Verder sal die Spoorwee se mededingingsposisie wat betref die lonende binnelandse vervoer (veral van fabrieksware) benadeel word. Kort gestel, die Administrasie vrees dat 'n te hoe verhoging in die tariewe, die omset van sy vervoer sal benadeel en kan dit lei tot 'n vermindering aan inkomste in plaas van die beoogde verhoging.

5 21 'n Ekoonoom, mnr M Dagut, wat namens die Vereniging getuig het, het in brec trekke saamgestem. Hy was dit eens dat 'n verhoging van 10% van salaris, met die gepaardgaande tariefaanpassing nie nou nadelig sou inwerk nie, en het gesê dat 'n verhoging van soveel as 20% wel nadelig sou wees. Hy wou homself egter nie bind oor waar die „breekpunt” sou lê nie. Dit is, sê hy, 'n saak van subjektiewe oordeel. Dit was juis die Administrasie se saak dat daardie breekpunt met 'n 15%-salarisaanpassing bereik sou word.

5 22 Al die ekonome was dit eens dat 'n verhoging van salarisse (wat, volgens hulle aan die hele openbare sektor toegestaan sal moet word), 'n stimulerende uitwerking op die ekonomie sou hê. Maar as daarmee gepaard gaan 'n styging in die Spoorwegtariewe, met sy uitkringende newewerking, kan die inspuiting van die addisionele geld nie die verlangde uitwerking hê nie.

5 23 Mnr Dagut het betoog dat die gewenste effek verkry kan word deur of 'n klein tariefverhoging, of deur die instel van die verhoogde tariewe vir 'n wyle te vertraag. Maar hy het ruterlik bygevoeg:

„But I put in a proviso that it would be foolish to do this to the detrimental sound financing of South Africa's major public utility.”

5 24 En juis daar lê die knoop! As salarisverhogings toegestaan moet word, moet die geld daarvoor gevind word.

5 25 Die Vereniging het verskeie maniere voorgestel waarop die verhoging van salarisse gefinansier kan word, naamlik:

5 25 1 VERHOOGING VAN TARIIEWE

Die Vereniging se houding was dat die Administrasie in alle geval geld moet vind om sy ander stygende bedryfskoste te dek, en kan dus dan ook die styging in salarisse dek deur die tariewe genoegsaam te verhoog.

5 25 2 LEEN VAN GELD

Die Vereniging het betoog dat as dit dan nie anders kan nie, die Administrasie die nodige geld moet leen.

5 25 3 TARIEWERESERWEFONDS

Die Vereniging het gewag gemaak van die feit dat daar 'n bedrag van R61-miljoen in die tariewereserwefonds is en gesê dat dié geld gebruik kan word om die verhogings in salaris te betaal.

5 25 4 SELFFINANSIERINGSKAPITAAL

Aangesien die Administrasie so lank uitsluitlik met geleende kapitaal gewerk het, kan dit nog, so meen die Vereniging, so voortgaan en die bestaande self-

the tariffs would have to be increased by an average of 10,2%. According to the Administration such an increase would have an adverse effect on the economy of the Country. Stress was particularly laid on the adverse effect it would have on the export of minerals considering the downward trend revealed in the overseas mineral market.

5 20 Furthermore, the competitive position of the Railways with regard to the profitable inland transport (particularly that of factory wares) will be jeopardized. In brief, the Administration is afraid that too high an increase in tariffs would jeopardize the turnover in its transport which could lead to a reduction in revenue instead of the anticipated increase.

5 21 An economist, Mr M Dagut who testified on behalf of the Association, agreed in broad terms. He concurred that a 10% increase in salary, coupled with a tariff increase would not have a detrimental influence, and stated that an increase of as much as 20% would well be detrimental. He would not, however, bind himself as to where the "breaking point" would be. That, he said, would be a matter for subjective consideration. The Administration took the stand that the breaking point would be reached with a 15% salary increase.

5 22 All the economists were unanimous that an increase in salaries (which, according to them would have to be granted to the whole of the public sector) would have a stimulating effect on the economy. If, however, the increase were to be coupled to a rise in Railway tariffs, with its ripple effect, the injection of this additional money might not have the desired result.

5 23 Mr Dagut argued that the desired effect could be obtained either by a small tariff increase or by delaying the implementation of the increased tariffs for a while. However, he candidly added:

“But I put in a proviso that it would be foolish to do this to the detrimental sound financing of South Africa's major public utility.”

5 24 This is where the very problem lies! If salary increases are to be granted, the money must be found therefor.

5 25 The Association suggested various methods by which the increase in salaries could be financed, namely:

5 25 1 INCREASE IN TARIFFS

The Association's attitude was that the Administration would in any event have to find money to cover its other rising operating costs, and could, therefore, also cover the rise in salaries by increasing the rates sufficiently for this purpose.

5 25 2 BORROWING OF MONEY

The Association argued that if there was no alternative the Administration should borrow the necessary money.

5 25 3 RATES EQUILIZATION FUND

The Association made mention of the fact that there was an amount of R61 million in the rates equilization fund and said that this money could be used to fund the increases in salaries.

5 25 4 SELF FINANCING CAPITAL

Considering that the Administration has worked so long with borrowed capital, the Association is of the opinion that it can continue to do so, and

finansieringsfonds en die beoogde toevoegings daartoe gebruik om hulle eis te betaal

5 25 5 AFSKRYF VAN RENTE

Die Vereniging het voorgestel dat, gesien die Spoorwee meeste, indien nie al sy kapitaal, verkry het met behulp van lenings van die Staat, die rente daarop, wat tans ongeveer R400 miljoen beloop, deur die Staat afgeskaf moet word. Hulle het as presedent verwys na Artikel 14 van Wet No 48 van 1977, waarin die Spoorwee vrygestel word van betaling van rente op 'n bedrag wat bereken is as die kapitaal wat in die Spoorwee bele was op 31 Mei 1910.

5 25 6 STAATSHULP

Die Vereniging het betoog dat dit tyd geword het dat die Staat ingryp en die Spoorwee help. Dit het daarop gewys dat die Staat reeds vervoer vir sekere instansies subsidieer, en het verwys na Artikel 106 van die Grondwet wat lees:

„106 *Vergoeding van tekorte in Spoorweg- en Hawefonds in sekere gevalle* — Indien daar deur die Staatspresident of kragtens 'n Parlements-wet of besluit van die Senaat en van die Volksraad van die raad vereis word om dienste of fasiliteite te verskaf of gratis of teen 'n tarief wat nie die koste van die verskaffing van bedoelde dienste of fasiliteite dek nie, lê die raad aan die einde van elke boekjaar aan die Parlement 'n rekening voor wat deur die Kontroleur en Ouditeur-generaal goedgekeur is en so na as moontlik die bedrag van die verlies aantoon wat as gevolg van die verskaffing van bedoelde dienste of fasiliteite gely is, en dié bedrag word uit die Gekonsolideerde Inkomstefonds in die Spoorweg- en Hawefonds gestort.

6 DIE KOMMISSIE SE BESKOUINGS OOR HIERDIE VOORSITTELE IS DIE VOLGENDE:

6 1 VERHOGING VAN DIE TARIEWI:

Ons is van mening dat as 'n salaris-aanpassing van 15% gemaak word en as die enigste wyse waarop dit gefinansier kan word die onverwylde instelling van die beraamde tariefverhoging van gemiddeld 10,2% sou wees dit ongunstig op die landse ekonomie sou inwerk.

Dit is twyfelagtig of ons ekonomie so 'n verhoging sonder ernstige nadeel kan absorbeer. Waar ons ekonomie, behalwe die inherente probleme geskep deur inflasie verder bedreig word deur maandelike olie- en ander boikotte sal dit ongerade wees om nog verdere binne-landse druk daarop uit te oefen. So 'n tariefverhoging sou alleenlik aanvaarbaar wees as—

- (i) dit vir 'n wyle uitgestel kan word, in welke geval die salarisverhoging uit ander bronne gefinansier sal moet word, of
- (ii) daar van Staatswee opgetree word, bv deur die algemene verbruikersaanvraag genoegsaam te verhoog om die kosteverhogings uitwerking (inflasione-nêre uitwerking) van die verhoogde tariewe teen te werk, met dien verstande dat so 'n verhoging in die verbruikersaanvraag nie sodanig sal wees dat dit kostedruk-inflasie of vraaginflasie in werking sal stel nie.

6 2 DIE LIËN VAN GELD

Na ons mening is dit uiters ongesonde sakebestuur om geld te leen om salarisse te betaal. Dit is trouens buite die bevoegdheid van die Administrasie, gesien die bepalinge van Artikel 16 van Wet 48 van 1977. Die Vereniging het voorgestel dat die Spoorwee deur wet-

present self financing fund and the proposed addition thereto can be used to fund their claim.

5 25 5 WRITING OFF OF INTEREST

The Association suggested that, in view of the fact that the Railway obtains most, if not all of its capital by means of loans from the State, the interest thereon, which at present amounts to approximately R400 million, should be written off by the State. As a precedent they referred to Section 14 of Act No 48 of 1977, whereby the Railway was exempted from paying the interest on an amount which was deemed to be the capital which was invested in the Railway on 31 May 1910.

5 25 6 STATE AID

The Association argued that the time had arrived for the State to intervene and to help the Railway. It pointed out that the State already subsidizes transport in respect of certain commodities and reference was made to section 106 of the Constitution Act which reads as follows:

“106 *Making good of deficiencies in Railway and Harbour Fund in certain cases* — If the board is required by the State President or under any Act of Parliament or resolution of the Senate and of the House of Assembly to provide any services or facilities either gratuitously or at a tariff which is insufficient to meet the costs involved in the provision of such services or facilities, the board shall at the end of each financial year present to Parliament an account approved by the Controller and Auditor-General, showing, as nearly as can be ascertained the amount of the loss incurred by reason of the provision of such services or facilities and such amount shall be paid out of the Consolidated Revenue Fund to the Railway and Harbour Fund.”

6 THE COMMISSION'S VIEW OF THESE SUGGESTIONS IS THE FOLLOWING

6 1 INCREASE IN TARIFFS

We are of the opinion that should a salary adjustment of 15% be made and if the only means of financing it results in the immediate implementation of the estimated average increase in tariffs of 10,2%, it would have an adverse effect on the economy of the country.

It is doubtful whether our economy would be able to absorb such an increase without serious consequences. Where our economy, in addition to the inherent problems created by inflation, is further threatened by possible oil and other boycotts, it would be inadvisable to exert further internal pressure thereon. Such an increase in tariffs would only be acceptable if—

- (i) it could be postponed for a while, in which case the salary increase will have to be financed from other sources, or
- (ii) action by the Government were to be forthcoming, e.g. by increasing sufficiently the general consumer demand so as to counter the effects of the cost rises (inflationary effect) of the increased tariffs, provided that such an increase in the consumer demand would not be such that it would generate cost, push inflation or demand inflation.

6 2 THE BORROWING OF MONEY

In our view the borrowing of money to pay salaries would be extremely unsound business management. As a matter of fact it would be beyond the powers of the Administration, regard being had to the provisions of Section 16 of Act 48 of 1977. The Association suggested that the Railways be given the power by legisla-

gewing magtiging verkry om sodanige lenings aan te gaan. Gesien die ongesonde aard van sulke lenings, kan ons so 'n stap nie aanbeveel nie.

6.3 GEBRUIK VAN DIE TARIEFWE RESERWIFONDS

Die tariewe reserwifonds is daargestel om korttermynskommeling in tariewe, wat deur onverwagte gebeure veroorsaak word, te voorkom. Daar moet eers daarop gewys word dat die tariewereserwifonds 'n enkele fonds is vir al die dienste deur die Administrasie gelewer, nl Spoorwee, Lugdiens, Hawens en Pyplyning. Gesien die omset van die Spoorwee (ongeveer R2 700-miljoen gedurende die boekjaar 1977-1978) is die huidige reserwe na ons mening veels te klein en behoort dit nie vir ander doeleindes gebruik te word nie.

6.4 GEBRUIK VAN DIE SELF-FINANSIERINGSKAPITAAL

Soos reeds aangedui, is die Spoorwee besig om al hoe meer sy eie kapitaaluitgawes te finansier. Vir dié doel is tans R100-miljoen opsy gesit. Die selffinansieringsproses is ons insiens so belangrik dat dit nie vertraag of uitgestel behoort te word bloot om onmiddellike salaris-eise te dek nie. Ons kan dus nie goedkeur dat enige bestaande fondse of beoogde toevoegings tot hierdie fonds gebruik word soos deur die Vereniging voorgestel nie.

6.5 AFSKRYF VAN RENTE

Die presedent waarna die Vereniging verwys is 'n besondere geval—daardie betrokke bedrag kan nie beskou word as afkomstig van die Suid-Afrikaanse Republiek nie. Daar bestaan geen rede waarom die Spoorwee onthef moet word van sy verpligting om rente op geleende geld te betaal nie. Dit is in elk geval 'n saak van staatsoptrede en val buite ons ondrag.

6.6 STAATSHULP

6.6.1 Dit is duidelik dat die bepalinge van artikel 106 slegs van toepassing is waar 'n diens of fasiliteit in opdrag gelewer of verskaf word. Dit geld vandag slegs vir 'n paar dienste. Die meeste van die sogenaemde sosio-ekonomiese dienste wat die Spoorwee vandag lewer het ontstaan uit of tradisie of deur evolusionêre ontwikkelings of veranderings.

6.6.2 Omdat hulle nie lonend is nie, beteken dit dat die Spoorwee sulke dienste moet finansier uit fondse verkry van ander dienste. Nou gebeur dit dat die lading op daardie ander dienste reeds so is dat hulle beswaarlik verhoog kan word. Die Spoorwee ondervind dan moeilikheid om sy begroting te laat klop. Die Vereniging betoog dat die Staat behoort op 'n soortgelyke basis soos beoog in Artikel 106 by te dra vir hierdie sosio-ekonomiese dienste.

6.6.3 Volgens gegewens aan ons voorgelê blyk die volgende

<i>Vervoerdiens</i>	<i>Wins</i>	<i>Verlies</i>
Goedere	R205 miljoen	
Pyplyne	R107 miljoen	
Hawens	R 42 miljoen	
Pakkette	R 4 miljoen	
Lugdiens	R 2 miljoen	
Passasiers		R286 miljoen
Lewende Hawe		R 7 miljoen
Steenkool		R 11 miljoen
Bykomstige dienste		R 20 miljoen
	<u>R360 miljoen</u>	<u>R324 miljoen</u>

tion to negotiate such loans. In view of the unsoundness of such loans such a step cannot be recommended.

6.3 USE OF THE RATES EQUILIZATION FUND

The Rates Equilization Fund was established to prevent short-term adjustments in tariffs caused by unforeseen events. It must first be pointed out that the Rates Equilization Fund has been established for all the services rendered by the Railways viz., Railways, Airways, Harbours and Pipelines. Regard being had to the turnover of the Railways (approximately R2 700 million during the financial year 1977-78) the present reserve, in our view, is far too small and ought not to be used for other purposes.

6.4 USE OF THE SELF FINANCING CAPITAL

As already indicated, the Railways is increasingly financing its own capital expenditure—for this purpose R100 million has at present been set aside. In our view the self financing process is so important that it should not be delayed nor postponed merely to cover immediate salary claims. We cannot, therefore, approve of any existing funds or contemplated additions to this Fund being used as proposed by the Association.

6.5 WRITING OFF OF INTEREST

The precedent referred to by the Association is a particular instance—the amount involved can hardly be regarded as having been derived from the South African Government. No reason exists why the Railways should be absolved from its obligation to pay interest on borrowed money. This is, in any event, a matter for State action and does not fall within our terms of reference.

6.6 STATE AID

6.6.1 It is clear that the provisions of Section 106 are only applicable where a service or facility is provided on instruction. This, today, is valid only in respect of a few services. Most of the so-called socio-economic services rendered by the Railways nowadays had their origin in either tradition or evolutionary developments or changes.

6.6.2 Because they are not viable, it means that the Railways must finance such services out of funds obtained from other services. But the load on those other services is already such that they hardly can be increased. The Railways is consequently finding it difficult to balance its books. The Association argues that the State should compensate for those socio-economic services on a basis similar to that envisaged in Section 106.

6.6.3 The following figures were laid before us

<i>Transport Service</i>	<i>Profit</i>	<i>Loss</i>
Goods	R205 million	
Pipelines	R107 million	
Harbours	R 42 million	
Parcels	R 4 million	
Airways	R 2 million	
Passengers		R286 million
Livestock		R 7 million
Coal		R 11 million
Subsidiary Services		R 20 million
	<u>R360 million</u>	<u>R324 million</u>

Die verliese op passasiersvervoer is as volg ontled

Hooflyn	1ste klas	R 47 miljoen
	2de klas	R 67 miljoen
	3de klas	R 22 miljoen
Pendel	1ste klas	R 84 miljoen
	3de klas	R 66 miljoen
		R286 miljoen

The losses on passenger services have been analysed as follows

Main Line	1st class	R 47 million
	2nd class	R 67 million
	3rd class	R 22 million
Commuter	1st class	R 84 million
	3rd class	R 66 million
		R286 million

6 6 4 Dit val dadelik op dat juis daardie dienste wat 'n sosiale vereiste verskat, onlonend is

6 6 4 It immediately becomes apparent that the non-paying services are precisely those providing a social service

6 6 5 Dit volg dus dat daar met alle erns met die Staat onderhandel moet word sodat die Spoorwee uit die penarie uitgehelp kan word Soos alreeds opgemerk (par 5 15) is die Administrasie reeds geruime tyd besig met onderhandelinge om hierdie ongesonde toestand reg te stel

6 6 5 It follows that urgent negotiations with the State are called for in order to assist the Railways in meeting this difficulty As remarked (para 5 15) the Administration has for some time now been negotiating to rectify this unhealthy position

6 6 6 Die Kommissie kom dan voor die dilemma te staan enersyds is dit duidelik dat die Vereniging, sowel as die ander spoorwegamptenare, met reg aanspraak maak op 'n salaris aanpassing Andersyds is ons van mening dat die Spoorwee onder sy huidige bedeling nie die nodige fondse kan bekom sonder om die landse ekonomie as geheel te skaad nie

6 6 6 The Commission is, therefore, confronted with the dilemma, on the one hand it is clear that the Association, as well as the other Railway servants, can rightly lay claim to a salary adjustment On the other hand, we are of the opinion that the Railways in its present state cannot obtain the necessary funds without harming the Country's economy as a whole

7 SLOT

7 CONCLUSION

7 1 Opsommend blyk dit dus dat die Administrasie nie die agterstand op die lewensduurte wat inderdaad bestaan kan betaal nie omdat dit nie oor die nodige fondse beskik nie, en nie daardie fondse uit eie bronne kan bekom nie sonder om die landse ekonomie skade te berokken nie

7 1 In summarising it appears, therefore, that the Administration cannot pay the backlog in the cost of living that does in fact exist because it does not have the necessary funds, and cannot obtain these funds from its own sources without harming the Country's economy

7 2 Aan die ander kant betoog die Vereniging dat sy lede, tot die mate wat hulle die onthoring van die lewensduurte moet dra, die sosio-ekonomiese dienste subsidieer Opsigtelik is dit onbillik

7 2 On the other hand the Association argues that its members have to subsidize the socio-economic services to the extent that they have to carry the burden of the cost of living

7 3 Die Kommissie het kennis geneem van die feit dat die Administrasie aangekondig het dat 'n algemene 10% salaris aanpassing vanaf 1 April 1979 gemaak gaan word

7 3 The Commission has taken cognizance of the fact that the Administration has announced that a general salary adjustment of 10% will be made with effect from 1 April 1979

7 4 Die geskil het dus vernou tot die volgende

7 4 The dispute has therefore narrowed down to the following

(i) 'n Eis van 15% verhoging vir die tydperk 1 Januarie 1979 tot 31 Maart 1979, en

(i) A claim for a 15% increase for the period 1 January 1979 to 31 March 1979, and

(ii) 'n eis vir 'n verder 5% verhoging vanaf 1 April 1979

(ii) A claim for a further 5% increase from 1 April 1979

7 5 Uit die bespreking hierbo is dit duidelik dat ons van mening is dat die Administrasie nie op sy eie die nodige maatreels kan tref om die eise soos nou geformuleer na te kom nie sonder om nadelig op die ekonomie in te werk nie

7 5 Arising out of the above discussion it is clear that we are of the opinion that the Administration cannot, on its own, take the necessary steps to meet the claims as now formulated without detrimental effect on the economy

7 6 Dit sou egter vir die Administrasie moontlik wees om dit te doen as die Staat optree, op een of ander wyse soos aangedui, en na ons mening sou dit nie onredelik wees om sodanige optrede van die Staat te verwag nie

7 6 It would, however, be possible to do so if the State were to act in one way or another as indicated, and in our view it would not be unreasonable to expect such action on the part of the State

7 7 Tot tyd en wyl daar wel sodanige optrede is, kan ons nie aanbeveel dat die voornoemde eise toegestaan word nie

7 7 Until such time as such action has been taken, we cannot recommend that the aforementioned claims be met

7 8 Die onbesliste slotsom waartoe die Kommissie geraak het, het na ons insiens, ontstaan omdat optrede deur die

7 8 The indecisive conclusion to which the Commission has come arose because action on the part of the

Administrasie, minstens gedurende tye soos die huidige waar die landseconomie in 'n delikate toestand verkeer, nie eensydig of onsydig kan wees nie. Die balanse van die Staat en die hele gemeenskap word daardeur geraak en 'n aanbeveling van 'n kommissie kan so sterk op die ekonomie inwerk dat Staatsoptrede verpligtend word. In effek sou dit beteken dat onder sulke omstandighede 'n Kommissie die Staat kan bind tot sekere optrede. Hierdie Kommissie het dit as buite sy opdrag en sy bevoegdhede beskou om enige aanbeveling te maak wat so 'n gevolg sal hê, veral as in gedagte gehou word dat die Staat nie 'n party tot die geding voor ons was nie.

- 7.9 Die Kommissie betuig hiermee sy opregte dank aan die sekretariaat vir die bekwame en onvermoeide wyses waarop hulle die Kommissie bygestaan het.

T H VAN REENEN (Voorsitter)

G RUSCOE (Lid)

R L KRAFT (Lid)

M VILJOEN (Sekretaris)

JOHANNESBURG
7 Februarie 1979

Administration cannot be unilateral or impartial, at least during times such as the present where the economy of the country is in a delicate situation. The interests of the State and of the community as a whole are affected thereby and a recommendation from a commission can have such a strong influence on the economy that intervention on the part of the State becomes obligatory. In effect, it means that under these circumstances a commission can bind the State to certain actions. This Commission considered it to be outside its terms of reference and beyond its power to make any recommendation which would have such consequences, particularly when regard is had to the fact that the State was not a party to the dispute before us.

- 7.9 The Commission hereby expresses its sincere thanks to the secretariate for the efficient and untiring manner in which it assisted the Commission.

JOHANNESBURG
7 February 1979.

INHOUD

Ministerie van Vervoer
GOFWERMENSKENNISGEWING

No		BLADSY
430	Kommissie van Onderzoek na die Geskil tussen die Administrasie van die Suid-Afrikaanse Spoorwag en Havens en die Personeelvereniging wat dienaar Groep B van die S A S verteenwoordig	1

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GOVERNMENT NOTICE

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Abattoir walk-out won't

STAR 27/3/77

① 3 meat
② 151

stop service - director

By Sieg Hannig,
Labour Reporter

Slaughtering at the five abattoirs on the Reef and Pretoria will be maintained even if there is a walk-out by employees

This assurance has been given by Mr Ben Kruger, managing director of the Abattoir Corporation, the statutory body which controls the abattoirs.

"We shall definitely not bring in meat from elsewhere because we are confident that irrespective of any action by employees, we shall be able to maintain the services required," Mr Kruger said

"We have a substantial labour force of our own and have had applications for employment from slaughtermen other than the existing staff."

Mr Kruger was reacting to a statement by Mr S.H. Walters, administrative

manager of Slaughtering Services Co-operative Limited

The co-operative employs 800 or more people responsible for all the slaughtering at the five abattoirs of Johannesburg, Krugersdorp, Pretoria, Springs and Benoni.

About 500 of these people are members of the co-operative and control the co-operative

tems

economic decisions. What and how (Distribution theory), How? (Distribution theory), Where? (Location theory), Where? (Location theory), (Investment theory), (Development theory), (Environmental theory), (Growth theory).

all goals

On Monday the Abattoir Corporation is to take over the functions of the co-operative as well as the co-operative's 120 employees at the Springs and Benoni abattoirs.

"My members in Springs and Benoni object most strongly," said Mr Walters.

"For 31 years they have been their own employees through the co-operative, and now they will become somebody else's employees

"If the members at the other abattoirs object as well, we could face a serious problem."

"The possibility that members of the co-operative will stop slaughtering next week cannot be ruled out," Mr Walters said.

Mr Kruger said the takeover was designed to rationalise operations.

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Growth
national

Maximum utilisation of all resources (full employment).
Economic efficiency.
Equitable distribution of output.
Stability of rates of production, consumption, price levels.
Growth.

(iii) A brief look at alternative economic systems, Tradition economy; market (private enterprise); economy; mixed economies; planned collectivist economies.

Samuelson: Chapter 43.

5. Circularity of Economic Processes

Circular flow of income and output. At this point, the course branches out into Microeconomics (the determination of relative prices and outputs; study of markets, supply, demand) and Macroeconomics (study of aggregative economic behaviour - national income, employment theory, money & banking)

1 000 threaten to walk out of abattoirs

STAR 31/3/79

3/79

151

About 1 000 workers at the five abattoirs on the Reef and Pretoria will walk out on Monday unless a dispute with the Abattoir Corporation is resolved.

Mr S H Walters, administrative manager of Slaughtering Services Co-operative, said 800 white workers and 200 blacks objected strongly to the proposed takeover by the Abattoir Corporation of the functions of the Co-operative at abattoirs at Springs and Benoni.

The Abattoir Corporation is planning the takeover on Monday.

About 500 of the abattoirs' white workers are members of the co-operative and 300 whites are non-members. There are 200 black workers.

He said 3 000 cattle, 9 000 sheep and 1 600 pigs would have to be slaughtered on Monday and he did not know where the corporation would find

the men to do the job.

"My members in Springs and Benoni have been their own employers for 31 years through the co-operative, and now they will become somebody else's employees," he said.

Unless there was a reconciliation and slaughtering continued "as usual", most of the abattoir workers would walk out.

Mr Ben Kruger, managing director of the Abattoir Corporation, maintained that slaughtering at all five abattoirs would not be interrupted even if there was a walk-out.

He said the corporation had a large labour force and would be able to maintain services.

"The takeover of slaughtering at Springs and Benoni will affect only 11 percent of their total labour force," he added.

Meat prices up as work stops

STAR 2/4/79

(1) 249
(2) 151

A meat supply crisis loomed on the Reef today, according to the president of the Witwatersrand Master Butchers' Association, as slaughterers stopped work at the five abattoirs of the Reef and Pretoria

Meat prices soared — from as little as R1,15 a kg for mutton in Pretoria on Friday to R1,92 a kg today

In Johannesburg, beef went up 20c a kg for

grade 2 beef, to R1,10 a kg, and 25c for grade 3 beef, to R1,05/kg

"Not one animal has been slaughtered at Krugersdorp, Benoni or Springs," said Mr G D Mostert, president of the Witwatersrand Master Butchers' Association

He said the crunch would come tomorrow. Meat supplies in cold storage over the weekend would last today

"Something will have to be done before tomorrow or we will sit with a meat crisis on our hands," Mr Mostert said

The Star's Pretoria Bureau reports that chaos reigned at the Pretoria abattoir, where slaughtering stopped

SPCA inspectors in Johannesburg and Pretoria went to the abattoirs to check on the welfare of animals

But the managing director of the Abattoir Corporation, Mr Ben Kruger, said there was no cause for alarm because outsiders had been brought in to help his staff with slaughtering

"We are slaughtering at all the abattoirs and I see no difficulty in killing the quota today," Mr Kruger said

By mid-day today production at the abattoir had been restored to its normal level and a visit to the abattoir proved that slaughtering was running on schedule

Mr Kruger said slaughtering "might be running late later in the day" but there was "definitely no crisis"

"The people we brought in to replace the workers who stayed away from work are doing a marvellous job"

Today's stoppage by Slaughtering Services Co-operative — the organisation which did all the slaughtering at the Johannesburg, Pretoria, Krugersdorp, Springs and Benoni abattoirs — was a protest against the takeover of co-operative

To Page 3, Col 6

Mr G D Mostert ... not one animal slaughtered

... R1,25 per month
 ... R120 = $\frac{8}{8}$ = R15 p.a.
 ... value of cattle, Dec. 1975, about R120.
 ... Jameson Hall
 ... M.A. Thesis Second Progress Report, U.C.T., April, 1977.
 ... and Developing the Hides and Skins Industry in the
 ... average of about 10-14% of the stock
 ... annually sold or slaughtered. In normal times, annual
 ... R1,06 per month = $\frac{106}{5,83 \times 34}$
 ... value of milk per universal "cattle"
 ... R70 per year or R5,83 per month.
 ... and assuming milk is got for 250 days a year, the
 ... average of 1,4 litres per day. In terms of town cash,
 ... was based on finding 34 out of 106 cattle were milk cows
 ... in planting and scotling is contained in the value
 ... in separate books
 ... A102
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ESTIMATION OF MONTHLY INCOME FLOW FROM SUBSISTENCE PRODUCTION
 TUESDAY, 24th OCTOBER, a.m.
 Investigator
 ... Cape Town Maize Board.
 WEDNESDAY, 25th OCTOBER, p.m.

Slaughtering at the City Deep Abattoir near Johannesburg was disrupted today when 564 workers at the abattoir refused to go to work. The men, members of the Slaughtering Services Co-operative, stopped work over a dispute with the Abattoir Corporation. Several of the men gathered at the entrance to the abattoir early this morning.

Crisis in

meat trade



JOHANNESBURG
1971

MEAT TRADE
CRISIS

151

meat trade

Functions at the Springs and Benoni abattoirs

The co-operative is controlled by 500 members who are also employees of the co-operative for which about 300 white non-members and 200 blacks also work

To take over the co-operative's functions and employees at Springs and Benoni, the semi-State Abattoir Corporation had to cancel its contract with the co-operative

The co-operative refused to enter into a new contract for the three abattoirs not affected by the takeover, Mr Kruger explained

Mr Kruger confirmed that some members and employees of the co-operative failed to work at all five abattoirs this morning.

But employees of the Abattoir Corporation had turned up and were augmented by slaughterers from elsewhere

Minister is asked to intervene in meat strike

STAR 3/4/79

~~① meat~~

② 151

The Minister of Agriculture has been asked to intervene in the Transvaal abattoir dispute so that consumers do not have to foot the bill by way of unwarranted meat prices

Conflicting claims about the disruption in meat production persisted today as the work stoppage by the 1000 employees of Slaughtering Services Co-operative went into its second day.

And consumer spokesmen warned housewives not to be pressed into panic buying but to wait until fresh meat prices had dropped

Telegrams urging the Minister of Agriculture to settle the dispute have been sent by the South African Federation of Meat Retailers and the Witwatersrand Master Butchers' Association

ACTION

It is time the Minister took action because now the consumers are footing the bill for the dispute," said Mr W Bester, chairman of the Pretoria Meat Retailers' Association

He said the beef price had risen by 40 percent that of lamb by 30 percent and that of pork by 15 percent — "and it is not going to stop there"

Mr G D Mostert, president of the Witwatersrand Master Butchers' Association, said prices on the Reef dropped back to Friday's level after rising sharply at first yesterday

But he said a meat crisis was still looming

Fresh meat produced on the Reef yesterday was only half of what was required, he said.

QUOTAS

But Mr Ben Kruger, managing director of the Abattoir Corporation, said the quotas at most of the

QUOTAS

But Mr Ben Kruger, managing director of the Abattoir Corporation, said the quotas at most of the five abattoirs affected were met yesterday

He gave yesterday's slaughtering figures

● Johannesburg slaughtered 83 percent of the sheep and 65 percent of the cattle quota.

● Pretoria slaughtered 63 percent of the sheep, 50 percent of the cattle and 65 pigs

● Springs met the full quota

● Krugersdorp, also met its quota except for a shortfall of 200 sheep

● Benoni slaughtered 56 percent of its sheep and 59 percent of its cattle quota.

The normal quantity of beef would be up for auction at Johannesburg today because 750 carcasses had been held over from Friday

The output at all abattoirs would be much higher today as the efficiency of new work improved

STAR 4/4/79
Some butchers
~~meat~~ (151)
raise meat price

Butchers began to raise prices in Johannesburg today as the disruption caused by the walk-out of 1 000 slaughtermen on the Reef and in Pretoria reached a decisive stage.

"Our problems will be virtually over by tonight," said Mr Ben Kruger of the Abattoir Corporation, who reported a large upswing in the slaughtering rate in Johannesburg.

But Mr G D Mostert, president of the Witwatersrand Master Butchers' Association, said: "The crunch will only come tomorrow, because we have been eating away our stock."

"The crisis will stop only when the slaughtermen go back to work."

He said supplies held over from last week were exhausted today as the auction prices in Johannesburg rose only slightly by another 3c a kilogram, to about 25 percent above last week's prices.

But Mr Kruger said the only problem that could have arisen was in the supply of beef if today's quota were not slaughtered.

But this morning's slaughtering rate indicated a great improvement.

A spokesman for the Meat Board said auction prices in Pretoria had

increased by about 25 percent yesterday and those in Johannesburg by 15 to 20 percent.

But this was a short-term phenomenon owing to fears of possible shortages. There had been no shortages so far.

Although the profit margins of wholesalers and retailers in the meat industry cannot be rated as excessive, it is the farmer who is on the losing end of the scale, reports The Star's Pretoria Bureau.

He has no profit margin with which to balance the scales, having worked at a production loss of 26 percent for the last four years.

Now the Meat Board has decided to step in to redress the balance. The general manager, Dr Jan Lombard, has promised to investigate.

He has pointed out that there is a discrepancy of up to 16 percent on certain grades of red meat between the minimum guaranteed floor price to the farmer and the market price.

It now seems likely that the floor price determined by the meat board will have to be increased this year if something is to be done to help the farmer.

STAR 5/4/77
Case of
~~meat~~
meat
151
strikers
weakens

The dispute between the Abattoir Corporation and the slaughtering co-operative, which stopped work at the five abattoirs of the Reef and Pretoria on Monday, took a firm swing against the co-operative today.

The corporation seemed determined today to have nothing more to do with the co-operative at any of the abattoirs.

And indications were that it had the support of the Government as well as the South African Agricultural Union.

With meat prices remaining fairly stable after the initial increases, the corporation clearly hoped for an early resumption of work by the 1 000 employees of the co-operative who have been invited to become employees of the Corporation.

SLIGHT RISE

Beef prices rose only slightly — by about 2c a kilogram — at Johannesburg's meat auctions today, indicating that local slaughtering, supplemented by supplies from elsewhere, was meeting the demand.

The Minister of Agriculture, Mr Hendrik Schoeman, said this morning he had been told that about 80 percent of what was needed was being slaughtered.

Mr Harold Greenstein, national merchandising manager of Checkers, said prices were up by 20 percent, and sales had risen by six to 10 percent but had steadied.

(The movement of w.r.p. has been ignored as immaterial)

It would therefore appear to be better to sell the machine.

It should be observed however that the n.p.v. of the Computo machine is negative to the extent of R35 190 over 5 years i.e. the company is content for reasons unknown to manufacture at an apparent loss. The loss for the first year if the present machine is used would be R13 530. It is considered that as the "trading" of the Computo is annually positive that the decision to sell now is correct.

Other relevant figures are the impact of inflation on the cost of the Computo and other changing economic, trade and political circumstances.

18/01/79
 668
 Black Labour Relations Regulation Act
 577. Dr. A. L. BORAINÉ asked the Minister of Labour:
 How many disputes were dealt with in terms of the Black Labour Relations Regulation Act during 1978 by (a) Black labour officers, (b) the Central Black Labour Board and (c) the Wage Board.

The MINISTER OF LABOUR:

(a) 31.
 (b) One.
 (c) One.

151

Saturday, April 28, 1979.

Post office wage dispute

ROM
28/4/79

~~208~~
151

DURBAN — About 300 workers in the engineering division of the post office at Mobeni refused to go on duty yesterday morning until a wage dispute had been cleared up. Disgruntled workers, who claimed they had been cheated out of a 15% increase, gathered in the grounds of the post office early yesterday and demanded to see the Director of Engineering Services.

They said they refused to continue work until the matter was fully explained.

A spokesman for the Post Office said the Director of Engineering, Mr Keith Lewis, had gone out immediately to try and settle the differences.

"Apparently, information regarding their salary increases has been given to the workers — perhaps by people who want to cause trouble," the spokesman said.

"Normally, they would only have known what their salary increases were on Monday when they received their wage packets." — Sapa.

Court backs firm's sacking of workers

ROM 24/6/79

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By RIAAN DE VILLIERS
Labour Correspondent

THE Benoni firm of Barker and Nelson (Pty) and its managing director, Mr Anthony Nelson-Esch, were acquitted in the Benoni Magistrate's Court yesterday on charges of contravening provisions of the Industrial Council agreement for the iron, steel and engineering industry.

The charges followed the dismissal of the firm's entire black workforce on July 26 last year and the re-engagement of 20 workers the next day.

The firm was prosecuted by the Transvaal Regional Council of the National Industrial Council for the steel and engineering industry.

All four charges related to section 35 of the agreement introduced last year, which provides protection for workers in the industry on a nonracial basis.

The prosecution was the first in terms of Section 35 since its introduction.

The firm and its managing director were accused of unlawfully terminating the employment of 31 work-

ers, failing to notify the Transvaal Regional Council of the retrenchments, failing to re-employ all entrenched employees and failing to re-engage 11 workers after having been advised to do so by the council.

Both the company and its managing director pleaded not guilty.

Mr Martin Nelson-Esch, representing the company, testified that the dismissal of the workers had been a disciplinary measure and not retrenchment and submitted that the firm had acted within its rights in terms of Section 17 of the agreement which provided for discharges on disciplinary grounds.

Discipline had been deteriorating since February last year due to what he described as "sinister forces working against us".

Later asked to expand on that by the magistrate, Mr Nelson-Esch said a trade union had been canvassing members at the firm. They had not approached the management and were working "underground".

This had led to tensions,

manifesting itself to the firm as "passive resistance to instructions".

Some workers were re-employed because they were good at their jobs and because the company thought they had learnt a lesson. The other 10 had been partly responsible for the problems and their behaviour after being discharged led the firm not to re-employ them.

They had threatened other workers, tried to form a picket and had shown themselves to be disloyal to the company, Mr Nelson-Esch said.

Giving judgment, the magistrate, Mr De V M Horak, said Section 17 of the agreement provided for the termination of service for any good cause recognised by the law as sufficient.

The accused had acted to maintain discipline in respect of their labour force and it was quite clear why they had done so.

He found the accused had acted within their rights and dismissed all four charges.

The prosecutor was Mr H J Coetzer.

of work 'victimisation' not 'let

22/6/79

151

VICTIMISATION Worker victory

For the first time in SA legal history, African workers have obtained a final court order restraining an employer from wrongfully dismissing them for attempting to form a works committee.

The case was brought against Nel's Dairy by 24 of its workers who feared they might be dismissed after 24 of their fellow-workers, some of whom had been active in trying to form a works committee, were sacked.

Counsel for Nel's argued that the workers were not entitled to the interdict on the grounds that labour law provides for criminal sanctions against employers who victimise their workers. This argument was rejected by Mr Acting Justice Goldstone. The effect of his judgment is that workers fearing victimisation can take action through the courts to protect their jobs.

The case is an important milestone for African workers, and also has serious implications for employers. Hitherto it has been presumed that workers fearing victimisation had no remedy until they were dismissed. Even then they could only seek redress through a criminal prosecution. This has, in effect, placed the workers' rights in the hands of the Attorney-General, who is not bound to prosecute. Now workers can use the civil courts to prevent victimisation.

Says a labour lawyer "The judgment confirms an important right which we believed to exist but which has never been tested in the courts. It will now be much more difficult for employers to attempt to victimise their workers."

In another "threatened victimisation" case, African workers at Precision Tools, a Reef engineering firm, won an order restraining their employer from dismissing them for works committee or trade union activities. The company did not oppose the finalisation of the order, however, and no judgment was necessary.

Official gets letter threat

Staff Reporter

THE secretary of the Western Cape Traders Association (WCTA), Mr Kassiem Allie, yesterday received an anonymous threatening letter, bearing a blue cross and the letters "KKK"

The letter said "You are not going to get away with your blackmail tactics"

A shocked Mr Allie, whose association has been actively involved in attempts to settle a labour dispute at the Bellville factory of Fattis and Monis, said he had found the letter in his letter-box

It bore no stamp, name or signature. A newspaper cutting reporting the decision by black traders to boycott Fattis and Monis products, was included with the letter

"This is racialism of the worst type. This letter is going to harm the delicate negotiations on the re-instatement of the Fattis and Monis workers and cause black attitudes to harden," Mr Allie said

He called on Fattis and Monis to publicly dissociate itself from the letter

The administrative manager of Fattis and Monis' Bellville factory, Mr A Terblanche, said his company "had nothing whatsoever to do with the letter and dissociated itself entirely from the incident." He said he would telephone Mr Allie to tell him this

In the United States the letters "KKK" represent the initials of the Ku Klux Klan

● In another development yesterday, the general secretary of the Food and Canning Workers' Union, Mr Jan

Theron, said talks between his union, black traders' associations and Fattis and Monis had broken down because the pasta company refused to reinstate the 88 dismissed workers in the positions they held previously

Mr Theron said Fattis and Monis had given only "a vague assurance" to re-employ African workers in other bakeries owned by Fattis and Monis while coloured workers were all promised reinstatement at the Good Hope bakery, another Fattis and Monis subsidiary

● Fattis and Monis' executives will call a press conference at a City hotel today to discuss the labour dispute and a recent article in the Muslim News newspaper, which alleged that Fattis and Monis' executives had called on Peninsula flour millers to cut supplies to black traders who are boycotting the firm's products

"Poems sincere to the point of pain" *Natze*

"Peter Horn is as vigorous and versatile a South Africa ... he not infrequently achieves a notable force or beauty". *LIONEL ABRAHAMS,*

"Peter Horn's poetry is prickly and sharp,"

F.M. 13/7/79
~~151~~
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SABC REVOLT Storms on the air

A political showdown is looming at SABC HQ in Johannesburg's Auckland Park following popular TV man Pat Rogers's controversial Advocate-General Bill telegram last month.

The SABC has long been regarded as a bastion of the Broederbond, but even before the telegram there were signs of staff dissidence for instance, the disquiet among a group of radio and TV men over the initial exclusion from news reports, on the orders of higher authority, of the bombshell Mostert disclosures on Muldergate. There was even a mini walk-out over that issue, led by Radio Today's Julian Potter

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SABC ...
thorough way". *ROBERT GREIG, To the Point*

It is a beautiful and moving work which sees Jumped Aragon's 'cage of words' and found the 'world of black and white'. *MARGUERITE EDMOND*

with whispers that "Pat Rogers wants the SABC to become multiracial." Rogers himself regrets the publicity and sneaks of "an over-emphasis in the Press on political angles"

There are allegations aplenty. That the boosting of membership to over 1000 was specifically aimed at bringing in elements hostile to Copeman's executive; that the bulk of the members were in the crucial meeting half an hour before it was officially scheduled, and that many others were turned away.

The loser can only be Sabsa itself - as a union. Its ousted executive points to genuine grievances over pay and service conditions.

"Why can't we be proud of our bosses instead of rejecting them?" complains one member, alluding to all those directors Mercedes in the foyer. "The whole anti-Copeman plan was brilliant in execution and masterly in propagation."

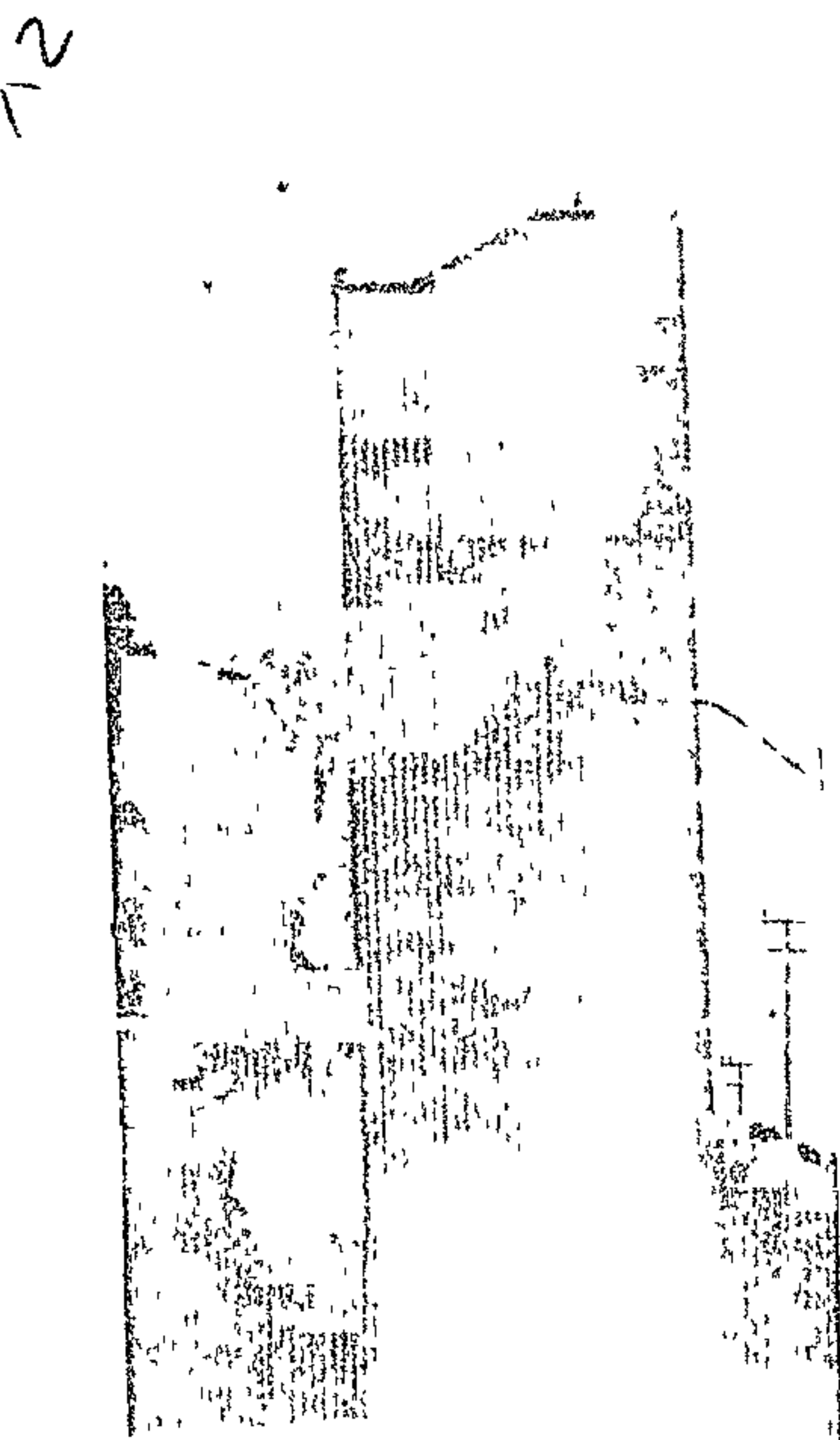
Then, in March this year, Rogers was elected national president, and Chris Copeman chairman of the Johannesburg branch of the SABC Staff Association (Sabsa, a registered white trade union), which had been largely inoperative for years.

There followed Rogers's famous telegram to P W Botha last month, protesting at the Press gag clauses of the AG Bill. But the Sabsa telegram did not have the support of Sabsa branches outside Johannesburg.

In swift order SABC chairman Piet Meyer and director-general Jan Swane-poel (both Broeders) distanced themselves from the telegram and expressed loyalty to Pretoria. Then after a hasty recruitment drive led by senior newsman Sakkie Burger - a "verkrampste," according to some - Sabsa's members rapidly rose to over 1000 by last week, when a show of hands at a special meeting compelled Copeman to resign his branch leadership.

A new branch executive will have been proposed by the weekend and voted in by about July 20. Will it be a Broeder executive, which will bring Sabsa to heel?

Sakkie Burger's group denies that it is being manipulated by middle and senior management men in the name of "nationalism" and "good order." But an ultra-right faction is gunning for Rogers himself.



Auckland Park ...

Handwritten signature or scribble in the bottom left corner.



Hope of end to pasta firm deadlock

151
20/7/79
Agg

THREE months after 83 workers at the Fattis and Monis factory in Bellville South walked out after the dismissal of five of their colleagues, the end of the deadlock between workers and management may be in sight.

Mr Tony Terblanche, administrative manager of the firm, said there were 'encouraging signs' that a number of workers were willing to take up an offer of re-employment.

'We have had contact with the Ciskeian authorities in the past few days and I think between us we can bring about some sort of solution,' he said.

Most of the workers involved are from the Ciskei.

Mr Frank Lighton, of the Cape Employers Association, who has played a part in negotiations, said 'I am hopeful things are reaching a stage where a complete settlement to everybody's satisfaction should be reached.'

'No offer'

However, a spokesman for the Food and Canning Workers Union, which represents the workers, said no offer had been received from the firm regarding the reinstatement of black workers.

'We can confirm that a representative of the Ciskeian Government approached Mr Terblanche to have discussions on the situation,' general secretary of the parallel union, Mr Jan Theron, said.

'Clearly any solution to the dispute must include discussions with the workers and must be acceptable to them all, both African and coloured workers,' Mr Theron said.

Rejected

Three weeks ago an offer by Fattis and Monis to re-employ 23 coloured workers in bakeries was rejected. The union said no coloured worker would take a job while the blacks were out of work.

Mr Terblanche said yesterday the offer of re-employment had been to all workers. But while

there was no hindrance to the company's re-employing coloured workers, it had to follow 'the necessary steps' as far as the black workers were concerned.

Mr Theron said the firm had the permission of the Administration Board to reinstate the black workers. It needed only the formal approval of the Department of Labour.

2 deaths

The Cape Herald, sister newspaper of The Argus, reports that two young children of workers have died since the dispute began.

Mr Matthews Sokupha, father of three-year-old Francis Sokupha, who died last week, said he had no money to take her to hospital or to a doctor.

mediation before we could mention a name," says Mallet-Veale. He adds "They must have rejected arbitration because they know they haven't got a case." The Chamber is loth to react, beyond saying that "a deadlock obviously implies that arbitration and mediation have been ruled out."

Other sources speculate that the Chamber would be likely to oppose arbitration because it would be unwilling to be bound by an award which, if greater than the 10% offered to all other officials and union men on the mines (the Technical Officials want 16%), would probably be granted to all white workers in the industry.

But there could be another factor at issue. At least one rival mine unionist argues that a decision to strike by the Association "could spell the end for it." He claims that "at least 500 of their members have left because of their go-slow recently, and a decision to strike would kill them off." He argues that the Technical Officials will lose a strike ballot if they decide to hold one.

Mallet-Veale nevertheless tells the FM that a strike ballot is "a foregone conclusion." He concedes that he has lost members, claiming that employers have offered his members incentives to leave.

A union decision to hold a strike ballot does not necessarily mean that a strike will take place and some sort of solution to the deadlock is by no means out of the question.

Meanwhile, the executive of the Mine Workers' Union is due to meet at the end of the month to decide whether to hold a strike ballot over its deadlocked dispute with the Chamber on the lost benefits of union men who struck earlier this year.

MINING UNIONS Strike ballots

This week's deadlock between the Chamber of Mines and the SA Technical Officials' Association follows the Chamber's rejection of union proposals that a mediator or arbitrator be appointed to settle the dispute.

Technical Officials' general secretary Henry Mallet-Veale tells the FM that his union attempted to prevent a deadlock — and thus the possibility of a lawful strike — by suggesting that both parties submit themselves to a binding arbitration award. The Association planned to propose PFP MP Harry Schwarz as the arbitrator, "but the Chamber rejected both arbitration and

Financial Mail July 20 1979

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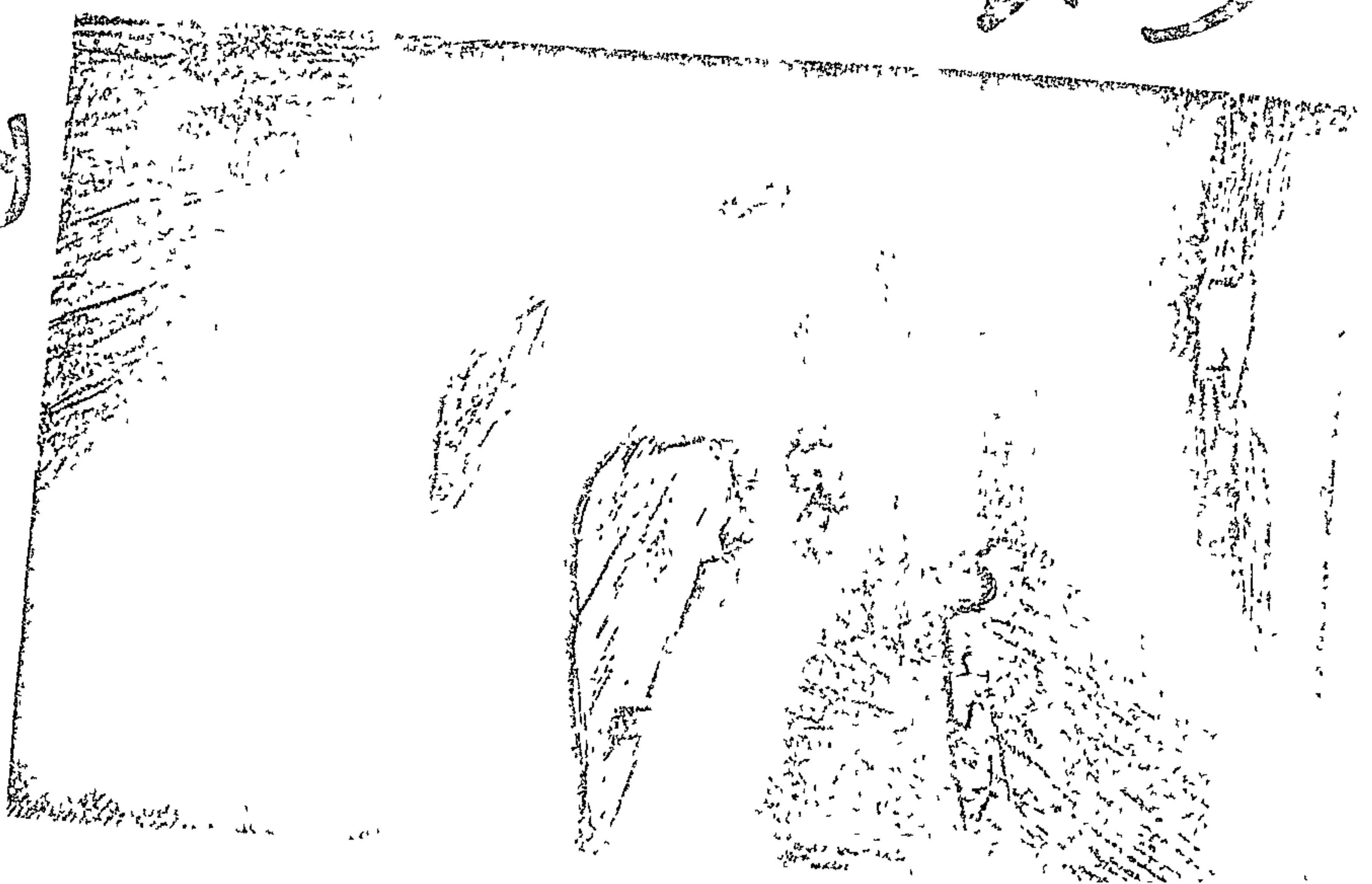
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Thousand attend UCT protest

Education Reporter

NEARLY a thousand workers and students of the University of Cape Town packed Jameson Hall at lunch time yesterday to protest against the dismissal of 14 workers from the university.

Mr Tony Weaver, co-ordinator of the Wage Commission of the SRC, said 1979 marked the 150th birthday of UCT, a birthday which had little significance for students and even less for workers.

Of more importance, however, is that 1979 marks the death of the carefully nurtured myth that UCT is a liberal institution, he said.

BREADLINE

He said that apart from a few people in the senior grades, workers were initially paid wages which were below the breadline.

He said about 67 percent of workers were involved in tasks they were not qualified to perform.

He said he knew of a cleaner who was performing micro-surgery and organ transplants in the animal house at medical school.

Another worker was acknowledged as an expert in the identification of fish bones.

Both men earned cleaners' wages.

WHITE MINERS

FM 3/3/79
(151) (ZT)

End of the militants?

July was not a happy month for the more militant mine trade unions. First, the SA 'Technical Officials' Association threw in the towel when it balked at calling a strike ballot over its wage dispute with the Chamber of Mines. Now the Mine Workers' Union also seems headed for a loss of face.

The MWU's dispute with the Chamber of Mines over the lost benefits of miners who struck earlier this year has been deadlocked for well over a month. The union is due to announce a decision shortly on whether to call a strike ballot on the issue. Whichever way the decision goes,

the MWU is likely to be the loser, however.

If a strike is not called, the MWU will have admitted defeat on the benefits dispute. It will have climbed down from its executive's in-principle decision earlier this year to hold a strike ballot if the dispute ended in deadlock.

But even if a ballot is held, the FM's sources argue that broad support for a strike among miners will not be forthcoming, if only because the union leadership has delayed too long to arouse much emotion on the issue. Some even believe that a strike could spell the end of the MWU.

So a period in which the mines saw a strike by Arrie Paulus's men and a work-to-rule by Henry Mallet-Veale's technical officials looks if it will end 2-0 to the Chamber. In both cases the Chamber achieved this by digging in its heels and simply refusing to talk until its terms were met and the stoppages ended. A far cry indeed from the days when some mining men complained that the Chamber was "soft" on the unions.

Unionists like Mallet-Veale charge that the Chamber has succeeded because it enticed his members away to less militant rivals, which, he claims, it favours. The Chamber denies this.

Others charge the Chamber with deliberately forcing a confrontation with the two unions once work stoppages occurred, in order to make them eat humble pie. It refused to allow Paulus's men to return to work after a one-day strike without losing their benefits, and it rejected a call for arbitration from the technical officials. This too the Chamber denies.

But, wittingly or unwittingly, the Chamber took the unions to the brink and forced them to pull in their horns. In the process it has shown that the image of a powerful white work-force ready to enforce its will by striking is something of a myth.

So the Chamber's tough stance has eliminated the risk of strike action in the industry for the foreseeable future. But will the mining bosses now use their strong position to step up black job advancement?

It seems not. The Chamber has repeatedly stressed that no job advancement will take place without negotiation with the unions — even if the mining houses can agree among themselves on a black advancement strategy.

c) Ander lede:

Mnr K. Bosman
 Professor A. Cupido
 Mnr N. Daniels
 Mnr Achmat Davids
 Professor R.J. Davies
 Professor J.J. Degenaar
 Mnr René de Villiers
 Dr I.D. du Plessis
 Professor J.J.F. Durand
 Professor J.B. du Toit
 Mnr A. Flederman
 Professor R.F. Fuggle
 Mnr G.J. Gerwel
 Eerw. D. Guma
 Professor A. Paul Hare
 Dr Gertrud Heydorn
 Mnr F.A. Jacobs
 Mnr H.M. Jimba

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste...

Road workers sacked

EAST LONDON — The company building the 33 km road between Cathcart and Stutterheim has sacked 498 workers following a dispute.

This was confirmed yesterday by the site manager, Mr C. Cuttita, of Imprefed, whose head office is in Johannesburg.

The labourers and drivers — who are mainly from the Cathcart and Willowvale area — were fired after they demanded to be paid on the 10th of each month.

"Our agreement is that they be paid on the 17th of each month," Mr Cuttita said. "We had no alternative but to fire them for their attitude."

He admitted work on the road due to be completed in 1981 would be affected but said they were busy recruiting new labour and they hoped to be full steam ahead this week.

"This incident won't affect our contract much," he said — DDK

d) Twee Ere-Fellows.

Professor J.L. Boshoff
 Dr Sheila T. van der Horst

Lede word na die Algemene Jaarvergadering van die Maatskappy uitgenooi en kies elke drie jaar 'n verteenwoordiger op die Beheerraad. 'n Verkiesing is in 1978 gehou en die huidige ampsdraer is Biskop A.W. Habelgaarn. Terwyl geen verpligtinge aan lede opgelê word nie, word hulle geraadpleeg in verband met sake wat die Sentrum se program raak.

NAVORSING

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels:

A. Mobiliteit en Politieke Verandering in Suid-Afrika

Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandelingsvoorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon.

Walkout clerks get back jobs

THE seven dispatch clerks who had staged a walkout at their Benrose firm on Friday following the dismissal of five of their colleagues, have been re-employed.

And the five workers who got a sack have been reinstated "unconditionally". This follows a story which appeared in POST last week on the dismissal of the five, and the resignation "in sympathy" of seven others at Carborandum-Universal SA (Pty) Ltd — an American company which is signatory

to the Sullivan Principles. Their reinstatement was yesterday confirmed by the company's general sales manager, Mr Desmond Richardson, who said they had been taken back "unconditionally".

The seven clerks downed tools on Friday when they learned that five of their colleagues had been fired by the company for an alleged theft.

They told POST last week that they had resigned in sympathy with the sacked five who had been accused of stealing some goods at the firm.

(151) 238 Post

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Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana Verhandelingsvoorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welsyns- Professionele en Openbare Organisasies

Die Direkteur het aktief gebly in die Suid-Afrikaanse Instituut vir Rasse-Verhoudinge as 'n lid van die Weskaap-Distrikskomitee, die Nasionale Uitvoerende Komitee en van die Raad.

Hy is Voorsitter van die Quaker Service Fund in die Kaap, die diensafdeling van die Godsdienstige Vriendekring (Quakers), wat gemeenskapontwikkeling op die platteland en in die stadsgebiede bevorder.

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook 'n lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuing aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het benewens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantooruimte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

Workers return after pay dispute

CATHCART—All 498 contract workers on the Stutterheim Cathcart road who resigned after a pay dispute two weeks ago have returned to work.

Their mass resignation arose after their demand to be paid in full in the middle of the month had been refused by Imprefed, the engineering firm employing them.

This was confirmed yesterday by a spokesman at the firm's Johannesburg head office. He said the workers' request was contrary to the conditions of their contract.

The company pays the workers an advance in the middle of the month and the balance at the end of the month when they have the opportunity to bank or send their wages home.

The spokesman said a few workers had instigated the others to demand their full wages in the middle of the month, even though they had agreed to be paid at the end of the month as a precaution against theft.

When their demands were not met, the workers resigned, but returned the following week.

The spokesman said work on the 33 km stretch of road would be completed as scheduled and the only problem at present was heavy rain.

DDR

Biskop A.W. Hanebeek

Mnr E.V.E. Howes

Professor M.F. Kaplan

Dr. W.A. Landman

Mnr G.K. Lindsay

Sir Richard Luyt

Professor S.J. Saunders

Professor H.W. van der Merwe

Mede-professor D.J. Welsh

Professor Monica Wilson

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra.

mede-professor van Boshoff, gewese Re

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BUSINESS

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28/8/79 (1/10/79)

Kellogg recognises black trade union

By Sieg Hannig,
Labour Reporter

The Kellogg Company of South Africa has become the first company since the publication of the Wiehahn Report to announce its formal recognition of a black trade union.

It is also believed to be the first American subsidiary to have reached such an agreement.

Mr Murray Rogers, managing director of Kellogg, said negotiations with the Sweet Food and Allied Workers' Union had been going on for more than 12 months.

They have been concluded with an agreement recognising the right of the union to represent its members and negotiate on their behalf.

The same right has been accorded to shop stewards, while the union

has been granted access to company premises during meal times.

Mr Rogers said the company used a Springs solicitor to verify that the union represented 6 percent of the company's black factory staff.

"They have made no demands for any improvements in wages and working conditions so far," Mr Rogers said. "Anything they come up with we shall negotiate in a fair manner when the times comes."

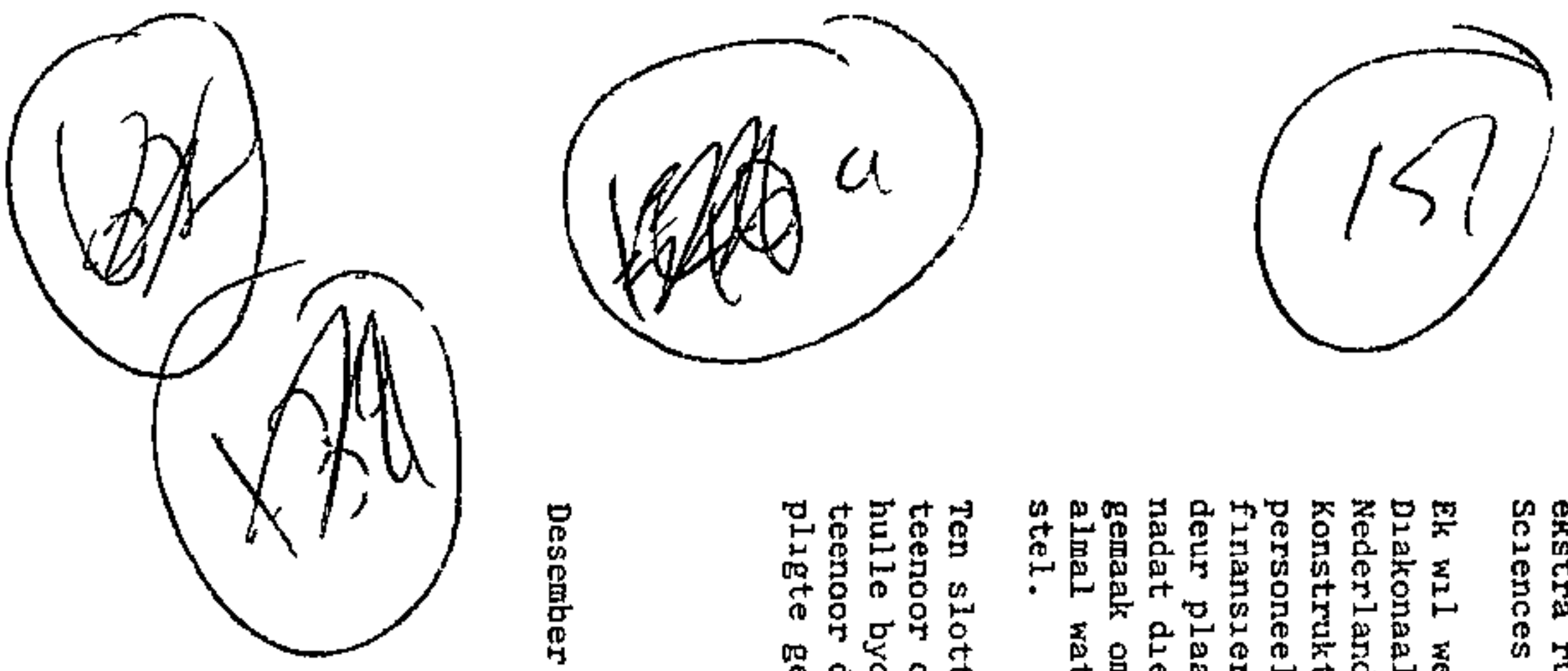
The union belongs to the Federation of South African Trade Unions.

The American motor companies in the Eastern Cape, Ford and General Motors, gave effective recognition to the black union in their industry some time ago and have been conducting wage negotiations with that union.

Die program van die Sentrum staan onder die toesig van 'n Akademiese Advieskomitee wat in 1978 bestaan het uit die ... (Voorsitter), die Prinsipaal van die Universi- ... Adjunk-Prinsipaal,

AKADEMIESE ADVIESKOMITEE EN RAAD VAN BEHEER

Die hoofdoel van die Sentrum is om navorsing na die onder- linge groepsverhoudinge in Suid-Afrika te bevorder en te lei, in die besonder oor verhoudinge tussen rasse- en taalgroepe.

Handwritten signatures and initials in circles: 

Desember 1978

Hendrik W van der Merwe
Direkteur

Ten slotte is dit met innige genoeë dat ek my verpligting teneor die ere-navorsingsbeambtes van die Sentrum vir hulle bydraes tot die navorsingsprogram, boekstaaf en teneor die personeel vir die wyse waarop hulle hulle pligte gedurende die jaar uitgevoer het

kampus, waar ons gedurende die laaste vyf jaar gehuisves was, ontgroei. Daarom is ek besonder dankbaar vir die ekstra ruimte wat ons nuwe kantoor in die Leslie Social Sciences Building op die Grootte Schuur Campus aanbied.

Ek wil weereens die Carnegie Corporation en die Algemeen Diakonaal Bureau van die Gereformeerde Kerken van Nederland bedank vir hulle gulle ondersteuning van die konstruktiewe Program wat ons in staat gestel het om meer personeel aan te stel en om publikasies en werkgroepe te finansier. Ek wil ook graag weereens die ondersteuning deur plaaslike skenkers, firmas en trusts noem, kort nadat die Program gestig is. Hulle hulp het dit moontlik gemaak om etlike publikasies gratis te versprei onder almal wat in die bevordering van 'n oop samelewings belang- stel.

Police arrest 55 strikers

Own Correspondent
DURBAN. — Armed riot police arrested 55 people today after using tear gas to disperse about 400 strikers at the Rainbow Chickens processing plant at Hammarsdale.
The workers were supporting a wage dispute. Police arrived at the scene at about 4 am and ordered them to disperse. When they refused, the police threw about seven tear gas canisters.

Die Direkteur, professor (Stellenbosch), Ph.D. Albertyn en 'n deeltydse sekretaresse, mev. B J Chapman

Gedurende die jaar is mej. Morna Cornell en Ruth Rutherford as tydelike klerklike assistente en mej. Judith Cornell, B.A. (Universiteit van Kaapstad) as deeltydse navorsingsassistente in diens geneem. Twee ere-

et navorsing- en studiere as sy plaasvervanger en die Raad van Beheer

Die hoofdoel van die Sentrum is om navorsing na die onderlinge groepsverhoudinge in Suid-Afrika te bevorder en te lei, in die besonder oor verhoudinge tussen rasse- en taalgroepe.

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Die Sentrum word beheer deur 'n Beheerraad waarvan die Prinsipaal van die Universiteit van Kaapstad, ex officio die Voorsitter is, en die Adjunk-Prinsipaal ex officio die Vise-Voorsitter. Die Direkteur is ex officio 'n lid van die Raad. Die Direkteur is dr J.P. Duminy, ds. W.A. van der Merwe, professor W.H.B. Dean, professor D.J. Welsh.

Die Direkteur, professor (Stellenbosch), Ph.D. Albertyn en 'n deeltydse sekretaresse, mev. B J Chapman

Desember 1978

Hendrik W. van der merwe
Direkteur

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157 100 30/3/79

FIREWORKER TO TAKE DAIRY FIRM TO COURT

van Suid-Afrika (Augustus).

NEL'S DAIRY, the company that has been involved in labour disputes, is to be brought to court on a charge of contempt by one of its workers.

Mr Joseph Mabaso, a dairy worker alleges that he was dismissed from Nel's Dairy after a Supreme Court order against the company restraining it from dismissing him and 24 others for trying to form a works committee to negotiate their grievances.

Mr Mabaso (49) was the first applicant in that case.

He now alleges that after the order, he was fired by the company.

His lawyers yesterday confirmed that he had issued summonses against the company. They also said Nel's Dairy had acknowledged receipt of the summonses.

But Mr Hans Nel, one of the

company directors, yesterday refused to confirm or deny the receipt of the summonses.

"We have no comment to make," he said.

In an affidavit prior to the court order, Mr Mabaso had alleged that he had been at the company's employ for 25 years and that the majority of the black employees have been unhappy and discontented with the condition of employment offered by Nel's Dairy for a considerable period.

PETITION

He and six other employees submitted a petition calling for the establishment of a works committee in terms of the Black Labour Relations Act. Three of the six were subsequently fired.

The company had also rejected a further petition of 150 signatures and proposed a liaison committee instead of a works committee.

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- Dr Gertr
- Mr F A
- Mr H M.

d) Twee Ere-

Profes
Dr Shei

Lede word na die skappy uitgenooi op die Beheerraad huidige ampsdrac verpligtinge aan pleeg in verband

Gedurende die versentrum dit volgenu

A. Mobiliteit en F

Hierdie projek is 'n soek onder die kleuring bewaerland is onderneem. 'n Aantal tydelike navorsings-

Driver sacked for 'behaving like white'

By MALOSE MATSEMELA

A BLACK sales driver at Clover Ice Cream, Pretoria, was allegedly dismissed from work after the company's white mechanic threatened to shoot him "because he behaved like a white man"

Mr Johannes Ramokgopa (39), of Boekenhoutfontein, BophuthaTswana, told POST yesterday that he was fired after he disagreed with Mr Ans Herman, a senior mechanic, over a scratch on the company vehicle

"I denied having knowledge of the damage, but instead he called me names and accused me of trying to become a white man. He then left for his home," Mr Ramokgopa said.

"Mr Hermans' home is a few blocks from the factory. He returned with a revolver in his hand and said 'ek gaan daardie swart gat van jou skiet' I in my way and reported the matter to the manager," he said.

"But Mr Viljoen the manager, told me that I was fired from work. He said he was always watching all my movements and found that I had a tendency of arguing with whites whenever they talk to me," he added.

According to Mr Ramokgopa, Mr Viljoen said this will teach him good manners "because we told you before that our company is against people whose behaviour competes with that of whites."

Mr Viljoen told POST to keep away from his company's domestic affairs. "That is none of your business. We have the right to decide on whether to have people of his calibre in our company."

c) Ander lede:

Mr K. Bosman
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 Mev. S. Walters

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Sacked workers back

By HARRY MASHABELA

SIX of the 14 black workers dismissed over a dispute with the management of a car manufacturing company in Sandton have been taken back.

The dispute between black workers and the management at Toyota plant Sandton, north-west of Alexandra Township, resulted in 14 workers being sacked on Tuesday this week.

The sacking of the 14 workers led to several other workers downing tools after they had allegedly been refused a meeting with the managing director to find out why their colleagues were fired.

Mr C Adcock, the managing director, said yesterday that trouble started on Tuesday morning after four men had been late for work.

"The four men were warned and given forms to sign. Two signed, one refused and the fourth said he had been late because he had trouble with his feet," Mr Adcock explained.

The man who refused to sign was immediately fired and the other was told to produce a doctor's certificate.

Fourteen of their colleagues then refused to work and were soon joined by 80 other workers.

An inspector from the Department of Labour was called and the 14 black workers were fired because "they illegally refused to work".

The 80 others were also told to leave and advised to return on Thursday if they wanted to work.

Mr Adcock said the majority returned on Thursday and about 60 had already been re-employed. The others, numbering about 24, had been told to report to the manager's office yesterday to re-apply for work.

Some of the affected workers said trouble started last Friday when they failed to reach their daily work target because they had spent time cleaning up.

They said they were asked to clean up by their supervisor, but when they told their section foreman why they had failed to reach their work target their story was rejected. They were subsequently dismissed.

Initially, the trouble affected only those working in the picking section of the warehouse.

on the results of appropriate data. In the intuitive situation of different with no further analysis parametrically valuing the variable to one another.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health,¹¹ it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant.¹² It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	++++	+	+	+	0
Yaws *	++	++	+++	+++	0

* Added to test scoring method

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UNION RECOGNITION

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Trouble at Toyota

Labour unrest at Toyota Marketing over the past few days resulted in 23 workers losing their jobs. This followed a protracted union recognition dispute between management at the Reet-based company and the unregistered Metal and Allied Workers' Union, lasting over a year.

The union says that the incidents of the past few days are "the unfortunate consequences of a lack of communication at the factory. Toyota won't recognise the union, and its liaison committee is no longer functioning. There are no communication channels and a small dispute has become a serious conflict." Toyota had preferred its liaison committee to a union, despite worker rejection of the committee, says the union.

Toyota MD Colin Adcock confirms that the company will not recognise the union — at least until it is registered. "Up to now, we have believed that a liaison committee is most effective because it enjoys legal protection. Until the union is registered it must talk to us through the committee." But he rejects the union's charges. "Disputes like this are unlikely to occur unless they are assisted. They are not our fault."

The unrest began when four workers were asked to sign forms acknowledging that they were not meeting their production targets. Eventually all workers were dismissed by management (because, says Adcock, they refused to go back to work). Of these, all but 23 have been re-hired. The union charges that the 23 were not re-hired because of their union activities, and is threatening to charge Toyota with victimisation.

Adcock rejects this claim. "Everybody seems to forget that motor spare parts business has dropped off. We've been over-employing people up to now and this incident gave us an opportunity to trim staff."

According to the union, Adcock was initially prepared to talk to union officials, but soon rejected any contact. Earlier this year, three union shop stewards were dismissed and the union claims they were victimised. A court action on these dismissals is pending and Toyota is planning to fight the action.

At a meeting this week, Toyota reiterated its refusal to deal with the union while it is unregistered, a union spokesman says. "Working conditions at Toyota are reasonably good, but the company is thoroughly paternalistic. I'm convinced it knows what is best for its workers and, until that changes, the problems won't be resolved."

Adcock says that he is not happy about the union representing motor workers — he says it is an engineering union — but says he will deal with it if it is registered. The union charges that Toyota is "discriminating against us. We know of two occasions where they have asked other unions to organise at the plant. They obviously want any union but us."

Retorts Adcock. "Absolute lies. We once asked (senior Tucsra African unionist) Lucy Mvubelo to address our committee on unionism, but we didn't ask her to organise here."

Notes:

O Metcalf
Faculty Officer.

Yours sincerely

If the University does not receive your results by 15 January 1980, it will that you are no longer interested in attending this University and your application will be cancelled and will only be reinstated at a penalty of If you anticipate that your results will be delayed, please inform the University accordingly by due date to obviate cancellation and possible fine for the reinstatement of your application.

HONEY CAKE

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- ½ cup sugar
- ¼ t salt
- ½ cup milk

Sift dry ingredients. Heat milk and 2 tablespoons butter until melted. Beat egg and add to milk and butter. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and 1½ tablespoons butter and pour over hot cake before serving. Serve with whipped cream.

NUT CAKE

- 4 eggs
- ¼ lb sugar
- ¼ lb ground almonds (or hazelnuts)
- ¼ t baking powder
- ¼ T flour
- ¼ grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add flour, baking powder and lemon. Fold in stiffly beaten egg-whites. Bake at 350°F for ½ hour. Serve with whipped cream.

Jan

- 3 T honey
- 1½ T butter

if it is too thick. Chill in a large bowl. Before serving pour on sour cream and sprinkle with chopped chives.

BEAN SOUP (Serves 8)

Cat

- 1 pkt sugar beans
- 1 slice beef shin or soupmeat
- 1 Kassler rib or bacon bones
- handful soup celery chopped
- 2 bay leaves
- 1 onion studded with 8 cloves
- 2 carrots, chopped
- 2½ litres water
- salt & pepper to taste

Wash beans, cover with water, bring to boil. Boil for 2 minutes. Remove from heat and soak for 1 hour. Bring to boil again, add rest of

PE workers 'ripe for unrest'

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Argus Bureau
PORT ELIZABETH. — Port Elizabeth is ripe for industrial unrest with both whites and blacks angry and bitter. This grim warning was given today by Dr Alex Boraine, opposition labour spokesman, who yesterday held talks with labour leaders in the city.

While the situation at General Tire was still not clear and Ford had problems, it was 'crystal clear' that the climate in Port Elizabeth at the moment was conducive to labour unrest, he said.

'And until the dominance of race in industry assumes a lesser role we can expect further outbreaks', the MP for Pine-lands said.

Workers, on the other hand, should use available channels rather than the wildcat walk-out system

they were adopting. As long as management met separately with white workers and then with black workers there would be unhealthy and unbearable competition. 'What we have now is a classic situation of demand and counter demand which must be defused by unifying the workers,' he said.

Dr Boraine said it was clear white worker resentment to enlightened change made by Ford had now surfaced.

'The supreme irony is that for 40 years the Government has been telling them they are superior to the black man. These are apartheid chickens coming home to roost and one feels a measure of sympathy for the whites,' he said.

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LABOUR UNREST

A Ford in your future?

"There's a Ford In Your Future," runs the old slogan. As labour unrest boiled over again in the Eastern Cape, many an employer might be pondering its ironic truth.

As the *FM* went to press, workers at Ford's Cortina plant had walked out for the fourth time in a fortnight or so — despite a management warning that anyone who walked out or refused to work "reasonable overtime" would be regarded as having resigned. Ford has closed the plant until Monday — for a "cooling off period," says industrial relations manager Fred Ferreira. He says he expects no problems in re-employing most of the workers.

At nearby General Tire, an estimated 1 200 workers had been out since Monday. Membership of the (African) United Auto Workers had risen from 50% of the workforce to 80% in the week since the dispute at General Tire began. Rumours that other employers could be hit by strikes were rife, but most sources believe the unrest will not "spread wildly."

But, whatever the outcome of the last fortnight's unrest, it may well have marked a turning point in SA labour relations — just as the Durban strikes did in 1973. The most important trends in SA's labour — and, perhaps political scene — have come together in one factory and then spread to another. Ford's present could well be other employers' future.

Most whites don't regard the Eastern Cape as the centre of SA. But it has always been a focal point of black politics and the importance of the issues raised by the events which began at Ford about a fortnight ago overshadow the supposed obscurity of their setting.

The increasing politicisation of African workers, management's need to negotiate with strong democratic trade unions as a bulwark against conflict, the growing fears of white workers and the pressure on their unions as a result, and the clash between white fears and black aspirations are all at issue. So are the demands this places on multinationals in particular and SA employers in general. These have al-

ways been issues. But they will increase in importance in the 1980s.

To be sure, the General Tire dispute has many of the hallmarks of past disputes. The recognition of the United Auto Workers has increasingly become an issue there — although the dispute was sparked off by the dismissal of two workers and followed a week long canteen boycott by African workers. According to UAW's George Manase, personnel officers have indirectly urged workers not to join the union and this week management rejected a worker demand that union officials be involved in negotiations (although the *FM* understands that a union-management meeting was due as it went to press).

General Tire MD Nic Nicholson claims he doesn't know what the worker demands are (they had been read to him, but he didn't remember them) and says he is not prepared to reinstate the two workers because "I don't want to lose authority in the plant."

Workers insist that they are not involved in a sympathy strike with Ford

workers. But some sources point out that the grievances there are virtually identical to those at Ford. This obviously fuels talk of "agitators" — that hoary claim whenever unrest occurs. But, as unionist Fred Sauls argues, even if there were agitators "they wouldn't succeed unless there were real grievances."

It is the Ford dispute, however, which is so different from the well-worn story of workers who feel management is not prepared to tolerate worker representation in the plant. Indeed, Ford has recognised the UAW for some time. The dispute began over the alleged victimisation of Thozamile Botha, who happens also to be the leader of the Port Elizabeth Black Civic Organisation (Pebco). This organisation is the PE equivalent of Nthatho Motlana's Soweto Civic Association and has at least informal links with Azapo, the black consciousness organisation formed recently.

African workers in the area are becoming increasingly politicised and Pebco enjoys wide support among them — many Ford workers have been manning the



Ford's Ferreira . . . time for cooling off in a tricky situation

production line with Pebeo insignia openly slung round their necks and the insignia were in evidence outside Gentire as well. Pebeo regularly draws crowds in excess of 10 000 to its meetings — more than its Soweto counterpart.

Whatever the truth behind Botha's resignation from Ford, workers say they saw it as an attack on a community leader who is also a staunch critic of apartheid. (Management has stressed it was not interested in Botha's political affiliations and made no attempt to victimise him for them.) The workers' downed tools and tensions were then increased by the entry into the fray of white workers who are members of the SA Yster-en-Staal Unie, a power in the Confederation of Labour

lash.

It was this issue which sparked off Wednesday's events, although as inevitably happens in an emotion-charged situation, other demands have come to the fore. African workers have complained they are not paid equally for equal work; they want an African foreman who was retrenched to be reinstated and they have problems with Ford's medical aid scheme.

Ford consistently attempted to deal with the situation by channelling these demands through the union. Fred Ferreira says he hoped to defuse the situation by bringing the demands to the negotiating table through the grievance procedure negotiated with the union. That failed, but Ford is obviously hoping that the 'cooling

say. Under normal conditions the union is all right but it is not forceful enough in putting demands to management.

The union is dealing with a workforce which is becoming more militant — some years ago a remark like the one the white foreman is supposed to have made would probably have passed without more than a raised eyebrow — and some workers' lost patience with the very unions so managements seek to exclude.

Ferreira remarks that Ford is facing a political problem and there is truth in this. Says Brian Matthews, director of the Midland Chamber of Industries: "Black workers' political frustrations will vented on the factory floor until their political aspirations are satisfied. That inevitable, he says, and employers must just have to deal with the problem."

Certainly the days when racial tension on the factory floor passed unnoticed, disappearing rapidly. And it is inevitable that people who are denied political expression will seek to make their point at the workplace.

It's a problem that won't be solved by strong-arm tactics and Matthews rejects suggestions that Ford have capitulate to worker demands. "You've got to realise we are going through a new phase and it is important to keep calm. Management is pretty good around here and they know that."

But there's another problem at Ford. Attempts by employers to elbow militant unions and replace them with tame ones are growing. Ford's experience shows the folly of this approach. If employers do not believe that trade unions can solve their problems at work, they must turn to more militant alternatives. Ferreira obviously believes — from his experience — that the only alternative to a strong union in his plant is a union who are favouring some of the militant and water variety of parallel unions. He asks whether such a union would be worth the slightest insurance against a breakdown in the working relationship with Ford.

The chances of UAW getting a better working relationship with Ford are slim, says Sauls. He points out that a group like UAW cannot represent workers at the factory. Botha himself says he does not want to be the leader of Ford workers. "I am not the compromising type," he says. Botha's is a political organisation, ill-suited to the task of negotiating with management — after all it was supposed to play a trade union role. The difference between some communist-style unions and their labour equivalent is significant. Many workers feel that they believe the union should be at the factory. Pebeo's outside it.

Employers should ask themselves whether a union regarded by them as little more than an aim of management could enjoy the same support in an emotion-charged situation. It is clear that Sauls is now saying that



Ford workers . . . leaving the factory now but, hopefully, they'll be back next week

In a backlash obviously sparked off by the strike over Botha, white workers also threatened to strike. They presented a list of grievances, many complaining that the company was more interested in meeting black aspirations than white ones. A foreman (and Yster-en-Staal member) allegedly complained that the company's integrated canteen facilities were dirty because Africans were 'abusing them'.

Yster-en-Staal assistant general secretary Henry Ferreira denies the man said it, but the allegation was enough to spark off the tinderbox. African workers demanded an apology from Yster-en-Staal and asked management to transfer the foreman. Yster-en-Staal says Henry Ferreira won't do that and Ford refused to transfer the man. Says Fred Ferreira: "The company can't be dictated to in its appointment of supervisors. Anyway to transfer him could mean a white back-

off period will enable it to happen. Ironically, while many managements are reluctant to deal with a union like UAW (it is affiliated to Fosatu and regarded as too radical by many employers), Ford's Ferreira would like nothing better than to return to a situation in which worker demands are channelled through UAW. It's a serious situation when the recognised spokesmen become impotent. And he insists "a wildcat strike doesn't detract from the union's role."

Indeed the issue at Ford is that the union is under pressure from the left. Men like Botha obviously find it too moderate for their liking and Sauls concedes: "Some workers believe we are a puppet organisation controlled by management and government. For his part Botha says the union is 'trying to solve the problem but management has the final

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have a new look at its grievance procedure and beef up its lines of communication with members. The union will attempt to organize those Ford workers who are not union members and "we will have to have a strong shop floor structure," says Sauls. Fred Ferreira welcomes this development. "We have got to find more effective lines of communication."

The Ford dispute has also highlighted important developments on the white labour scene. White workers are obviously jittery about the future in the wake of the Wiehahn report. As black factory floor militancy grows, white reaction to this will certainly also grow. It is also significant that many of the demands made by Yster-en-Staal members have nothing to do with race relations. For example, white workers wanted company assistance in purchasing overalls.

All this seems to indicate that, as the legal protection white workers have en-

joyed over the years begins to disappear, they will make new demands on their unions. The white union movement has not been called upon to push its members' cause on the factory floor in recent years — legislation has done it for them. Those days may be on the way out. Says Yster-en-Staal's Henry Ferreira: "Before Wiehahn there tended to be a lack of interest in the union on the part of white workers. Now they are more interested and more are joining up."

White workers are worried about their job security, he says, and are now turning to their unions. This is forcing the unions to become more vigorous in pushing their members' claims than before.

So employers will inevitably be faced with a white union movement waking up after years of slumber. This will make it extremely difficult for employers to meet black demands without encountering white resistance. And change or no change

white workers still have the political cards stacked in their favour. It is significant that Yster-en-Staal threatened at one stage to take its grievances at Ford to the Industrial Court and some employers are likely to be wary of offending white workers if they have the threat of a court appearance hanging over their heads.

Indeed, it is perhaps significant that Yster-en-Staal's Ferreira pronounces himself reasonably satisfied with the resolution of his members' grievances. And Ford did, after all, take a hard line on the transfer of the allegedly errant foreman partly because it feared a white backlash. White worker demands will probably always be easier to meet than black demands and many a manager may favour whites.

Time will tell how employers walk these tightropes. But they would do well to study the Ford experience carefully and learn from its lessons.

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Colling replies that the in-house union has shop stewards in every Cadbury department but Sfawu members lead not to appeal to them. Nevertheless, the in-house union frequently brings complaints to management, he claims. "The in-company union is totally independent and seems to represent its members better than some outside unions. We have negotiated an industrial agreement with it which is in line with the best in the industry."

pute at UK-based multinational Cadbury Schweppes is immaterial.

At issue is a union complaint which is being heard after - that some employers are favouring their own chosen trade unions against independent ones. In this case Cadbury is accused of instituting its own in-company union while refusing to recognise the registered (coloured) Eastern Province Sweet Food and Allied Workers Union (Sfawu).

Sfawu gained registration late last year, but has been attempting to gain recogni-



Sfawu's Ah Shene . . . no choice but international pressure

tion at Cadbury since June 1977. Management has repeatedly refused recognition and has backed an in-company union which it initiated in early 1977. Cadbury personnel manager Dennis Colling says the company wanted a body which was fully representative of the workforce.

At the time it was registered Sfawu represented only 20% of Cadbury weekly-paid staff, he claims.

It is unusual for management to refuse to recognise a registered union. Colling claims that management refused to deal with Sfawu because it represents coloured workers only (if registration he claims 50% of Cadbury's coloured workers were members). "We did not like the racial approach. The company union he argues which represents 60% of all weekly-paid workers, and more than 50% of each race group presents no such problem."

Colling is underlined by government's refusal thus far to allow mixed unions to register (except under special circumstances). Because government accepted all the Wierdan Commission's recommendations in principle, he expects mixed unions to be sanctioned soon and "we like to keep one step ahead."

Sfawu replies that it is organising both coloured and African workers - although into separate unions because of legislative restraints. It claims majority membership among coloured workers. In addition, a third of the African workers have joined, it claims.

General secretary Veefoot Ah Shene alleges however that many workers are afraid to join Sfawu. He charges that a member of the African union's committee was fired because of a reduction in staff and another transferred to a job where he has little contact with workers. Replies Colling: "We absolutely deny that anyone has been dismissed because of outside union membership. He says management has no idea who belongs to the African union and adds: "We are aware of many people belonging to Sfawu and we haven't done anything about this."

Denied access?

Ah Shene complains that his union is denied access to factory premises to collect union dues while the company provides an office and check-off facilities for the in-company union. New workers, he says, are given in-company union stop-order forms by personnel officers when they join the company. Colling says the in-house union asked for this arrangement but claims there is no pressure on workers to join this union.

There is little difference between the in-house union and the liaison committee system says Sfawu which is now trying to rally support from the International Union of Food & Allied Workers and the UK Transport & General Workers Union.

"We have no choice but to resort to international pressure," says Ah Shene.

F.M. 23/11/79
UNION RECOGNITION

Management choice

The Eastern Cape is not a happy area for industrial relations right now. Not all disputes end in strikes and thus in the headlines. But that doesn't mean the dis-

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Black union rejects joint pay talks

By Sieg Hannig
Labour Reporter.

A Black trade union seems to have forfeited an opportunity of gaining recognition because it refused to join a recognised union in negotiations with management.

But the black union, the Writers' Association of South Africa (WASA), has been invited to reconsider its stance.

This emerges from a statement issued in Johannesburg after a meeting of the SA Newspaper

Press (Editorial) Conciliation Board.

The meeting was told that WASA had decided not to join the predominantly white Southern African Society of Journalists (SASJ) in joint negotiations with newspaper management in the board.

WASA wrote to the board that it wished to pursue a separate agreement on pay and working conditions with newspaper management.

"The board announced

that it had noted WASA's decision," the statement said "It would welcome a future approach by WASA should it reconsider its stance."

A few years ago the SASJ became the first white trade union to surrender its registered status under the Industrial Conciliation Act to open its ranks to all races.

But WASA later emerged as the most representative body of black journalists.

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not be read out at any meeting, on the application of the company or of any other person who claims to be aggrieved. The Court is satisfied that the rights conferred by this section are being abused to secure needless publicity for defamatory matter.

(6) The Court may order the company's or the said other person's costs on an application under subsection (5) to be paid in whole or in part by the director concerned, notwithstanding that he is not a party to the application.

(7) Nothing in this section shall be construed as depriving a person removed thereunder of compensation or damages which may be payable to him in respect of the termination of his appointment as director or of any appointment terminating with that of director or as derogating from any power to remove a director which may exist apart from this section.

Restrictions on Directors, their Powers and Certain Acts

221. Restriction of power of directors to issue share capital—(1) Notwithstanding anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting.

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue any shares in their discretion, or in the form of a specific authority in respect of any particular allotment or issue of shares.

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company but it may be varied or revoked by any general meeting of the company prior to such annual general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue.

222. Restriction on issue of shares and debentures to directors.—(1) No provision in any memorandum or articles or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is or the directors of which are accustomed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate unless—

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

Press

pay talks

break

down

Argus Correspondent

JOHANNESBURG — Pay negotiations for journalists on most English-language newspapers in South Africa broke down on their opening day in Johannesburg yesterday.

But agreement was reached to refer the dispute to arbitration.

The deadlock followed demands for increases which would bring journalists 'back in line with the rest of the economy'.

The Southern African Society of Journalists (SASJ) demanded increases totalling 22,5 percent of the December salary bill — 15 percent across the board and the rest for distribution on merit.

The employers replied yesterday with an offer of 11 percent based on last January's salaries — a five percent minimum rise for all staff and the rest for allocation at the editor's discretion.

REJECTED

Most of the SASJ's other demands were reported to have been rejected out of hand. One was a R2,50 daily shift allowance for those who start work before 7 am.

The SASJ is understood to have submitted figures indicating that teachers — widely regarded as underpaid and due for an increase in April — were better paid than journalists.

A statement issued after the talks said arbitration proceedings would begin as soon as an arbitrator was appointed.

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RF

Journalists take pay^{RDM 5/12/79} dispute to arbitration^(ISI)

Staff Reporter

THE Southern African Society of Journalists have taken managements of the English-language Press to arbitration after national salary negotiations ended in deadlock yesterday

Commenting on the breakdown of negotiations, Mr John Matisonn, SASJ president, said journalists' salaries had fallen far below the market rate.

"Our minimum salary grades are below those of teachers, about whom there has been critical editorial comment, as well as those of journalists on Afrikaans-language newspapers

"Traditionally, Afrikaans journalists have tended to be lower paid but this trend has been reversed

"Even the 11% increase proposed by employers, of which only 5% was guaranteed to all journalists — would have left English language journalists behind teachers and Afrikaans journalists — and they expect salary increases next year

"The 11% offered fell well below the lower figure we were mandated to accept by our membership.

"With inflation running at some 14%, it is clear why dissatisfaction has reached a pitch. This has left us no option but to reject the offer and insist on arbitration

"We look forward to the arbitration award which we feel confident will exceed the employers' offer"

POLITICAL comment in this issue by Allister Sparks, Benjamin Pogrand, Peter Bunkell newsbills by Lin Menge, headlines and sub editing by Mike Stent, cartoons by Bob Conolly, all of 171 Main Street, Johannesburg

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Three Unionists Fined

THREE members of a building construction company with 31 years service between them are not satisfied with the reasons given for their dismissal and allege that their membership of a trade union cost them their jobs.

The three members of the Building Construction and Allied Workers Union who were fired are, Mr Frank Makwana (15 years service),

Mr Martins Matlala (14 years) and Mr Seripane Banda (two years). The company which fired them is the Vereeniging Refractories which manufactures bricks.

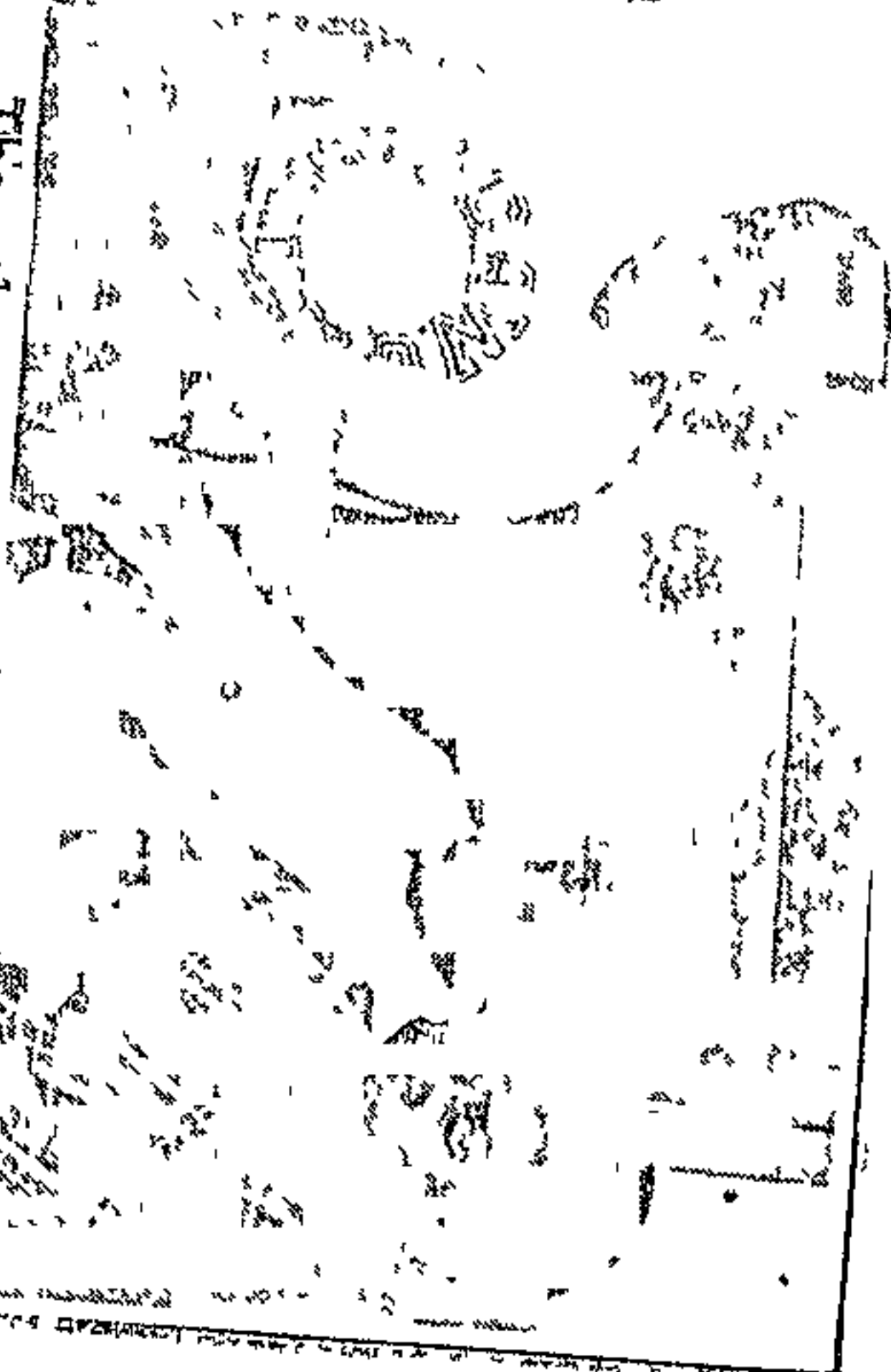
On an Unemployment Insurance form which the employer had to fill in the reason for Mr Makwana's dismissal was given as follows "discharged immediately for refusing to go and work in another section".

Reasons for the dismissal of both Mr Matlala and Mr Banda were

given as "loafing and very cheeky with the boss-boy and the foreman".

The personnel manager of Vereeniging Refractories, Mr G Karlsson did not comment on the allegations of the three workers that they were fired because of their union activities and that prior to their dismissal they were insulted by their foreman, Mr J J Malan. Mr Karlsson said they should have

The three members of the Building Construction and Allied Workers Union who claim they were victimised. From left Mr Frank Makwana, Mr Martins Matlala and Mr Seripane Banda.



On the scene

first approached the Department of Manpower and Utilisation which would have taken up the matter with them. He however promised POST that it will investigate the men's dismissal.

Mr Makwana, a father of three kids who is from Lydenburg, said he was surprised when after 15 years with the company he was suddenly told on September 27 that he was going to be transferred to another department.

I refused and told the foreman that I did not know the job done in that

department. All of a sudden he told me that I did not want to work. I was then handed discharge papers. On the discharge paper which was signed by Mr. Malan it was said that I was intimidating other workers. But prior to this incident the foreman was not well disposed towards my union activities.

Mr D. D. Tala who is from Ntshona in Bhebe said he was threatened with dismissal a month before. "Much as we were sworn at we did not react. I was surprised when a day after Mr Makwana was dismissed the foreman gave me a discharge form whereby it was said I was loafing and cheeky to the foreman I have

never loafed since I joined that company 14 years ago."

Mr Banda said he was once told that union members are cheeky because they pay insurance.

Mr Frank Mohlala the National Organiser of the union said on several occasions he has been getting in touch with Mr Karlsson to get his version of the dismissals. "All my efforts were in vain as he always promised to investigate and come back to me. But he told me that if workers are union members it does not mean they should take advantage. I did not fully understand what he meant by this," he said. Mr Mohlala also revealed that they are still battling to gain recognition for their union from this company.

STEVEDORES

Dock disputes

F.M. 7/12/79

133

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145

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There is a rising tide of dissatisfaction among Cape Town stevedores. Over the past seven months, they and the Western Province General Workers' Union have on a number of occasions asked employers to permit worker-elected in-company committees. David Lewis, of the WPGWU, alleges that his request has repeatedly been ignored. "Only now are we getting a less negative response," he says.

The WPGWU claims a membership of over 400, out of a total of about 600 stevedores in Cape Town. The employers are South African Stevedoring Services (Sassco), Rennie's and Grindrod.

The workers do not want management to elect any members to the committees, or for them to have anything to do with drawing up their constitutions. In May, the union asked for permission for them to go ahead. Lewis says that the Cape Town Stevedore Association (CTSA), which recruits stevedores for the firms, replied telling the WPGWU that the matter had nothing to do with the union, and that the workers should approach management directly. This they did in June. But, says Lewis, they got no response.

As a result, the workers went ahead on their own and elected committees for each company. But the firms still refuse to recognise them.

However, two weeks ago Freight Services (Sassco's holding company) arranged to meet the WPGWU. According to Freight Services' industrial relations manager, Stuart Pennington: "When it came to our notice that there had been contact between the union and the CTSA, and that the relationship between them was not good, we decided to hold an informal meeting with the union." The company agreed to the union's demand that worker representatives be present.

But Freight Services called off the meeting, set for last Monday. According to Pennington, the South African Stevedor-

ing Council (the national body) asked Freight Services to drop the meeting because "It wanted employers to get together first and decide on a common approach."

Neither the union nor the workers have been given a reason for management's and the CTSA's intransigence. CTSA refuses to comment, saying only that the question of industrial relations will be discussed by the council next Wednesday.

However, the FM learns that the CTSA met with three worker representatives on Monday, and another meeting was scheduled for Friday.

RDM 13/12/79

Row over union applications

197
7404

By STEVEN FRIEDMAN
Labour Reporter

A PROMINENT Natal employer has been accused of attempting to prevent white, Indian and coloured workers from joining a predominantly black trade union.

The employer, who denies the allegations, is CWPM, a Natal textile firm which is a member of the Frame Group. The dispute led to a court action last week.

The union concerned is the National Union of Textile Workers, an unregistered trade union affiliated to the Federation of South African Trade Unions (Fosatu).

According to a union spokesman, NUTW is conducting an organising campaign among Indian members of the Textile Workers' Industrial Union, a registered union which represents coloured and Indian workers, at CWPM.

According to NUTW, this move is a response to the registered union's decision to organise a parallel union for black workers in competition to the unregistered union.

"The registered union is attempting to elbow us out of the industry. We have decided that there should be one union for all races in the industry and we are therefore calling on their members to join us," the spokesman said.

A dispute at a Pinetown textile firm, Smith and Nephew — the first company to recognise an independent black union — resulted in all Indian workers at the company resigning from the registered union and joining NUTW.

Although NUTW is a predominantly black union, it is open to all races.

In a court action last week, NUTW claimed that CWPM management was threatening Indian workers who attempted to join the union. It complains that this is hindering its recruiting efforts.

The union sought interim relief restraining CWPM from intimidating NUTW members. This relief was not granted, but the company said in papers before the court that it would not attempt to discourage workers from joining NUTW.

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151
156
522
STEVEDORES

F.M. 21/12/79

Still wrangling

The dispute between the stevedores and the Cape Town Stevedores Association is not yet wrapped up, despite the latter's agreeing to see a worker-elected committee and the SA Stevedoring Council's resolution to talk to any worker representatives

Last week the stevedores staged a one-day walkout in protest against the association's refusal over the last seven months to recognise a worker-elected committee. However, the day after the stoppage, Ron Field of the association agreed to meet worker representatives, who were elected under the auspices of the unregistered Western Province General Workers' Union

On Saturday the WPGWU called a meeting, which was attended by more than 350 of the 600 stevedores. A state-



Stevedores . . . opting for WPGWU.

ment after the meeting said: "A partial victory was achieved when the association finally recognised the committee on Wednesday. But the struggle is not yet over."

The workers have written into their constitution the right of the 17-member committee to invite representatives of the WPGWU to all meetings with management. And one of the principles adopted at the council's meeting on Friday, where it was agreed to form a national employers' association to deal with employer-employee relations, is to "talk and listen to any worker representation, including all registered and unregistered unions." But it is not at all clear that the association will accede to this demand.

The council was unable to comment when the FM went to press this week. However, the council has agreed "to enter

negotiations only with registered representative trade unions."

At the Saturday meeting the stevedores also adopted "a unanimous decision that all stevedores join and support the union, despite the refusal of the national Stevedoring Council to negotiate with an unregistered trade union." And they reject "an attempt by Louis Petersen, of Tuksa, to establish a registered dockworkers' union hand in glove with the Stevedores Association."

Petersen called a meeting at the same time as WPGWU's meeting on Saturday. One worker turned up. Asserts Lewis: "This clearly illustrates the stevedores' opposition to Petersen's attempts."

Lewis says that he has received reports that Field suggested to workers that they join Petersen's union, and that management has been dishing out pamphlets telling workers of his union. Both the council and the association flatly deny this. According to Captain Brian Greenwood, chairman of the council, "Tuksa did approach the association about organising the stevedores. And the association said they could do as they wished. It is up to the workers to get organised. The association is not involved at all."

Greenwood also pointed to a further principle adopted by the council, namely that they "will at all times act impartially" towards worker representatives.

Union 'without members registers

By STEVEN FRIEDMAN
Labour Reporter

A CONTROVERSY has been sparked off in trade union circles by a registration application submitted to the Department of Manpower Utilisation by a "parallel" black trade union.

The application has been submitted by the Transvaal Radio, Television, Electronic and Allied Workers' Union, whose general secretary is a veteran of the Trade Union Council of South Africa (Tucsa), Mr Steve Scheepers.

It is the third black trade union to make public its application for registration. The other two are also "parallel" unions with close links with Tucsa-affiliated unions.

The application is certain to evoke an official objection from Mr Ben Nicholson, general secretary of the SA Electrical Workers' Association, who is organising a parallel union for electrical workers which will shortly apply for registration.

Mr Nicholson said yesterday: "This application is a lot of hogwash. This union has no members as far as I am aware and major employers also say they have not heard of it. I don't even understand how the application got as far as being published in the Government Gazette."

The electronics union was also mentioned recently in a document prepared by the Federation of SA Trade Unions (Fosatu). The document complained that the union was attempting to organise workers in a factory in which a Fosatu-affiliated union was already active. It claimed management at the firm had allowed parallel union officials to address workers.

Black unions were allowed to register for the first time on October 1, but many unions have been reluctant to register.

Mr Scheepers was not available for comment yesterday as he is ill.

1980

All have union rights — Fanie

151
12/11
RDM
28/3/80

DURBAN — For the first time South African blacks had the same trade union rights as other races and all South Africans irrespective of colour could now be trained as artisans, The Minister of Manpower Utilisation, Mr Fanie Botha, said yesterday

Addressing a seminar of the Natal Chamber of Industries in Durban, he said the orderly involvement of South Africa's labour relations had been started with the changes in the Industrial Conciliation Act last year

However, a lot of work still had to be done

One of the issues which needed attention was recognition of trade unions' freedom to associate

The concept implied also the freedom not to associate and the closed shop practice was still at issue

At present, at least "some obvious bottlenecks have received attention and that the structure for dealing with the remaining problems have been created"

Mr Botha said 12 black unions had applied during the past year for registration and that one had already been registered. There were a few more in the process of applying

He had the right to grant permission for mixed trade unions and 19 existing trade unions, registered as either white or coloured or both, had applied for permission to enrol workers of other race groups

Eight of these applications had been approved

In terms of the powers invested in him by the Industrial Conciliation Amendment Act of 1979 he had proclaimed that all

migrants and commuters from all homelands, independent or not, were employees for the purposes of the legislation

"In practice this means that only contract workers from outside the historic borders of South Africa are excluded from trade union rights

"Thus for the first time in South African history blacks now enjoy the same trade union rights as the non-black population groups," Mr Botha said

Another important development had been the repeal of Section 77 of the Act which provided for job reservation

This was a step linked to the Government's aim of intervening as little as possible in matters which could be regulated by agreement between employees and employers themselves

The approach applied equally to desegregating certain prescribed facilities for office and factory workers

Government intervention in collective bargaining was "merely an attempt to lay down the rules of a game in a situation where two opposing groups of people come together to negotiate conditions of employment"

Although the 1944 Act controlling apprentices had not been racially based blacks had for policy reasons not been registered as apprentices in South Africa

This situation has now changed and contracts regarding the first black apprentices were registered last year

"We can now offer all our citizens, irrespective of race or colour, the opportunity to be trained as artisans," Mr Botha said — Sapa

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
1623211	STERN	JOCELYN-WEILA	110113 110117	PRACT SH I AFRIKAANS LONERSHAPS PRACT ACT I AFRIKAANS LONERSHAPS	3
* TOTAL NUMBER OF STUDENTS					
1					
DEAN					
REGISTRAR (ACADEMIC)					

151	12/11	RDM	28/3/80
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16

AS AT 29 02 89

EXAMINATION RESULTS IN FACULTY COMMERCE

YEAR : 2

SYMBOL

DESCRIPTION

COURSE

FIRST NAMES

SURNAME

STUD NO

102120A	STOLIZMAN	MARLEN PHILIP	201202
133775H	THEODOSIOU	ANTOYYS	201202
121480U	VAN VLAANDEREN	ENRICO	201202
119139Z	WILLIAMS	WILLIAM PELHAM GLENN	201202
139402Z	ZAVERDINUS	KILION MICHAEL	201202

* TOTAL NUMBER OF STUDENTS 49

DEAN

Black union votes against registration

16/4/80.

EAST LONDON — More than 800 members of the African Food and Canning Workers' Union have rejected the registration of black trade unions

They decided this at a meeting in East London at the weekend

The main reason for refusing to register was that they felt it would not be meaningful until there was end to the pass laws, influx control, Group Areas Act, Section 3 of the Factories Control Act, migratory labour system, the amended Industrial Conciliation Act — including the Wage Determination Act of 1957 — and liaison committee machinery

A statement was issued after the meeting by the general secretary of the South African Allied Workers' Union Mr S K

Kikini, of Durban, and the secretary of the African Food and Canning Workers Union, Mr B P Norushe

The meeting also discussed the question of the future of workers in the homelands

The meeting rejected the bantustan system claiming "it automatically deprives black workers of their birthright, when their white counterparts are not subjected to the same laws"

Also criticised was a claim by the secretary of the Ciskei Central Intelligence Services, Colonel Charles Sebe, that workers in the Ciskei were looked after by the Government

The workers appealed to all churches and ministers of religion to make their church premises available for workers' meetings "with no strings attached", because the workers were responsible for maintaining the churches, the ministers and their families

Meanwhile, after a call by unions, unemployed workers are reporting in large numbers at union offices in East London to register

A Johannesburg trade unionist reported to the meeting that the campaign to register unemployed workers had received support from various organisations

In a "right to work" demand, workers invited civic, political and welfare organisations throughout South Africa to support the Unemployed Workers' campaign

150
130
180

3 5 7 9 11 13 15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61

GENERAL NEWS

Union: We won't toe the race line

By STEVEN FRIEDMAN Labour Reporter

TRADE unions which applied for registration under the new labour laws were accepting segregation, the Food and Canning Workers' Union said in a statement yesterday

The union was reacting to a statement at the weekend by the East London branch of the African Food and Canning Workers' Union, which has close links with it

About 800 East London food workers were reported to have rejected union registration at a weekend meeting

The reasons given at the East London meeting were that registration was meaningless until the pass laws, Group Areas Act and other legislation seen as discriminatory was removed

In its statement yesterday, Food and Canning emphasised that the East London meeting reflected the views of the African union's East London branch only

But it added that the union had "already stated our opposition to African union registration under the Industrial Conciliation Amendment Act"

It had done so because "at present the law only allows registration as a non-racial union by the grace of the Minister of Manpower Utilisation, and only where there are not sufficient workers to form a

separate union

"This is clearly not the case in the food and canning industry or any other where large numbers of coloured and African workers are employed"

According to the statement, unions which register can only do so "by accepting segregation or by registering only in areas where there are hardly any workers of a particular race group

"Either way, such registration means the creation of weak and divided unions," it said

A union spokesman added that the union was also concerned "about the increased state control in the new legislation"

The union's comments are seen as a reference to the Federation of South African Trade Unions, whose unions have applied for registration

The statement by East London workers was signed by Mr Samuel Kikine, general secretary of the SA Allied Workers' Union, who has been attempting to form a new trade union federation. Observers speculated that links between the union and Saawu could be in the offing

But a union spokesman said yesterday that Mr Kikine had attended the meeting as a guest. There were no formal links between the two unions, he said

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186
ROM
17/4/80

adhering to data above, notes are likely Both jobs

at 5% of £750. lred out

All the plant needed for Southampton has been owned for some years. £1,600 is the year's depreciation (straight-line) in the financial accounts. If the job is taken, less plant will be

(b) Manual labour is hired locally from week to week.

A revised budget as far as possible showing which job explaining your growth world last 12 months to be offered.

Required: OFFICE

(d) (f) (g)

KENNISGEWING 15 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) van bogenoemde
Wet hierby bekend dat 'n aansoek om registrasie
as 'n vakvereniging ontvang is van die Bloemfon-
teinse Munisipale Werknemersvereniging (Nie-Polities)
Besonderhede van die aansoek word in onderstaande
tabel verstrek

Enige geregistreeerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p/a die Depar-
tement van Mannekragbenutting, Laboriagebou, hock
van Paul Kruger- en Schoemanstraat, Pretoria (pos-
adres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Die Bloemfonteinse
Munisipale Werknemersvereniging (Nie-polities).

Datum waarop aansoek ingedien is—12 Oktober
1979.

4/1/80

NOTICE 15 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Regis-
trar, do hereby, in terms of section 4 (2) of the above-
mentioned Act, give notice that an application for
registration as a trade union has been received from
the Bloemfonteinse Munisipale Werknemersvereniging
(Nie-polities) Particulars of the application are reflec-
ted in the subjoined table

Any registered trade union which objects to the
application is invited to lodge its objection, in writing,
with me, c/o the Department of Manpower Utilisation,
Laboria Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (postal address. Private Bag X117,
Pretoria, 0001), within one month of the date of
publication of this notice.

TABLE

Name of trade union—Die Bloemfonteinse Munisi-
pale Werknemersvereniging (Nie-polities).

Date on which application was lodged.—12 October
1979.

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Belange en gebied ten opsigte waarvan aansoek gedoen word.—Gekleurdes (maar uitgesonderd persone wat tot die Indiergroep behoort) wat vir die doeleindes van die Wet werknemers is en in die Plaaslike Owerheid-onderneming soos onderneem deur die Munisipaliteit van Bloemfontein in die munisipale gebied van Bloemfontein in diens is

Vir die doel hiervan het die uitdrukking "Indiergroep" dieselfde betekenis as wat daaraan verleen is in paragraaf 5 van Proklamasie R 123 van 1967, en beteken "Plaaslike Owerheidonderneming" die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word

Posadres van applikant—P/a Departement van Kleurlingsake, Posbus 288, Bloemfontein, 9300

Kantooradres van applikant—Departement van Kleurlingsake, Bloemfontein

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrateur

(4 Januarie 1980)

Interests and area in respect of which application is made—Coloured persons (but excluding persons belonging to the Indian Group) who are employed for the purpose of the Act and who are employed in the Local Authority Undertaking as undertaken by the Municipality of Bloemfontein in the Municipal Area of Bloemfontein.

For the purpose of this notice the expression "Indian Group" shall have the same meaning as that assigned to it in paragraph 5 of Proclamation R. 123 of 1967, and "Local Authority Undertaking" means the undertaking in which employers and employees are associated for instituting, continuing and finishing any scheme or activity which is undertaken by a local authority

Postal address of applicant—C/o Department of Coloured Affairs, P O Box 288, Bloemfontein, 9300

Office address of applicant—Department of Coloured Affairs, Bloemfontein

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar

(4 January 1980)

KENNISGEWING 14 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) van bogenoem-
de Wet hierby bekend dat 'n aansoek om registrasie
van 'n vakvereniging ontvang is van die Stanger Asso-
ciation of Municipal Employees. Besonderhede van die
aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p/a die Departement
van Mannekragbenutting, Lobiagebou, hoek
van Paul Kruger- en Schoemanstraat, Pretoria (posadres
ivaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Stanger Association of
Municipal Employees

Datum waarop aansoek ingedien is—15 Oktober 1979.

*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Werknemers wat tot die Indiergroep
behoort en wat in 'n permanente hoedanigheid in
diens is in die Plaaslike Owerheidonderneming, soos
ondernem deur die Munisipaliteit van Stanger in die
munisipale gebied Stanger.

Vir die doel hiervan het die uitdrukkings "werk-
nemers" en "Indiergroep" dieselfde betekenis as wat
daaraan verleen is in, onderskeidelik, die bogenoemde
Wet en paragraaf 5 van Proklamasie R 123 van
1967, en beteken "Plaaslike Owerheidonderneming"
die onderneming waarin werkgewers en werknemers
te mekaar geassosieer is vir die instelling, voortsetting
en afhandeling van enige handeling, skema of aktiwiteit
wat deur 'n plaaslike owerheid onderneem word

Posadres van applikant—Posbus 72, Stanger, 4450

Kantooradres van applikant.—P/a Stanger Munisipale
Kantore, Stanger

Die aandag word gevestig op onderstaande vereis-
te van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakver-
eniging verteenwoordigend is, word ingevolge subarti-
kel (4) bepaal volgens die feite soos hulle bestaan
het op die datum waarop die aansoek ingedien is,
en wat die lidmaatskap betref, word alleen lede wat
ingevolge artikel 1 (2) van die Wet op voormelde
datum volwaardig was, in aanmerking genceem

(b) Die prosedure soos voorgeskryf by subartikel
(2) moet gevolg word in verband met 'n beswaar wat in-
gedien word

J. N. HITCHCOCK, Nywerheidsregistrateur.

(4 Januarie 1980)

NOTICE 14 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar,
do hereby, in terms of section 4 (2) of the above-
mentioned Act, give notice that an application for
registration as a trade union has been received from
the Stanger Association of Municipal Employees

Particulars of the application are reflected in the
subjoined table

Any registered trade union which objects to the
application is invited to lodge its objection in writing
with me, c/o the Department of Manpower Utilisa-
tion, Labour Buildings, corner of Paul Kruger and
Schoeman Streets, Pretoria (postal address Private Bag
X117, Pretoria, 0001), within one month of the date of
publication of this notice

TABLE

Name of trade union—Stanger Association of
Municipal Employees

Date on which application was lodged.—15 October
1979

*Interests and area in respect of which application
is made*—Employees belonging to the Indian Group
who are employed in a permanent capacity in the
Local Authority Undertaking, as undertaken by the
Municipality of Stanger in the municipal area of Stan-
ger

For purposes of this notice the expressions "employ-
ees" and "Indian Group" shall have the same meaning
as that assigned to it in the above-mentioned Act
and paragraph 5 of Proclamation R 123 of 1967,
respectively, and "Local Authority Undertaking" means
the undertaking in which employers and employees
are associated for instituting, continuing and finishing
any act, scheme or activity which is undertaken by
a local authority

Postal address of applicant—P O Box 72, Stanger,
4450

Office address of applicant.—C/o Stanger Municipal
Offices, Stanger.

Attention is drawn to the following requirements
of section 4 of the Act

(a) The representativeness of any trade union which
objects to application shall in terms of subsection (4)
be determined on the facts as they existed at the
date on which the application was lodged and, as
far as membership is concerned, only members who
were in good standing in terms of section 1 (2) of
the Act as at the aforesaid date shall be taken into
consideration

(b) The procedure laid down in subsection (2) must
be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar.

(4 January 1980)

4/1/80

KENNISGEWING 5 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) van bogenoemde
Wet hierby bekend dat 'n aansoek om registrasie as
'n vakvereniging ontvang is van die Boland-Inmaak-
werkersvereniging (Paarl) Besonderhede van die aan-
soek word in onderstaande tabel verstrek

Enige geregistreerde werkgewersorganisasie/vakver-
eniging wat teen die aansoek beswaar maak, word ver-
soek om binne een maand ná die datum van publikasie
van hierdie kennisgewing sy beswaar skriftelik by my
in te dien, p/a Die Departement van Mannekragbe-
nutting, Laboriagebou, hoek van Paul Kruger- en
Schoemanstraat, Pretoria (Posadres Privaatsak X117,
Pretoria, 0001)

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4/1/80

NOTICE 5 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar,
do hereby, in terms of section 4 (2) of the above-
mentioned Act, give notice that an application for
registration as trade union has been received from the
Boland-Inmaakwerkersvereniging (Paarl). Particulars of
the application are reflected in the subjoined table

Any registered trade union which objects to the
application is invited to lodge its objection in writing
with me, c/o the Department of Manpower Utilisa-
tion, Laboria Buildings, corner of Paul Kruger and
Schoeman Streets, Pretoria (Postal address: Private
Bag X117, Pretoria, 0001), within one month of the
date of publication of this notice.

TABEL

Naam van vakvereniging—Boland-Inmaakwerkersvereniging (Paarl)

Datum waarop aansoek ingedien is—5 November 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleurdes wat vir die doeleindes van die Wet werknemers is, en wat in diens is in die Vrugte- en groente-inmaaknywerheid in die landdrostdistrik Paarl.

“Vrugte-en-groente-inmaaknywerheid” die Nywerheid waarin werkgewers en werknemers geassosieer is in 'n fabriek waar engeen van ondergenoemde produkte vervaardig word

(a) Fynkonfyt, marmelade, jellie, stukkonfyt, ingemaakte vrugte en/of ingemaakte groente, vrugte- en/of groentekonsentrate, -sappe en -moes, sop, tamatiesous en gekookte spaghetti, vleis en/of souse wat deur hitte teen bederf gevrywaar word in lugdigverseelde houers uitsluitlik of gedeeltelik van blik of glas maak;

(b) glas- en gekristalliseerde vrugte (behalwe gedroogde of gemaalde vrugte), ontwaterde vrugte en groente of vrugte en groente wat op soortgelyke wyse verwerk is (behalwe son- of oondgedroogde sagtevrugte), verpak in lugdig verseelde houers uitsluitlik of gedeeltelik van blik of glas maak, of in ander soorte houers, en gepreserveer volgens ander metodes as dié hierbo beskryf,

met inbegrip van alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit en wat deur enige sodanige werkgewers of werknemers verrig word

Posadres van applikant—Palominostraat 3, Paarl, 7646.

Kantooradres van applikant.—Palominostraat 3, Paarl

Aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2), moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrateur.

(4 Januarie 1980)

TABLE

Name of trade union—Boland-Inmaakwerkersvereniging (Paarl)

Date on which application was lodged—5 November 1979

Interests and area in respect of which application is made—Coloured persons who are employees for purpose of the Act and who are employed in the Fruit and Vegetable Canning Industry in the Magisterial District of Paarl

“Fruit and Vegetable Canning Industry” means the Industry in which employers and employees are associated in a factory engaged in the manufacture of any of the following products

(a) Jam, marmalade, jellies, preserves, canned fruit and/or canned vegetables, fruit and/or vegetable concentrates, juices and pulp, soup, tomato sauce and cooked spaghetti, meat and/or sauces, which are preserved by heat against decay in hermetically sealed containers made wholly or partly of tinfoil or glass,

(b) glacé and crystallised fruits (other than dried or minced fruits), dehydrated or similarly processed fruit and vegetables (other than sun or kiln dried deciduous fruits) packed in hermetically sealed containers made wholly or partly of tinfoil or glass or other types of containers and preserved by methods other than heretofore defined,

and includes all operations incidental thereto or consequent thereon carried on by any such employers or employees

Postal address of applicant—3 Palomino Street, Paarl, 7646.

Office address of applicant—3 Palomino Street, Paarl

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar

(4 January 1980)

Report by Rhodes trio forecast unrest at Ford

AP/BC
1/10/68
1/10/68

PORT ELIZABETH — Labour unrest and industrial disputes at Ford Motor Company here for the last three months were anticipated in a report commissioned by the company and received in November.

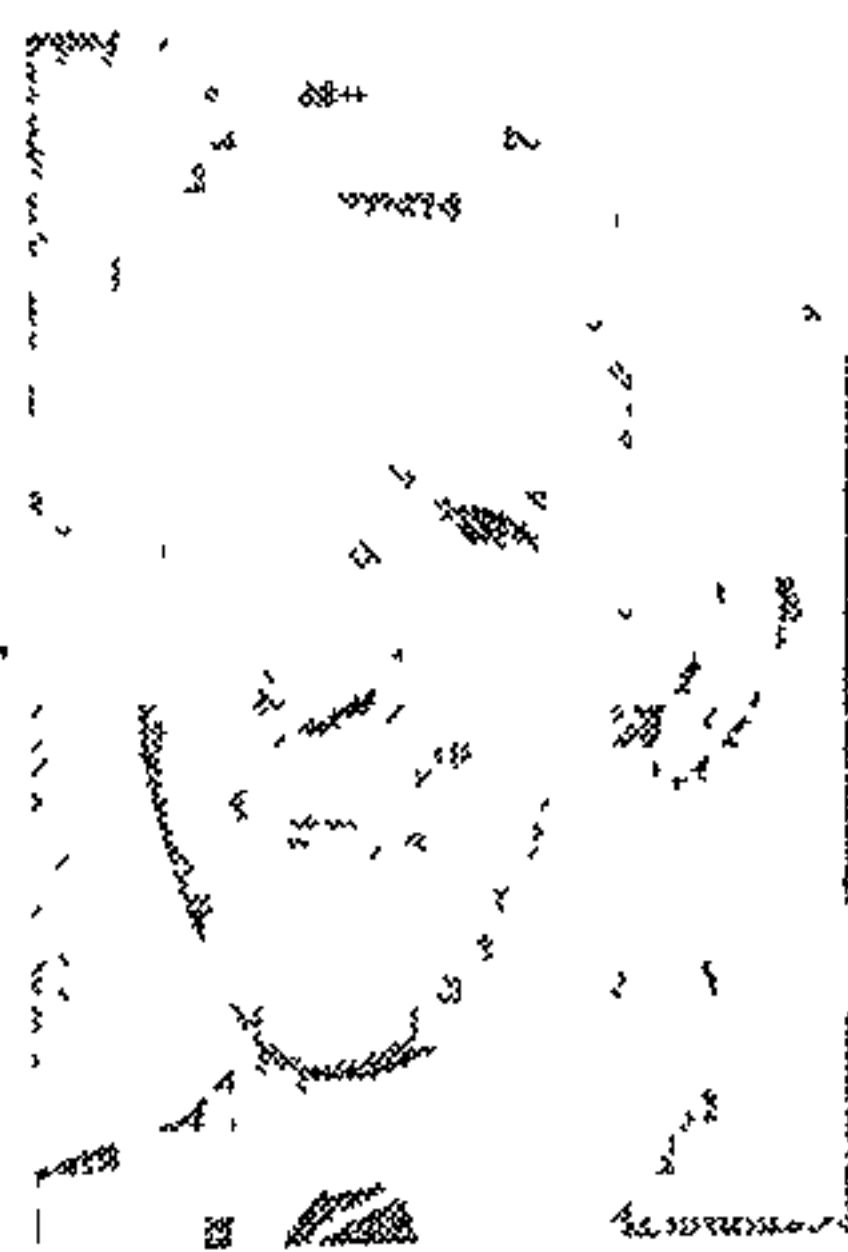
The report was prepared at Ford's expense by three Rhodes University academics at the request of the Institute of Race Relations and was part of the company's programme of implementing the principles of the Sullivan Code

Interviews this week with two of the academics revealed the report was highly critical of labour policies at Ford and the way in which the company had implemented the principles of the code

Among the grievances anticipated by the report were the cutback in working hours which meant between 80 and 90 per cent of Ford's black workers were earning wages below the poverty datum line, that real income of workers in the lower grades had declined over the past eight years, that black advancement had not been implemented fast enough, that racism was still apparent in spite of Ford's commitment to the Sullivan principles and integrated work facilities, and many of the improvements had been merely window dressing

Ford's director of industrial relations, Mr Fred Ferreira, said last night Ford had encouraged this critical analysis of its labour structure

The view of the



PROF WHISSON . . . a good lesson

academics was that Ford's publicly espoused intentions on the labour front had raised the expectations of its workers but what the company had actually delivered in the way of improvements and advancements, had fallen far short of these expectations

Dr Marianne Roux, one of the team and senior lecturer in sociology at Rhodes, said other companies which had not promised as much as Ford, nor implemented a programme of affirmative ac-

tion, had not experienced industrial unrest

Another member of the team, Prof Michael Whisson, head of the department of anthropology, said "Ford made promises which it could not deliver in the area of wages and could not deliver fast enough in other areas like black advancement"

Prof Whisson and Dr Roux said in spite of their criticisms of Ford, they believed it was still the most progressive employer of labour in the industry and had taken a clear lead in implementing the Sullivan principles

They highlighted the fact that Ford's affirmative action budget would be substantially increased this year and the company hoped to spend in excess of R2 million on programmes to uplift the black community from which it drew its work force

Both Prof Whisson and Dr Roux believed the recent labour unrest had contained one good lesson — that unions could not be left out of the negotiating process

Mr Ferreira confirmed last night the company was currently following up many of the recommendations contained in the report — DDC

Black transport workers get union status

By Sieg Hannig
Labour Reporter

The 2000 strong African Transport Workers' Union today became the first black trade union to be registered in terms of the Industrial Conciliation Act.

The registration gives the black union all the rights and privileges previously reserved for white, coloured and Indian unions.

Above all, this means the right to negotiate agreements which can be made binding through publication in the Government Gazette.

The next hurdle, admission to industrial councils, has been partly crossed.

NO OBJECTION

Neither the white and coloured unions nor the employers have any objections to the African Transport Workers' Union joining the Industrial Council for the Motor Transport Undertaking (Goods) — the negotiating body for the industry in which most of the union's members work.

This was announced by Mr Gerrit van der Wall, general secretary of the black union.

He said the question of joining the industrial council for the Johannesburg Municipality still had to be investigated.

Mr van der Wall expected tremendous growth in membership, partly because the union intended to spread its operation throughout South Africa.

"Now that we are registered there is nothing to stop us," he said.

"Employers who used to shut their doors to us cannot describe us as 'illegal' any longer."

The Industrial Registrar, Mr Nico Hitchcock, said a total of 11 black unions had applied for registration so far.

About 17 other unions had sought registration in some multiracial form or other.

Mr Hitchcock said it might take "a little time" for the next registration because of objections to registration and because the unions' constitutions had to comply with the requirements of the law.

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	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.5%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	240 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
Cerebrovascular Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%
			804 100%	28 26.9%	3114 100%	3140 100%	2390 100%	1921 100%
			13 12.5%	2 1.9%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
			104 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%
			2 1.9%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%

100% (own revision) exhaust gas" is a code used in South
 Ref. 13.

KENNISGEWING 59 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) soos toegepas by
artikel 7 (5) van bogenoemde Wet, hierby bekend
dat 'n aansoek om die verandering van sy registrasie-
bestek ontvang is van die Garment Workers' Industrial
Union (Natal). Besonderhede van die aansoek word in
onderstaande tabel verstrek.

Enige geregistreeerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p a die Departement
van Mannekragbenutting, Laboriagebou, h/v
Paul Kruger- en Schoemanstraat, Pretoria, (posadres
Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Garment Workers' Indust-
rial Union (Natal).

Datum waarop aansoek ingedien is—14 November
1979.

*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Gekleurdes wat vir die doeleindes van
die Wet werknemers is en in die Klerasienywerheid
in die landdrostdistrikte Kliprivier en Newcastle in
diens is.

“Klerasienywerheid” beteken sonder om die gewone
betekenis van die uitdrukking enigerwys te beperk,
die Nywerheid waarin werkgewers en werknemers met
mekaar geassosieer is om all klasse, tweed- en linne-
hoede, hoede, dasse, gordels, kruisbande, kousophouers,
buustelyfies, korsette en alle klasse bo- en onderklere,

NOTICE 59 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar
do hereby, in terms of section 4 (2) as applied by section
7 (5) of the above-mentioned Act, give notice that an
application for the variation of its scope of registration
has been received from the Garment Workers' Indus-
trial Union (Natal) Particulars of the application are
reflected in the subjoined table

Any registered trade union which objects to the
application is invited to lodge its objection in writing
with me, c/o Department of Manpower Utilisation,
Laboria Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (postal address Private Bag X117,
Pretoria, 0001), within one month of the date of publi-
cation of this notice.

TABLE

Name of trade union.—Garment Workers' Industria-
l Union (Natal)

Date on which application was lodged.—14 November
1979.

*Interests and area in respect of which application
made*—Coloured persons who are employees for pur-
poses of the Act and who are employed in the Garment
Making Industry in the Magisterial Districts of Klip-
rivier and Newcastle.

“Garment Making Industry” without in any way
limiting the ordinary meaning of the expression mean-
ing the Industry in which employers and employees are
associated for the making of all classes of tweed and
linen hats, millinery, ties, belts, braces, suspenders,
brassières, corsetry, and all classes of outer and under-

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99.6822

25/1/80

met inbegrip van gebreide kledingstukke, hemde, boordjies, slaappakke en ander nag- en onderklere, te maak en alle werksaamhede wat daarmee in verband staan of daaruit voortvloei en wat deur sodanige werkgewers en engeen van hul werknemers verrig word, maar dit omvat nie kleremakery of hoedemakery vir die kleinhandel of die maak van boklere deur 'n snyer volgens die mate van individuele persone nie, maar dit omvat wel die vervaardiging van boklere deur snyers volgens spesiale mate en bestellings geplaas deur handelaars wie se klantmate die verantwoordelikheid is van of geneem word deur sodanige handelaars, en die maak van alle klasse kledingstukke, met inbegrip van grootmaat snyersklere volgens die bestelling van 'n staatsdepartement, provinsiale administrasie, die S.A.S en H. en Lugdiens of Plaaslike Owerhede

Posadres van applikant—Posbus 18359, Dalbridge, 4014.

Kantooradres van applikant—Galestraat 127, Durban.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardig was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrateur.
(25 Januarie 1980)

KENNISGEWING 63 VAN 1980

DEPARTEMENT VAN GEMEENSKAPSBOU

KENNISGEWING VAN BEPALING VAN VERGOEDING

Aan:

DIE PERSOON HIERONDER AANGEDUI EN ALLE BELANGHEBBENDE PARTYE

1. Die eiendom hierna beskryf, waarvan u na die wete van die Gemeenskapsontwikkelingsraad ingestel by artikel 2 van die Wet op Gemeenskapsontwikkeling, 1966 (Wet 3 van 1966), soos gewysig, die geregistreerde eienaar is, word deur genoemde Gemeenskapsontwikkelingsraad benodig

2. Derhalwe is die eiendom kragtens paragraaf (a) van subartikel (1) van artikel 38 van gemelde Wet onteien op 18 Mei 1979

3. Geen eis ten opsigte van vergoeding is ontvang nie soos bepaal kragtens artikel 9 (1) (b) van Wet 63 van 1975.

4. Derhalwe het die Gemeenskapsontwikkelingsraad die vergoeding bepaal op R5 500 ingevolge die bepalings van artikel 10 (2) van Wet 63 van 1975.

5. Alle belanghebbendes word versoek om vertoe wat hulle in verband hiermee wil lewer skriftelik binne 30 dae vanaf datum van hierdie kennisgewing in te dien by die Streekverteenvoorder, Departement van Gemeenskapsbou, Privaatsak X18, Johannesburg, 2000.

garments, including knitted garments, shirts, collars, pyjamas and other night wear and underclothing, and all operations incidental thereto and consequent thereon carried on by such employers and any of their employees but does not include retail dressmaking, retail millinery or the making of tailored outer garments to the measurement of individual persons, but includes the making of tailored outer garments for the execution of special measure orders from dealers whose customers' measurements are taken by or on the responsibility of such dealers, and the making of all classes of garments, including quantity production tailoring made to the order of any Department of State, Provincial Administration, the S.A.R. & H. and Airways, or local Authorities

Postal address of applicant—P.O. Box 18359, Dalbridge, 4014.

Office address of applicant—Gale Street 127, Durban

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar
(25 January 1980)

NOTICE 63 OF 1980

DEPARTMENT OF COMMUNITY DEVELOPMENT

NOTICE OF DETERMINATION OF COMPENSATION

To:

THE PERSON MENTIONED IN THE UNDER-MENTIONED SCHEDULE AND TO ALL INTERESTED PARTIES

1. The property described hereunder of which you are, to the knowledge of the Community Development Board, established under section 2 of the Community Development Act, 1966 (Act 3 of 1966), as amended, the registered owner, is required by the said Community Development Board

2. The property was therefore expropriated on 18 May 1979, in terms of paragraph (a) of subsection (1) of section 38 of the said Act

3. No claim in respect of compensation was received as laid down in terms of section 9 (1) (b) of Act 63 of 1975.

4. Therefore the Community Development Board has in terms of section 10 (2) of Act 63 of 1975 determined the compensation at an amount of R5 500

5. All interested parties are requested to submit in writing, within 30 days, any representations they may wish to make in connection herewith, to the Regional Representative, Department of Community Development, Private Bag X18, Johannesburg, 2000.

UNION REGISTRATION

The ins and outs

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The rush for registration under the Industrial Conciliation Amendment Act 1979 by "parallel" African trade unions could pose difficulties for their independent counterparts. All parallels (which have close links with non-African registered unions) have applied, and one was registered last week. While only one independent union has applied, a number are about to follow suit.

The independents are highly critical of parallels. An organising war broke out between the two last year, with Fosatu, the largest unregistered union umbrella body, gathering damaging evidence on them and on some employers. It argued that in exchange for company help and facilities, the parallels were agreeing to the retention of "discredited" liaison committees, and in some cases to management's right to make unilateral decisions on the factory floor.

Independent unions recognise that it will be even easier for the parallels to gain access to plants if they are granted registration ahead of them. The parallels will have stop-order facilities if employers recognise them, for in terms of the new post-Wiehahn legislation only registered unions can get such facilities.

Adds Dan Tau, general secretary of the South African Chemical Workers Union:

"Employers are more sympathetic towards the parallel unions. And an increasing number of employers could use their earlier registration as an excuse for helping them, and not allowing independents access to workers in factories."

And, says Jane Hlongwane, general secretary of the Steel, Engineering and Allied

Workers' Union: "Although I don't think government would try to block the registration of independent unions, the parallels, if registered first, can object to our applications." This could further delay their registration, as well as restrict them to certain jobs or areas.

The independents, however, are not too flustered by these potential stumbling blocks. For most, their first priority is to get their constitutions and records in order. This is important since they will be applying for final — as opposed to provisional — registration, thus entrenching their rights under the IC Act.

Argues Alec Erwin, general secretary



Fosatu's Erwin . . . only final registration

of Fosatu, which will only accept final registration. "The Registrar has got the discretion to go for provisional registration. But if our applications are in order, then I would say he can't use this discretion. And, if he refuses full registration, we would challenge him on this."

Last week government granted the African Transport Workers' Union full registration, despite in-fighting in the union. The union's general secretary, Gert van der Walt, is suing the president, Joseph Mavi, over incidents at a meeting held by some of the members last year, where they tried to oust Van der Walt, claiming he was not responsive to the needs of members.

Van der Walt claims the meeting was not constitutional. In the light of this tussling, Erwin reckons that granting registration to the union "may be a favourable sign in that the Registrar may have applied his mind to what is strictly required for registration."

But Fosatu, which will be applying for registration for all its affiliates within the next few weeks, believes getting mixed status will be the major hurdle. And even, if the minister grants them an exemption, registered coloured unions in some areas

— who have already organised workers there — could lodge objections against the Fosatu unions with the Industrial Registrar. Says Erwin: "I will be very surprised if registration came in the next three to four months."

The Consultative Committee of Black Trade Unions has left the decision to register up to each union. The SA Chemical Workers' Union is the only union to have applied so far. Others are preparing for registration, having received a mandate from their members to do so. Yet others are still waiting for the go-ahead.

The Food and Canning Workers' Union and the Western Province General Workers Union in the Cape refuse to register. David Lewis, WPGWU's general secretary, argues that the new system does not recognise the principle of freedom of association and has introduced greater official control in industrial relations.

However, Fanie Botha, Minister of Manpower Utilisation, has hinted at making registration compulsory to force dissenting unions into the new system.

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SUNDAY POST, February 3, 1980

NOW BLACK UNIONS ARE APPLYING TO REGISTER

By JOE THOLOE

BLACK TRADE unions this week alleged that managements are pressuring them to register under the Industrial Conciliation Act.

They are scrambling to register — although unionists say not because of the pressure. Officials of unions in the Consultative Committee of Black Trade Unions (CCOBTU) — a grouping that had been expected to remain unregistered — are getting their records straight so they can apply to the registrar before the end of the month.

A member of the CCOBTU, the SA Chemical Workers' Union, this week announced it had applied for registration.

Eight unions in the other major grouping of black trade unions, the Federation of South African Trade Unions (Fosatu), will be applying within two weeks.

Mr Leonard Sikhakhane, leader of the CCOBTU

The secretary of the Food, Beverage and Allied Workers Union, Mr Leonard Sikhakhane, said since the Industrial Conciliation Amendment Act — the law that gave trade union rights to Africans — came into effect on October 1 last year, managements were reluctant to talk to unregistered unions.

"We have been told by three companies that they will not talk to us unless we are registered or are in the process of registering," he said.

Mr Sikhakhane said his union is still discussing registration, "but eventually we will have to apply."

"I should make it clear, however, that it is not pressure from managements that is forcing us to apply. We fear the Government is going to outlaw unregistered unions."

Mrs Jane Hlongwane, secretary of the Steel, Engineering and Allied Workers Union, said: "This very week we were told by a firm in Veremling that we

should register first before they could talk to us." She is busy getting documents ready for the union's application. Why?

"We do not want to criticise the new dispensation from outside. We have to test the Government's sincerity and we have to test the goodwill of the white worker."

Mrs Hlongwane said the unions in the CCOBTU were criticised for using works committees.

"But it was only through our participation that we were able to discredit the system of works and liaison committees," she said.

Mrs Agnes Molefe was about to send in an application for the registration of her Laundry, Dry Cleaning and Dyeing Workers' Association.

She said her union had good relations with managements, but they had suggested it register so their relationship is formalised.

Mrs Agnes Molefe, secretary Cleaning and Dyeing W

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15/2/80

NELS DISPUTE Precedent search

On Monday, the court hearing of one of SA's most important ever labour cases will start Nel's Dairy will be appearing in court for the second time in less than a year, fighting a charge of worker victimisation and contempt of court

A civil action has been brought against the firm and one of its directors, J D "Hans" Nel, by Joseph Mabaso, a former employee at Nel's. He alleges he was victimised and that the company is in contempt of court

In May, Nel's Dairy was taken to court by 24 employees, of whom Mabaso was one, for threatening to sack them for trying to establish a works committee. They sought an interdict to prevent an unlawful dismissal in the future. To avoid an interdict, Nel's voluntarily undertook in court not to victimise any of its employees attempting to set up a works or liaison committee

But, in July, Mabaso was dismissed. This was "under circumstances constituting victimisation," he alleges, so the dismissal is null and void. He also regards the firm's undertaking as effectively an interim interdict, and therefore charges that it is in contempt of court. He is calling for the court to set aside his dismissal, to fine the company, and fine or jail J D Nel. But the main part of the case is a claim for an interdict to stop an unlawful dismissal in the future. Seven of the 24 applicants in the previous case, who were dismissed after the

"quotable"

From *The Wall Street Journal*, February 6 1980, by Vermont Royster

Where once this country could speak softly because it carried a big stick, now we are reduced to speaking angry words loudly because that's all we can do. President Carter uses strong language because he is frustrated. To withdraw from or cancel the Olympic Games will no doubt hurt the Soviets' pride, it can in no way counterbalance their military strength. Embargoing grain shipments or applying economic sanctions in general will be more troublesome to the Soviet Union but that is about all. Sanctions have never turned aside a determined nation.

If all this is true, and I think it is, where then is there any comfort in this crisis?

That lies first of all in the very stripping away of illusions about the nature of communism in the Soviet Union. After the examples of Yalta and Potsdam, of the Berlin Wall, of Hunga-

ry, Czechoslovakia and the Cuban missiles, we should have needed no such lesson. But it will be a comfort if at long last the lesson is learned by the gullible.

There is comfort too, strange as it may seem, in the exposure of our weakness in retaliating against such naked Soviet aggression. For you cannot correct unacknowledged weaknesses, and it is better to recognize them early in Afghanistan than to have to face them later, say, in Western Europe.

Indeed I suspect that if there is anything worrying the Kremlin it is less the immediate and rather feeble retaliation than the prospect that Afghanistan may have awakened this country from its complacency. For it is true, and the men in the Kremlin know it, that once aroused the United States is no helpless giant. We are a big country of enormous economic resources and, if need be, of military power.

● It is still not known if legal action will be brought against Unilever over the dismissal of Paul Ntuli, who alleges he was sacked because of his involvement in a black trade union. At the time, legal action was suspended and the Sweet, Food and Beverage Workers' Union asked for an inquiry into the dismissal.

F

MIXED UNIONS

Phasing them in?

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FM 15/2/80

Government ruled against an outright move towards mixed trade unions last year, sticking to its usual practice of allowing them by exemption only. But the issue is probably not settled. The second part of the Wiehahn Commission report, which should be released within the next two months, is expected to make further pronouncements on this matter.

In its first report, the Commission recommended full freedom of association, saying "Maintenance of the status quo of a prohibition on mixed membership would be a curtailment of freedom of choice." Now, proposals on how to move towards mixed unions are expected. A formula government may consider is employees' membership having to move through a trade union in four stages. That

is, in stage one, they acquire membership, benefits follow in stage two, privileges in stage three, and rights in stage four.

Some unions already operate along similar lines, where, for instance, members cannot sit on the executive unless they have been shop stewards for a stipulated period.

Says one unionist: "My union wants to remain white. But, if the Commission suggests, which I think it might do, outlawing discriminatory clauses in unions' constitutions, and government went along with this, this formula might help us out of a dilemma."

This could help to allay fears among conservative white unions of whites ending up being dominated by Africans if mixed unions are allowed.

This principle is applied in other countries, and is generally accepted internationally. However, in SA, unless very rigid

non-racial rules are laid down, the potential for discrimination against black members of a union is enormous. Asserts Henry Mallet-Veale, general secretary of the Technical Officials Association: "I can't believe anybody would bite at this particular cherry, except some right-wing unions."

Says Alec Erwin, general secretary of Fosatu, the largest unregistered union umbrella body: "What white unions want to do about their constitutions is their problem and not the State's. If the State legislates on the basis of that formula, I think it will be a retrogressive step."

No doubt this is because he believes it contrary to the very principle of freedom of association which is what Wiehahn appears to espouse.

Nevertheless, the FM believes the whole question needs very close examination as it could be something of a Pandora's box.

Hansard
4 (178)

26/2/80

151

Trade unions: registration of employees
151 (178) 26/2/80
of Dr A L BORAINE asked the Minister of Manpower Utilization

How many trade unions applied between 1 October 1979 and 31 December 1979 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER UTILIZATION

(a) 5

179

TUESDAY, 26 FEBRUARY 1980

(b) 3

(c) 5

(d) 16 One of these applications is a new application to register in respect of all population groups, while the other 15 relate to a variation of registered scope to enroll employees of more than one population group as members

16 unions
(15) CT 27/2/80
apply to

be mixed

Political Staff

HOUSE OF ASSEMBLY. —
Sixteen trade unions have applied for registration as mixed unions since October last year.

This was disclosed yesterday by the Minister of Manpower, Mr Fanie Botha, when he replied to a question tabled by Dr Alex Boraine (PFP Pinelands).

Mr Botha said one of the 16 applications for registration was "a new application to register in respect of all population groups".

The other 15 applications were related to "a variation of registered scope to enrol employees of more than one population group as members".

The minister also said another five unions had applied for registration for black employees only, three for white employees only and five for coloured employees only.

by 1970, this figure had decreased to 15.7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15.2% to 7.1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

Fig. 4 provides an indication of the proportional contribution of selected causes of death to the overall mortality experience of the white, 'coloured' and African communities.

During the period 1929 to 1970, the whites have shown a changing spectrum of mortality which is classically associated with an improving health status. Infectious diseases have become less important and the major causes of death are increasingly related to Cardiovascular and Neoplastic diseases. The 'coloureds' and Africans, however, have a persistently high proportion of deaths caused by infectious diseases. The Africans exhibit a spectrum of mortality which is characteristically associated with developing communities, whilst the 'coloureds' appear to occupy an intermediate position between the whites and Africans, although it is clearly much more similar to the Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of the 'coloureds' is that it would appear to incorporate the worst of both the developed and the developing experiences. This becomes apparent from Table II which provides a more detailed analysis of the different diseases contributing to the overall mortality of the whites and 'coloureds' in the form of cause specific mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

(iv) Proportional contribution of selected causes of death to the overall mortality experience of the white, 'coloured' and African communities.

(v) Expected number of live births per woman at 45 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15.2% to 7.1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

RESULTS

The infant mortality rates for whites and the whites have since 1929, static IMR's. From 1941 to an improvement in decreased from 1929. This is of particular importance in SMRs between 'coloureds' and Africans.

The age specific mortality rates are inevitable experience of mortality in mortality rates for both the age of 65 and the mortality rates in the 25-44 age groups.

The imbalance between 'coloureds' and whites is of 5 and 64. The imbalance between whites and Africans is one year old.

MINE OFFICIALS To Industrial Court?

The Chamber of Mines could be the first to face an unfair labour practice charge in the Industrial Court

The SA Technical Officials Association (TOA) has called for the appointment of a conciliation board — a prerequisite before any case can go to the Industrial Court — to resolve a seven-year disagreement. If the board cannot settle the matter, it will be passed to the Industrial Court.

The tussle dates back to early 1973, when winding engine drivers and reduction workers chose to abandon union sta-

tus for "official" status. The Chamber agreed to the formation of a third official's association, the SA Technical Officials Association. The new union intended to represent winding engine drivers and reduction operators. But membership was not restricted solely to these

The Mine Surface Officials Association (MSOA) and the SA Underground Officials Association (UOA) strongly opposed this. Henry Mallet-Veale, general secretary of TOA, claims that since his association is more outspoken and militant, the others feared losing members to it. The membership of both totals around 20 000, while TOA has a membership of about 2 800.

According to Mallet-Veale, the Chamber initially agreed that those who were members of UOA and MSOA at the time of formation could not resign from them and join TOA. But the reverse was possible. This was agreed between the three parties and the Chamber, to be reviewed four years later, according to Mallet-Veale. But, he says, this was altered without TOA's consent to include both new and old

members, and has remained that way ever since. Johann Liebenberg, the Chamber's industrial relations adviser, denies this, saying this was the case from the start.

In 1977, TOA asked for the 1973 arrangement to be reviewed. The Chamber had discussions with the UOA and MSOA, but they refused to change their agreement with it.

So members can leave the TOA for the other associations. But, once one is a member of MSOA or UOA, it is not possible to move across to TOA.

Says Liebenberg: "We have been invited by the Department of Trade to comment within 14 days on this issue and will do so. But we've reached the conclusion that we are not free to force the MSOA and UOA to review the condition they set, if they don't wish to."

Mallet-Veale reckons that, because of the Chamber's stand, the conciliation board will have little success in resolving the issue, and thus a hearing in the Industrial Court is highly likely.

specific conditions.

both at birth (e_0) and at 45 years of age. It expresses the expected number of live births per woman.

ly index calculated.

mortality rates (SMR) whilst

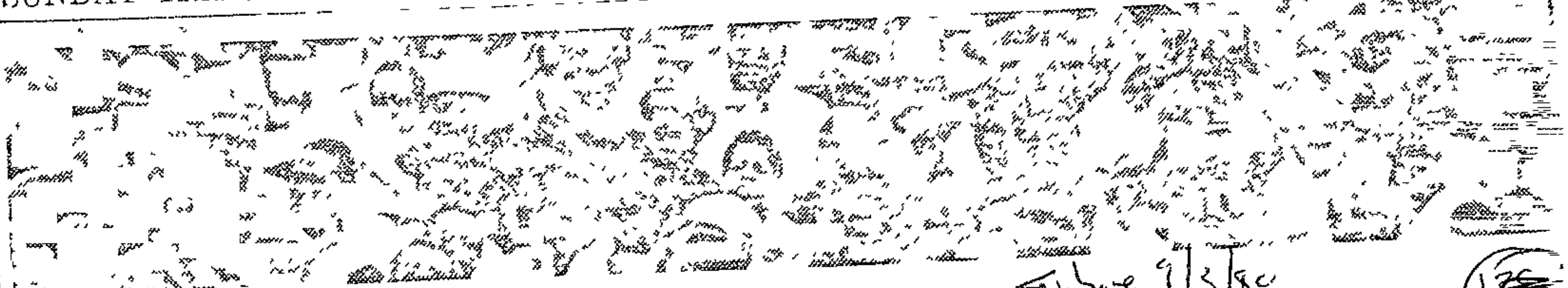
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Black union build-up

By JACK BRICKHILL

**RUSH IS
ON TO
REGISTER
OLD AND
NEW
WORKER
GROUPS**

RESPONSE from blacks to register trade unions under the amended industrial legislation is gaining momentum and a training programme for trade unionists by the National Manpower Commission is on the cards.

So far only one black union — the African Transport Workers' Union in the Transvaal — has been registered, but industrial registrar Nic Hitchcock says applications have been received for 11 unions and there have been another 16 requests from existing unions to register on a multi-racial basis.

The minister has already granted a few requests for unions to organise on a multi-racial basis.

One of the applications to form a black union represents a large number of workers but Hitchcock says no details can be given until the unions have been formed. The Industrial Conciliation Amendment Act came into force on October 1 last year, but it normally takes at least six months to draw up constitutions and register a union.

In Natal the 10 000 black mill workers have informed the employers that they will apply to form a new union rather than join existing unions. Hitchcock says response from black workers so far has been good.

There are at present 167 unions registered and a

spate of new black unions should boost this number significantly. Although there are more than 10 million black workers in the country, large sectors are likely to continue for some time without union representation.

Andie Malherbe, president of the Trade Union Council of South Africa, says the trade union movement is too fragmented and he hopes the new spate of black unions will lead to greater unity so the movement can speak with a united voice.

He says seven or eight black unregistered unions are members of Tucs-a which has a total affiliate strength of 270 000 workers.

Tucs-a will help and advise the new unions which Malherbe hopes will become affiliated to his organisation. Registration gives black unions enhanced legal status in the industrial conciliation machinery.

Foreign migratory workers of all races cannot be members of registered unions although they can be members of unregistered unions. The same rule applies to agricultural workers and domestic servants.

COURSE	DESCRIPTION	SYMBOL	AS AT 29 02 80	PAGE 2
114101	RELIGIOUS STUDIES I	3	(51)	135049N
102201	AFRIKAANS EN NEDERLANDS II F	F		140639U
110201	AFRICAN HISTORY I	F		
101105	AFRICAN LANG INTENSIVE (SOT2-		(66)	135499H
001303	COMPANY LAW	ABS		137501H
105104	LATIN I	F	(36)	139271G
105302	SOCIAL ANTHROPOLOGY II (PRE 2-	2-	(60)	052892K
104202	AFRICAN HISTORY I	2-	(70)	
110303	AFRICAN HISTORY II	2-	(60)	
106202	ECONOMICS II	3	(53)	121461Y
201	ENGLISH II	3	(57)	133333C
101	ENGLISH I (PRE-1980)	3NX		133054C
101	RELIGIOUS STUDIES I	F	(44)	137998Y
201	PSYCHOLOGY II	3	(58)	134302F
101	PSYCHOLOGY I	2-	(63)	135878U
302	SOCIAL ANTHROPOLOGY II (PRE ABS			
101	PSYCHOLOGY I	2-	(63)	111532F
103	AFR LANG INTENSIVE (XHOSA)	F	(27)	
101	ENGLISH I (PRE-1980)	2-	(60)	
101	HISTORY I	2-	(61)	
01	AFRIKAANS	ABS		121723H
02	HISTORY II	3	(52)	102168C

REGISTRAR (ACADEMIC)

UCT

the court to declare his dismissal void, and charged that Nel's was in contempt of court, since he regarded its undertaking as an effective interim interdict.

But the applicants agreed to withdraw these applications, and received a contribution to costs of R25 000. The reason for this, according to the Court order, was



Nel's milk delivery... back on the road

that if the applicants won the case Nel's would have to pay in excess of R25 000, and if they lost, "costs will not, by reason of the impecuniosity of the applicants, be recoverable." Says acting attorney for the workers, Rod Harper, of Webber, Wentzel & Co: "I do not recall any labour case where the costs have been agreed to be paid on such a high level." Nel's Dairy will not disclose its legal costs, but they are expected to be considerable.

The Food, Beverage Workers' Union, which represents workers at Nel's, says R15 000 will go directly to 30 workers allegedly dismissed under circumstances comprising victimisation, and R10 000 towards legal costs. Adds Skakes Sikhakhane, the union's general secretary: "The union regards it as a great victory for the workers for Nel's Dairy to agree to pay costs. But, the tragedy is all but one of the original leaders among the workers have been dismissed."

Much of the evidence collected from dismissed workers claimed wrongful employment practices at the firm, and disputed Nel's Dairy's claim that the workers are content.

An affidavit by Greatman Seabelo alleges that after daily takings from various depots were stolen from his truck in January 1977, more than R1 700 was deducted from his wages. After the final

deduction in April 1979, he was dismissed. Seabelo claims he was threatened with dismissal and jail if he did not sign a document — which he was not allowed to read — agreeing to the deduction.

Asserts a labour observer: "Legal recourse is the only weapon in such cases. But, up to now the results have been limited. The Nel's case, however, could have an important effect in that it may encourage employers to try harder to find a settlement out of court, as well as jacking up their employment practices."

NEL'S SETTLEMENT

151
Sun. 29/12/80

Worker victory

Despite charges being dropped, the Nel's Dairy case is regarded in labour circles as a victory for the workers. And the large sum awarded for costs could make other employers think twice before agreeing to go to court.

Two proceedings were brought against the firm. The main one was a claim for an interdict to stop unlawful dismissals in the future. This was made against Nel's by 24 employees. In May last year, Nel's voluntarily undertook in court not to victimise any of its employees for attempting to set up a works or liaison committee. The case was then referred to oral evidence because Nel's disputed that there had subsequently been victimisations. Seven more workers were dismissed after the undertaking was given, alleging they lost their jobs for supporting the establishment of a works committee. Most had been with the company since the late Sixties and early Seventies.

Joseph Mbaso, the first applicant, who had been with Nel's since 1953, called for

Mixed unions favoured

Mr Nico Hitchcock, the Industrial Registrar, said today that many trade unions favoured mixed trade unions.

Mr Hitchcock was speaking at the annual meeting of the Mine Surface Officials' Association in Johannesburg.

Despite the fact that the Industrial Conciliation Act forbade mixed trade unions, provision was made for the Minister of

Manpower Development to register mixed unions — where the numbers of one population group were too small to justify a separate union, or where the proportions made it practicable

It is understood that MSOA has been looking at the implications of mixed registration.

From today's discussions it would appear there are good chances of such an application succeeding

(51) (139)
NEL'S DISPUTE
More sour milk

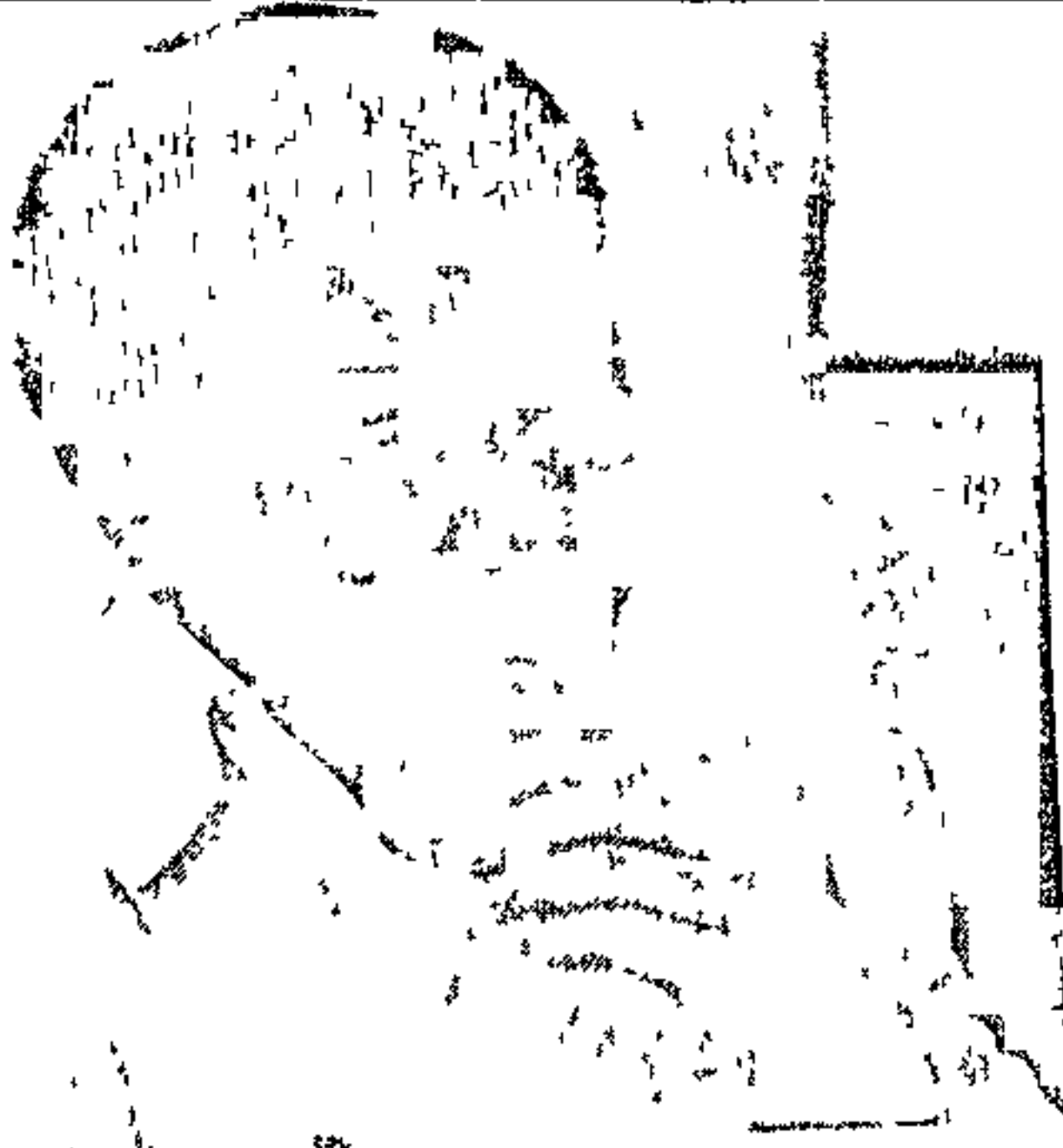
It seems that the milk of human kindness has not been flowing at Nel's Dairy. Since the court settlement, barely two weeks ago, the firm has laid off two more workers, and they are claiming victimisation.

The Food, Beverage Workers Union (FBWU), which represents about 60% of African employees at Nel's, informs the FM that a letter of demand has been sent to the company. It states that unless the two are reinstated, victimisation charges will be brought against Nel's.

If Nel's ends up in court, this will be its third appearance in less than a year. The first time, 24 employees sought an interdict to stop future unlawful dismissals. Nel's voluntarily undertook in court not to fire workers for trying to set up a works committee. But then Nel's dismissed seven of the applicants. The case was revived, and two weeks ago charges were dropped, with Nel's agreeing to pay costs of R25 000.

Jairus Mosime and Isaac Khanye — the two who have just lost their jobs — had been with Nel's for 14 and 26 years respectively. Both signed a petition calling for a works committee.

Khanye, who is 52 years old, was among



Sikhakhane . . . workers unhappy

the 24 who brought the interdict against Nel's. A week ago "Hans" Nel senior told Khanye he was to be put on pension. Says Khanye "I did not ask to go on pension. It was forced on me." He adds no complaints had been made about the quality of his work.

Khanye says he received about R110 a month, but that despite 26 years' service, all he received was a R481,18 pension payout. According to Skakes Sikhakhane, general secretary of the FBWU, the African workers at Nel's are very unhappy with the pension scheme, started in 1974.

In addition, Khanye has been endorsed

out of Johannesburg, in spite of holding one job in the area since 1954. The majority of workers dismissed from Nel's have received the same treatment by Wrab.

Mosime alleges he was told by Nel senior to leave because a personnel officer had seen him speaking to Joseph Mobaso, while he was on his rounds. Mobaso, the first applicant in seeking an interdict, also brought proceedings against the company and Nel senior for being in contempt of court. Mobaso, who had been with the company since 1953, was dismissed just after Nel's voluntary undertaking.

Mosime and Khanye join the ranks of 30 other workers allegedly dismissed under circumstances they claim amount to victimisation. Sikhakhane points out that only one of the original leaders is still at Nel's.

He also raises the question "Why haven't criminal proceedings been brought against Nel's by the Department of Labour after more than 30 dismissals, many of whom had worked for the firm for years?"

When asked about the dismissals by the FM, Nel's attorneys stated: "The relationship between them (Nel's) and their employees, the termination of the employment of any employee and the reasons therefore, and the relationship between them and the works committee is the private concern of the company and its employees."

1	3	5	7	9	11	13	15	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	49	51	53	55	57	59	61	63	65
EXAMINATION RESULTS IN FACULTY ARTS				YEAR : 4			COURSE																									
STUD NO		SURNAME		FIRST NAMES																												
102531		RUIRUIW		ROSEMARY KATHERINE																												
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MIXED UNIONS

Controls to stay?

In the past two weeks, rumblings of unease among the NP's "labour" MPs (those with strong white labour support) black trade unions have come to light. It appears that Minister of Manpower Utilisation, Fanie Botha, will have great difficulty rallying support from them for a reduction in controls of unions. The FM learns that two weeks ago government called a few trade unionists to Cape Town to discuss mixed unions. For some, the meeting squashed hopes that there would be a significant amendment of the Industrial Conciliation Act.

The "labour" MPs, who were at the meeting, are apparently not prepared to see government control of mixed trade unions relinquished. And a pamphlet released this week by the group tends to confirm this impression.

The pamphlet, said to be funded from private sources, is entitled, "We are worried about black trade unions," and will be distributed among white workers. It argues that unregistered black unions endanger white workers, and the country. It accuses them of sending their leaders behind the Iron Curtain, and of joining strange international bodies. In addition, it says, as long as they are unregistered, these unions can engage in politics, are not required to have their finances audited, and can have foreigners in their management.

But most important is the motivation for insisting on their registration — namely, that government can control union activities. This is not contrary to Pretoria's reasons for bringing African unions into the government-centred system. The White Paper on the Wiehahn Commission

1037

STUD NO	BACHELOR OF ARTS	SURNAME	FIRST	EXAMINATION RESULTS
13010	MCCARTHY	MELISSA JA		
159454V	MEHL	ANNETTE EL		
152965K	MERCGRIO	GIANCARLO		
157093D	MICHAELS	KAREN		
1557470	MITCHELL	JANE		
158469Z	MORRIS	CATHERINE M		
157815N	MORT	MELISSA RUT		110101
150180P	MULLER	SUSAN FLORENCE		116120
150783V	MURRAY	ESTELLE		107101
157521U	NAKIDIEN	MOGAMAT TOYER		004101
137983G	NASH	JENNIFER ANNE		115102
157560L	NEWMAN	JENNIFER ANN		111101
155924H	NORMANN	HANSJURG		117101
157913V	O'CONNOR	SHIPLEY ANNE		114101
155878H	PAM	JONATHAN RICHARD		004101
162116N	PARERSON	IAN JAMES STEHART		107101
154187V	PETERSEN	DESIRE SHIRLEY		110101
154286C	PHEIFFER	FREDI CHRISTIAAN		102103
156134L	POIGIETER	FELICITY ANGELA		116120
150154L	PRITCHARD	ROBERT STEPHEN		905104
133406G				107101
				110101
				115102
				115103

report is spattered with references to this. However, the pamphlet indicates a shaky confidence in changes to labour legislation, and so it is unlikely that any of its supporters will go along with any loosening up of controls.

So authorising mixed unions on the basis of exemptions is likely to remain, for at least another year.

But are conservative National Party MPs restraining Botha? As far as exemptions are concerned, probably not. Some unionists have been a bit too hopeful.

Last year, government rejected scrapping exemptions. It also made no bones about wanting African unions to be registered so they would fall under government control. Exemptions suit this aim. By withdrawing them, they could be used to try and put the unions, unpopular with government, out of business.

There are certainly some unregistered unions which are not in government's good books at the moment. Recently, government refused passports to Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu), and Junerose Nala, general secretary of the affiliated Metal & Allied Workers Union — while George Manase, national organiser of the United Auto Workers Union, has had his withdrawn.

In addition, Fosatu is still waiting for a fund-raising permit, which was expected over a month ago.



Manpower Minister Fanie Botha facing difficulties

All unions affiliated to Fosatu want mixed status. Applications to Botha and the Industrial Registrar have started going out. But, says Erwin, "things don't look good".

What government will probably do in the parliamentary session is extend the provisions for authorising mixed status. At the moment there are only two. In addition to considering whether there are enough members of one population group to form an effective union, the Minister of Manpower Utilisation can take the ratio of different population groups into account "if deemed expedient".

151

14/3/80

uranium resources has been retarded by strenuous and emotive trade union opposition to any activity associated with nuclear power and fears of occupational risk in mining radioactive material.

Concurrently, the world uranium market is manifestly sluggish. Most countries' nuclear power programmes are under fire from anti-nuclear groups and ambitious targets for installed nuclear power capacity set in the early Seventies now look plain silly.

In putting forward these ambitious proposals, do the Australians know something the rest of us don't?

(151)

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(b) die voorsienings by tariefposte 73 40.14, 73 40 15 en 73.40.16 deur die volgende

Tariefpos	Skaal van Reg Algemeen
74.40.16 Onderdele van skoetsel	20%, en

(c) die voorsiening by kortingitem 312.01/64 05 deur die volgende

Tariefpos en Beskrywing	Mate van Korting
Hak- en sooleenhede van kurk of poliuretaan vir die vervaardiging van platformskoetsel, voorbladstukke van gebosseleerde stowwe; hakpunte (verwyderbaar) van plastiekstof, vir die vervaardiging van plastiekhakke	Volle reg

[RHN-verw T5/2/12/2/1 (F73/79)]

Applikant:
Departement van Doeane en Aksyns, Privaatsak X47, Pretoria, 0001
Kyk Algemene Kennisgewing 160 van 29 Februarie 1980 vir Lys 6/80
(14 Maart 1980)

(b) the provisions under tariff subheadings 73 40.14, 73.40 15 and 73 40 16 of the following

Tariff Heading	Rate of Duty General
73 40 16 Parts of footwear	20%; and

(c) the provision under rebate item 312 01/64 05 of the following

Tariff Heading and Description	Extent of Rebate
Sole and heel units of cork or polyurethane for the manufacture of platform footwear, ramps of embossed fabrics; heel top-pieces (detachable) of plastic material, for the manufacture of plastic heels	Full duty

[BTI Ref. T5/2/12/2/1 (F73/79).]

Applicant:
Department of Customs and Excise, Private Bag X47, Pretoria, 0001
For List 6/80 see General Notice 160, dated 29 February 1980.
(14 March 1980)

KENNISGEWING 195 VAN 1980
DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE
TARIEFLYS VIR TELEKOMMUNIKASIE-DIENSTE

Kragtens die bevoegdheid hom verleen by artikel 2B (1) (c) van die Poswet, 1958 (Wet 44 van 1958), maak die Posmeester-generaal bekend dat die *Tarieflys vir Telekommunikasiedienste* afgekondig by Goewermentskennisgewing 1192 van 1 Julie 1977, soos gewysig, hierby verder gewysig word soos in die Bylae uiteengesit. Hierdie wysiging word kragtens 'n algemene magtiging van die Administrateur-generaal vir die gebied Suidwes-Afrika ook ten opsigte van daardie gebied gedoen en is in genoemde gebied van toepassing.

BYLAE
DEEL 4 —INTERNASIONALE TELEKOMMUNIKASIE-TARIEWE

Item 34.1 Operateurbeheerde oproepe
Voeg die volgende besonderhede alfabeties in:

Diens na	Grondtarief		Persoonlike-oproep-geld
	3 min	1 min	
Maleisië	R 10,50	R 3,50	R —

(14 March 1980)

NOTICE 195 OF 1980
DEPARTMENT OF POSTS AND TELECOMMUNICATIONS
TARIFF FOR TELECOMMUNICATION SERVICES

By virtue of the powers vested in him by section 2B (1) (c) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster-General announces that the *Tariff for Telecommunication Services* promulgated by Government Notice 1192 of 1 July 1977, as amended, is hereby further amended as set out in the Schedule hereto. Under a general authority by the Administrator-General for the Territory of South West Africa this amendment is being effected also in respect of that Territory and applies in the said Territory.

SCHEDULE
PART 4 —INTERNATIONAL TELECOMMUNICATION RATES

Item 34.1 Operator-controlled calls
Insert the following particulars alphabetically

Service to	Basic rate		Personal-call fee
	3 min	1 min	
"Malaysia	R 10,50	R 3,50	R —

(14 Maart 1980)

KENNISGEWING 199 VAN 1980
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Cadbury In-company Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

NOTICE 199 OF 1980
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Cadbury In-company Union. Particulars of the application are reflected in the subjoined table

KENNISGEWING 196 VAN 1980

SUID-AFRIKAANSE RESERWEBANK

Staat van bates en laste op die 29ste dag van Februarie 1980

Laste		Bates	
R		R	
Kapitaal	2 000 000,00	Goud	5 048 936 314,50
Reserwefonds	26 435 568,36	Buitelandse	
Note in omloop	1 582 574 905,00	Wissels	37 471 326,28
Deposito's		Beleggings	46 700 640,55
Regering	955 024 708,45	Ander bates	697 587 210,25
Provinsiale administrasies	105 687 931,76	Totaal aan goud en buitelandse bates	5 830 695 491,58
Bankiers	439 811 358,61	Binnelandse	
Ander	30 573 235,29	Gediskonteerde wissels	431 690 000,00
Ander laste	4 508 253 610,80	Lenings en voorskotte	
		Regering	
		Ander	612 719 755,11
		Sekuriteite	
		Regering	67 262 805,01
		Ander	4 700 040,00
		Ander bates	703 293 226,57
	<u>R7 650 361 318,27</u>		<u>R7 650 361 318,27</u>

Verhouding van goudreserwe tot verpligtings teenoor die publiek min buitelandse bates 82,7 persent
Pretoria, 7 Maart 1980.

A. S. JACOBS, Hoofbestuurder

NOTICE 196 OF 1980

SOUTH AFRICAN RESERVE BANK

Statement of assets and liabilities on the 29th day of February 1980

Liabilities		Assets	
R		R	
Capital	2 000 000,00	Gold	5 048 936 314,50
Reserve Fund	26 435 568,36	Foreign	
Notes in circulation	1 582 574 905,00	Bills	37 471 326,28
Deposits		Investments	46 700 640,55
Government	955 024 708,45	Other assets	697 587 210,25
Provincial administrations	105 687 931,76	Total gold and foreign assets	5 830 695 491,58
Bankers	439 811 358,61	Domestic	
Other	30 573 235,29	Bills discounted	431 690 000,00
Other liabilities	4 508 253 610,80	Loans and advances	
		Government	
		Other	612 719 755,11
		Securities	
		Government	67 262 805,01
		Other	4 700 040,00
	<u>R7 650 361 318,27</u>	Other assets	703 293 226,57
			<u>R7 650 361 318,27</u>

Ratio of gold reserve to liabilities to the public less foreign assets 82,7 per cent
Pretoria, 7 March 1980
(14 Maart 1980)/(14 March 1980)

A. S. JACOBS, General Manager.

KENNISGEWING 193 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Chemical Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrek
Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand ná die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekragbenutting, Lobiagebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

NOTICE 193 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the South African Chemical Workers' Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

151

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Nadere inligting

Nadere inligting of hulp kan of by die kantoor van die Departementale Ontvanger van Inkomste van die aanslaggebied waarin u woon of by hierdie kantoor verkry word

Departement van Binnelandse Inkomste, African Eagle Life Sentrum, Vermeulenstraat, Posbus 402, Pretoria

W. J. H. VAN DER WALT, Sekretaris van Binnelandse Inkomste.

14 Maart 1980.

(14 Maart 1980)

Further information

Further information or assistance may be obtained either from the Departmental Receiver of Revenue in whose assessing area you reside, or from this office.

Department of Inland Revenue, African Eagle Life Centre, Vermeulen Street, P O. Box 402, Pretoria.

W. J. H. VAN DER WALT, Secretary for Inland Revenue.

14 March 1980.

(14 March 1980)

KENNISGEWING 185 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Electrical and Allied Workers Union of South Africa Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Electrical and Allied Workers Union of South Africa.

Datum waarop aansoek ingedien is—10 Januarie 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in enige hoedanigheid betrokke by—

(a) die vervaardiging en/of montering, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontakors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtingsuitrusting (met inbegrip van neontekens, gloeilampe en buisligte), verhitings-, kook-, bevroings en verkoelingsuitrusting, transformators, oonduitrusting, sein- en telekommunikasie-uitrusting, televisie-ontvangtoestelle, televisie-uitrusting, televisielugdrade, radio- of elektroniese uitrusting, en ander uitrusting waarin die beginsels toegepas word wat gebruik word in die bediening van radio- en elektroniese uitrusting, elektriese kables en huishoudelike elektriese toestelle, en

(b) die ontwerp, beplanning, oprigting, installering, onderhoud, herstel en/of bedrading van die uitrusting in paragraaf (a) hierbo bedoel, in die Nywerheid betrokke by die Vervaardiging van Elektriese- en Staalkables, die Elektrotegniese Aannemingsnywerheid, die Hyser- en Roltrapnywerheid en die Meganiese Ingenieursnywerheid in die provinsies Natal en Transvaal

NOTICE 185 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Electrical and Allied Workers Union of South Africa Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Electrical and Allied Workers Union of South Africa.

Date on which application was lodged—10 January 1980.

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and employed in any capacity concerned with—

(a) the manufacture and/or assembly from component parts of electrical equipment, namely generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting equipment (including neon signs, incandescent lamps and fluorescent lights), heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling and telecommunication equipment, television receivers, television equipment, television aerials, radio or electronic equipment, and other equipment utilising the principles used in the operation of radio and electronic equipment and electric cables and domestic electrical appliances; and

(b) the design, planning, erection, installation, maintenance, repair and/or wiring of the equipment referred to in paragraph (a) above in the Industry concerned with the Manufacture of Electric and Steel Cables, the Electrical Contracting Industry, the Lift and Escalator Industry and the Mechanical Engineering Industry in the Provinces of Natal and the Transvaal.

STAR 15/3/80 (22)
'Register
all trade
unions' (151)

The Building Industries Federation of South Africa (Bifsa) has called for compulsory registration of all trade unions - including black ones.

An editorial in the latest SA Builder condemns as "totally undesirable" the failure of some black trade unions to apply for registration.

It says that for many years black unions were not allowed to register. Now that they are the attitude of those which ignored the door which has been opened is "intolerable".

The editorial claims it is unfair that registered trade unions are subject to legal restrictions while unregistered unions are not.

Bifsa has appointed a sub-committee to look into the question of unregistered black trade unions.

The vocational service committee of the Arcadia Rotary Club has come up with a first-class idea — but with a second-class name!

In other words, I like the idea, not the name they've given the project.

Basically the idea is to fill in a form giving all the relevant information needed to administer an estate, as the location of wills and the like

The club calls it the "Tidy-up Form".

I would have preferred something like 'Document Dossier' or 'Information File' — even if 'information, is something of a dirty word these post-war Muldergate days

But that's only by the way — it doesn't detract from the value of the suggestion

What Arcadia Rotarians are advocating is that all Rotarians make use of the "Tidy-up Form" and pass on the idea to others.

The information they set out to make the administration of estates easier includes these points:

1 Every adult should have an effective will, nominating a suitable executor and administrator

2. Advice should be sought from a competent authority (your attorney, accountant, bank or trust company) to plan your estate and prepare your will.

3. A simple record should be kept in an easily accessible place, e.g. top drawer of dressing table or inside wardrobe door, giving the information shown on the attached sheet.

4. A signed note could be attached to the will stating whether cremation or burial is desired and where the burial or disposal of ashes is to take place. The religious faith (if any) in which you desire any service to be conducted could also be included

Good idea; bad name!

5 Wills should be reviewed periodically and advice sought when circumstances alter, e.g. an asset is sold, a beneficiary dies or where, due to an increase in one's estate, estate duty is possibly payable

6 Before donating organs or tissue, a suitable medical authority should be consulted

7 If operating in a partnership, discuss the implications of death with a competent authority mentioned in paragraph 2 above

The sheet referred to details the location of such documents as an original will, copy of will, title deeds, share certificates, leases, identity documents, receipts of safe custody from banks and the like, cheque book, savings passbooks, life and RAF assurance policies, other insurances, safe deposit box, income tax details and antenuptial contract.

The sheet also recommends that Unemployment Insurance Fund numbers, the contents of safe deposit boxes, a list of main assets, list of main liabilities, list of foreign assets, and agreements should also be listed and attached to the form

Building visit

The visit by a top team from the Building Industries Federation (BIFSA) to East London recently marks an important change in the attitude of builders towards productivity, accidents and other disasters on building sites

It was the first of a series of whistle-stops to the main centres of building activity to

measure progress through the systematic elimination of every kind of on-site loss. The visits will continue throughout the year, covering most regions of South Africa

Leading Bifsa's team was the president, Mr Bob Stevenson, who is wholeheartedly committed to "boosting worker morale as well as profits" by improving productivity and cutting out accidents

"What's more it's paying off," he said

He added that after four years of recession, safety-minded building foremen all over South Africa were cutting an average five per cent off building costs by eliminating accidents, fires, explosions, thefts, spoilt materials, damage to plant and claims from the public for injuries and damages.

In the highly competitive building market during the slump that figure often made the difference between profit and loss.

"Another payoff is that underwriters to the building industry have dropped accident premiums accordingly," Mr Stevenson says

Squeezed into a dwindling market by four years of falling demand, builders had to bring down costs without lowering standards. With jobs at stake, hundreds of building foremen set about reducing on-site losses."

Accompanying Mr Stevenson was BIFSA's safety manager, Mr Eddie du Toit, who acts as consultant on loss control and safety to the entire building industry

Besides visiting building sites and other

operations in East London, Mr Stevenson also met leading builders for informal discussions.

Attracting industry

Chapter 3 of the Great Industrial Debate

Readers will recall that three weeks ago I suggested East London might well follow the example of the Maritzburg City Council in attracting industry by sending out a similar brochure setting out what East London has to offer industrialists

The Mayor of East London, Mr Donald Card, replied to that article the following week

Since then, Patrick Kay, a private detective when he's not racing Formula Vee cars, has obviously done a bit of sleuthing around because he sent me a Financial Mail cutting of June 6, 1975 of a full-page advertisement drawing attention to — as the ad put it — "the beauty of Pietermaritzburg for industry"

It shows Maritzburg has been wide awake for some years to the need to attract industry or, as Mr Kay said in a covering note, "The early bird catches the big industrialist"

He has just returned from Johannesburg, incidentally, where he was elected president of the South African Council of Civil Investigators at their 13th annual meeting.

He is particularly excited one of the new executive members is Elliot Mdakane, the council's new secretary-treasurer

Says Mr Kay of 32-year-old Mr Mdakane "He's a dynamic guy who started out in life as a costing clerk. Then he went into the investigation field and



DAVID DENISON

he's now with one of the top firms in Johannesburg"

Mr Kay said he hoped Mr Mdakane's example would prompt many more blacks to join the civil investigating body

Goldfinger talk

If you've got a note in your diary to listen to an address on the marketing of Krugerrands by Don Mackay Coghill tomorrow night please note the venue has been switched to the Holiday Inn.

Time (5.30) stays the same

Mr Mackay Coghill, who has been dubbed "Mr Goldfinger," is the marketing manager of the Chamber of Mines' gold division

An acknowledged authority on Krugerrands, Mr Mackay Coghill is being brought to East London by the Border branch of the Institute of Marketing Management

Because they feel what he has to say will have general interest the IMM is throwing the meeting open to the public. The entrance fee for non-IMM members is R2,50.

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REGISTRAR (ACADEMIC)

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KENNISGEWING 206 VAN 1980

Ingevolge artikel 34 (2) van die Bouverenigingswet, 1965 (Wet 24 van 1965), word onderstaande saamgestelde opgawe vir algemene inligting gepubliseer

NOTICE 206 OF 1980

In terms of section 34 (2) of the Building Societies Act, 1965 (Act 24 of 1965), the following composite return is published for general information

SAMEVATTING VAN MAANDELIKSE OPGAWES DEUR PERMANENTE BOUVERENIGINGS VIR DIE MAAND GEEÏNDIG 31 JANUARIE 1980
SUMMARY OF MONTHLY RETURNS BY PERMANENT BUILDING SOCIETIES FOR THE MONTH ENDED 31 JANUARY 1980

Table with 3 columns: Description, Getal Number, Bedrag Amount (R). Rows include: Aandeelkapitaal/Share capital, Deposits, Loans and overdrafts, Liquid assets, Statutory minimum amount, etc.

KENNISGEWING 208 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Furniture/Bedding and Allied Workers Union of South Africa

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Furniture/Bedding and Allied Workers Union of South Africa.

Datum waarop aansoek ingedien is.—21 Desember 1979.

NOTICE 208 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Furniture/Bedding and Allied Workers Union of South Africa.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Furniture/Bedding and Allied Workers Union of South Africa.

Date on which application was lodged—21 December 1979.

Belange en gebied, ten opsigte, waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Meubelnywerheid, Saagmeulnywerheid, Doodkisvervaardigingsnywerheid en die Laaghoutnywerheid in diens is in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Mafeking, Port Elizabeth, Vryburg en Wynberg en die provinsies die Oranje-Vrystaat, Natal en Transvaal

“Meubelnywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word, en sluit die volgende werksaamhede in

Herstel-, stoffeer-, herstoffeer-, beits-, spuit- of poleer- en/of herpoleerwerk; die maak van los oortreksels en/of stoelkussings en/of die maak en/of herstel van raamveermatrasse en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of herstel van meubels, poleer- en/of herpoleerwerk aan klaviere of die vervaardiging en/of herstel van en/of beits-, spuit- en poleer- en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroes of teaters en kabinette vir musiekinstrumente en radio- of draadloos- en/of televisiekabinette, en ook die vervaardiging van alle soorte meubels vir huishoudelike doeleindes sowel as die vervaardiging, uit hout, van orrels, biljartafels en/of koelkaste, en ook die vervaardiging of die prosesse vir die vervaardiging van beddegoed, wat so omskryf en uitgelê moet word dat dit alle soorte matrasse, veermatrasse, beleglae, kussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels; en voorts ook herstel-, herstoffeer- of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die bereiding van 'n meubelstuk of in die geheel of gedeeltelik uitgevoer word, en fineerwerk aan deur wat van lamelblokbord of laaghout gemaak is en wat vir meubels gebruik word, en alle dele van materiaal wat by die vervaardiging van meubels gebruik word, die vervaardiging van stoep-, tuin- en kampeermeubels, maar uitgesonderd sowel die vervaardiging van artikels wat hoofsaaklik van mandjesgoed, gras en/of rottang gemaak is, as die vervaardiging van metaalmeubels, met inbegrip van metaalkatels.

“Saagmeul- en houtwerknywerheid” beteken die nywerheid waarin een of meer van of al die volgende bedrywighede verrig word: Kloue, in stukke kap, saag, skaaf of enige ander werksaamheid in die verwerking van timmerhout of stompe tot balke, planke, rubalke, mynstutte of dwarslêers of ander standaardvorme, en die vervaardiging van kiste, duie, pakmatte, platkissies en kratte en ander artikels uit hout vervaardig, en ook alle werksaamhede wat daaruit voortvloei, maar nie die vervaardiging van laaghout, lamelbord, blokbord, meubels en skrynwerk nie

“Doodkisvervaardigingsnywerheid” die nywerheid waarin een of meer van die werksaamhede uitgevoer word wat betrekking het op die vervaardiging van doodkiste

“Laaghoutnywerheid” die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of aan registrasie onderworpe is ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om een of meer

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and who are employed in the Furniture Manufacturing Industry, Sawmilling and Woodworking Industry, Coffin Manufacturing Industry and Plywood Manufacturing Industry, in the Magisterial Districts of Bellville, Goodwood, Mafeking, Port Elizabeth, The Cape, Vryburg and Wynberg, and the Provinces of the Orange Free State, Natal and the Transvaal

“Furniture Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the manufacture either in whole or in part of all types of furniture, irrespective of materials used, and includes the following operations:

Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or re-polishing, making of loose covers and/or cushions and/or making and/or repairing of box spring mattresses and/or frames for upholstering, wood-machining, veneering, wood-turning, carving in connection with the manufacture and/or repair of furniture, polishing and/or re-polishing of pianos or the manufacture and/or staining, spraying and polishing and/or re-polishing and/or repairing of tea-room, office, church, school, bar or theatre furniture, and cabinets for musical instruments and radio or wireless and/or television cabinets, and shall include the manufacture of all types of furniture for domestic purposes as well as the manufacture from wood of organs, billiard tables and/or refrigerators, and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, and including the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on; including further the repairing, re-upholstering or re-polishing of furniture in, or in connection with, establishments in which the preparation of any article of furniture, either in whole or in part, is carried on and the veneering of laminated block-board or plywood doors used for furniture, and all parts of materials used in the construction of furniture, the manufacture of veranda, garden and camp furniture, but excluding both the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture, including the manufacture of metal bedsteads

“Sawmilling and Woodworking Industry” means the industry in which one or more or all of the following operations are performed: Splitting, cutting up, sawing, planning or any other operation in the reduction of timber or logs to beams, planks, baulks, mine props or sleepers or other standard forms, and the manufacture of boxes, shooks, pack mats, trays and crates and other articles made of wood, and including all operations incidental thereto, but does not include the manufacture of plywood, laminated board, block, furniture and joinery.

“Coffin Manufacturing Industry” means the industry in which any one or more of the operations relating to the manufacture of coffins are carried on.

“Plywood Industry” means the industry in which employers and employees are associated in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of manufacturing any one

van die volgende produkte te vervaardig: Laaghout, fineerhout, fineer-, lamel-, blokkies- of spaanderbord of enige soortgelyke produk waarvan hout die hoofbestanddeel vorm, en ook alle werksaamhede wat met enigeen van voornoemde bedrywighede in verband staan of daaruit voortspruit.

Posadres van applikant.—Posbus 2040, Johannesburg, 2000.

Kantooradres van applikant.—Eerste Verdieping, Meubelsentrum, hoek van Eloff- en Andersonstraat, Johannesburg, 2001.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrateur.

(21 Maart 1980)

or more of the following products: Plywood, veneers, veneered boards, laminated boards, block-boards, chip-boards or any similar product of which wood forms the main component, and includes all operations incidental to or consequent on any of the aforesaid activities

Postal address of applicant.—P O Box 2040, Johannesburg, 2000

Office address of applicant.—First Floor, Meubelsentrum, corner of Eloff and Anderson Streets, Johannesburg, 2001.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar.

(21 March 1980)

KENNISGEWING 209 VAN 1980

KENNISGEWING VAN STAATSGROND BESKIKBAAR IN DIE REPUBLIEK

Aansoeke om die aankoop van ondergenoemde plaas kragtens die bepalings van die Wet op Landboukrediet, 1966, word ingewag.

Die Staat behou hom die reg voor om die plaas wat hierby te koop aangebied word, te eniger tyd voordat dit verkoop word; terug te trek.

Aansoekvorms (LKG 86) is verkrygbaar by enige landdroskantoor, uitgesonderd die Landdroskantoor te Pretoria, asook van die Sekretaris van Landboukrediet en Grondbesit, Kamer 1013, Poyntonsentrum, Kerkstraat-Wes, Pretoria, of Privaatsak X118, Pretoria, 0001 (Telefoon 48-2781, bylyn 115).

Alle aansoeke moet aan die Sekretaris van Landboukrediet en Grondbesit gestuur word, sodat dit hom uiterlik op 21 April 1980 bereik. Aansoeke moet nie by landdroskantore ingedien word nie.

Beskrywing.—Onderverdeling G van Welgevonden 287, geleë in die distrik Vryheid, provinsie Natal.

Grootte.—242,3286 ha.

Koopprys.—R55 820.

Ligging.—Hierdie eiendom is ongeveer 12 km noord-oos van Vryheid en 8 km van die Hlobane-spoorwegstasie geleë.

Verbeterings.—Woonhuis (redelike toestand), melkstal (swak), masjienkamer (swak), motorhuis en pakkamers (redelik).

Reënval.—800 mm per jaar.

Landerye.—Onder besproeiing: 25 hektaar, moontlike besproeibare grond: 12 hektaar, droelande 60 hektaar.

Weiding.—142 hektaar.

Watervoorsiening.—Fonteine.

Drakrag.—2,5 hektaar per G.V.E., 0,4 hektaar per K.V.E.

NOTICE 209 OF 1980

NOTICE OF STATE-OWNED LAND AVAILABLE IN THE REPUBLIC

Applications are invited for the purchase of the undermentioned farm in terms of the Agricultural Credit Act, 1966.

The State reserves the right to withdraw at any time before the sale the farm hereby offered for sale.

Application forms (LKG 86) are obtainable at all magistrates' offices, except the Magistrate's Office, Pretoria, and from the Secretary for Agricultural Credit and Land Tenure, Room 1013, Poynton Centre, Church Street West, Pretoria, or Private Bag X118, Pretoria, 0001 (Telephone 48-2781, extension 115).

All applications should be forwarded to the Secretary for Agricultural Credit and Land Tenure, to reach him not later than 21 April 1980. Applications should not be handed in at a magistrate's office.

Description.—Subdivision G of Welgevonden 287, situate in the District of Vryheid, Province of Natal.

Area.—242,3286 ha

Purchase price.—R55 820.

Situation.—This property is situate approximately 12 km north-east of Vryheid and 8 km from the Hlobane Railway Station.

Improvements.—Dwelling (fair condition), milkshed (poor), engine room (poor), garage and storerooms (fair).

Rainfall.—800 mm per annum.

Lands.—Under irrigation. 25 hectares, possible irrigable land: 12 hectares, dry lands: 60 hectares

Grazing.—142 hectares.

Water supply.—Fountains

Carrying capacity.—2,5 hectares per L.S.U., 0,4 hectares per S.S.U.

comment

Eight trade unions apply for registration

Post 18/3/80

151 ~~148a~~

By JOE THOLOE
EIGHT unions in the Federation of South African Trade Unions (Fosatu) have started applying for registration under the new labour laws

By yesterday afternoon it was not possible to say which of the unions have submitted their applications as some are being posted, while others are being delivered by hand in Pretoria

The first of the applica-

tions was sent at the end of last week

Fosatu believe that these applications are the first major test for the new labour laws and their intention. The unions are applying as non-racial unions and they want to by-pass provisional registration

In a statement last night, Fosatu said the central issue at this point was the non-racial nature of the applications

"Are we to advance towards the elimination of racism from division and polarising forces," Fosatu said

"Fosatu affiliates have submitted what we believe to be well-founded applications for registration, except that they are non-racial

"We now await the Minister's response on this vital question of the future of industrial relations in South Africa"

LAW

The law allows for mixed unions if the Minister of Manpower Utilisation grants an exemption. But the union has to have separate branches for each racial group, and the executive of the union has to be white

The Minister may again grant exemption that the executive be non-racial

Fosatu unions have applied that they be exempted from both these clauses in the Industrial Conciliation Act

The eight unions that are applying for registration are the Metal and Allied Workers, the Chemical Workers Industrial, the National Union of Textile Workers, the Transport and General Workers Union, Engineering and Allied Workers, Sweet Food and Allied Workers, Paper and Allied Workers, and the Glass and Allied Workers

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
133849N	PEARCE	GAREY SUSAN	114101	RELIGIOUS STUDIES I	3 (51)
140639U	PETERSEN	BERTRAND SYDNEY	102201 110201	AFRIKAANS FN NEDERLANDS II F AFRICAN HISTORY I	1

NUMBER OF STUDENTS	57				
EUGENE FULTNER	102101	AFRIKAANS	ABS	3	121723H
HENRIETTA ANNE	110202	HISTORY II	3	(52)	102168C

REGISTRAR (ACADEMIC)

UJET

86 84 82 80 78 76 74 72 70 68 66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

Row over union registration looms

151
RDM
19/3/80

By STEVEN FRIEDMAN
Labour Reporter

COMPULSORY registration of trade unions may be on the cards and with it angry protest from black unions who have refused to register — or to do so only on their own terms

The Department of Manpower Utilisation has asked the Wiehahn Commission to consider the desirability of compelling all trade unions to register under the new labour laws

The department it is understood, wrote to the commission last September asking it to look at and express itself on the desirability of "compulsory registration in its final report"

Compulsory registration would mean unions would have to register or cease to operate, and would spark protests from many black unions

However influential regis-

tered unions strongly favour compulsory registration and have privately urged the Government to introduce it

Senior officials in the department have stressed that compulsory registration was in force before 1956, and speculation that it will be introduced has mounted in recent months

So far only two unregistered unions have categorically refused to register. They argue that controls in the new labour system will weaken them

Fourteen unions affiliated to the Federation of SA Trade Unions have decided to register — but only, they insist, if they are given non-racial status

The Secretary for Manpower Utilisation, Mr Jaap Cilliers, said yesterday that he could not recall a request from his department to the commission

He added that "we obviously

look at issues like these as they arise

The chairman of the Wiehahn Commission Professor Nic Wiehahn, declined comment, saying "Compulsory registration is an administrative matter. We are concerned with issues of principle"

It is also understood that the department has asked the commission to examine the definition of trade union representativeness in the Industrial Conciliation Act

The Act says unions who apply for a conciliation board to resolve a dispute as well as unions who want binding industrial wage agreements extended to non-union labour — must be "sufficiently representative"

Before, this stipulation meant only that the unions had to represent enough white, col-

oured and Asian workers

But the extension of registered union rights to black migrant workers and "commuters" means registered unions now represent only a small portion of workers eligible for union membership

It is feared industrial agreements could be challenged in the courts because the unions which negotiated them are no longer representative

Labour experts consulted yesterday said that an agreement could be challenged on these grounds

But Mr Cilliers argued yesterday that the Minister has the discretion to decide whether the parties to an agreement are representative

He added that "registered unions do not have to worry about agreements being challenged"

EXAMINATION RESULTS IN FACULTY ARTS

STU13-9 BACHELOR OF ARTS

YEAR : 1

STUD NO SURNAME FIRST NAMES COURSE

162004R BURNE SUZANNE ELIZABETH 106103

158955C CARO SALLY-ANN 107101
116120
110101

162195Z CHAIT CHERYL 102101

153965D CLARKE PENELOPE JILL 103202

157789K COHEN DAVID 104101
110101

156503M COLLIER LINDSEY JEANNE 911101
916103

153999D COLLINS BEVERLEY RAYMOND 116120

153621E COUCHEK ROBERT GEORGE RENESON 004101

138572X COUJENAY COLETTE 107101

153796V DAVIS CASSANDRA ELAINE 107101

140457W DELAHUNTY ANNA TERES 908101

162384E DOMAN MICHAEL EDWARD 106102

1559310 DU PLESSIS MARCIA ELIZABETH 107101

158919N DUNCAN ANDREW SYMON 003101
004101

156415R ERASMUS ARNO JACQUES ERASMUS 901101
910106

1623107 EVANS GAVIN MARK READ 101103

161480X FAFAK GIULIETTA 107101

153363T FARRUHAN GILLIAN DEBORAH 115101

152866J FARRELL MICHAEL BRUCE 004101

157359T FINLAY FANELA JUAN 104104
115102
115103

159744X FIORAVANTI LUIGINA 214102

AKGMS 27/3/80

Row over breakfast - 19 sacked

Labour Reporter

NINETEEN women, who lost their jobs at Peckers Restaurant in the Golden Acre in a dispute with their bosses about breakfast, feel they have been victimised.

The women claim free meals were a condition of their employment. But last week they were told they would no longer be able to have breakfast at the restaurant.

They would have accepted this, they said, if they had been given an increase in wages to allow them to feed themselves.

They said Mr Clive Hingston, the restaurant manager, told them he would not discuss the matter, and warned that anyone caught having breakfast would be reported to the police for stealing.

The women, almost the entire day shift, walked out as they feared individuals would be fired, and complained to the Department of Manpower Utilisation.

On their return, they were dismissed by the managing director and franchise holder of Peckers, Miss Pat Pryce-Fitchen, and ordered to hand in their overalls.

A scuffle ensued between Miss Fitchen and a woman who refused to hand in her overall because she did not have a change of clothes. The employee allegedly suffered a bleeding nose.

This week the women were paid out by management at the Caledon Square police station, in the presence of police officers.

Although the women had not been given an opportunity to work a week's notice, they found a week's wages in lieu of notice had been deducted from their pay packets.

An amount of R1,30 for food had been deducted for the first time.

Some women were left with as little as R1,25 for their last week's work, in-

(Continued on Page 3, col 5)

Breakfast

(Continued from Page 1)

cluding holiday pay, and at least one received only 43 cents.

'We feel we have been unfairly treated,' they said.

According to the workers, their wages varied between R16 a week for dishwashers and about R25 for cooks. Although they started work at 7.30 am, their lunch break was at 2 pm or 2.30 pm.

Breakfast and lunch, they said, had consisted of a toasted cheese sandwich and coffee or tea, eaten in a passageway.

The women said Mr Hingston had been told by a labour official that he should have called a meeting of the workers before making any change.

'CASUALS'

They alleged new employees were often kept on as 'casuals' for as much as three months before they were registered with the Administration Board.

Miss Fitchen confirmed the workers had not been given a chance to work a week's notice. They had been 'astounded' that she was not prepared to take them back.

She viewed the Friday walkout as 'malicious damage to business' and did not want the women on the premises again.

Miss Fitchen said she had twice called the police, once after hearing the women were allegedly trying to intimidate workers brought in from another restaurant to replace them.

She said deductions from the pay packets had been made on the advice of the Department of Manpower Utilisation. She denied free meals had been a condition of service.

BLOOD SPILLED

Miss Fitchen said the only blood spilled in the scuffle had been from her own finger. A wound in-

licted by her parrot had reopened when she grabbed the worker's overall.

Mr Leonard Hingston, owner of the Golden Acre Peckers, said he and his brother had 'learnt something' from the incident.

They would in future employ fewer staff at higher wages. These employees would be 'better off for what has happened to the others'.

He conceded that some employees had been kept as casuals for more than the permissible three days 'through ignorance on our part,' but said the restaurant did not employ people as casuals to save R3 a week.

An official of the Department of Manpower Utilisation said the department would not comment on the matter.

EVALUATION RESULTS IN FACULTY ARTS		YEAR : 2		AS AT 29 02 80		PAGE 1		15026	
FIRST NAMES	COURSE	DESCRIPTION	SYMBOL						
JAY ANN	604201	LATIN I	3	(52)	1	111062V			
DAVID ASHLEY	604201	ROMAN DUTCH LAW I	ABS		1	116983F			
DERRICK NISSEL	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	137401P			
DIANA ALICIA	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	127345H			
DAVID GEORGE	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	133987N			
PABE PRIMIGR	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	110635F			
MARC ALAIN	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	132210G			
PIETE JOLIV	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	119019J			
AVAN	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	134814X			
COLLEEN BENITA	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	110281W			
EDWIN ANDREA	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	139056W			
JOHN BRUCE	604201	CIVIL AND GOVT. AND LAW I	ABS	(52)	1	130539G			
STEPHEN JOHN	603202	ROMAN LAW & JURISPRUDENCE IUP	ABS	(54)	1	137806P			
MELANIS	604201	LATIN I	ABS	(52)	1	137243C			
MARIANNA	201405	STRUCT & INTERP OF ACCIS	F	(42)	1	117171K			
			ABS		3	135970U			

'Bosses' trade union could spark protest

By STEVEN FRIEDMAN
Labour Reporter

A TRADE union whose critics say it has been formed by employers and is controlled by them has applied for Government registration

Another noteworthy aspect of the application is the fact that the union has apparently been granted Government permission to represent all races

The union is the Cadbury In-company Union, which represents workers at the Port Elizabeth plant of British multinational Cadbury Schweppes. The company denies that it controls the union

If the application is granted, it is likely to spark off sharp protest from a rival Fosatu-affiliated union which has been active at the plant

In-company unions are regarded with deep suspicion by trade unionists, who have la-

belled them "bosses' unions". Unionists say that these unions are invariably started by employers in order to avoid dealing with representative unions

The Cadbury union has played a role in a long-running labour dispute at the Cadbury plant between management and the Eastern Province Sweet, Food and Allied Workers Union, a registered trade union which is affiliated to Fosatu

Management has refused to deal with the EPSFAWU over worker grievances, saying that it prefers to deal with the in-company union, which it claims is more representative

The EPSFAWU has denied this and alleges that the in-company union has been set up by management and does not represent workers adequately

According to Port Elizabeth sources, worker discontent at

Cadbury, sparked off by management refusal to recognise EPSFAWU, nearly spilled over into unrest at the time of last year's Port Elizabeth labour trouble

A Cadbury spokesman declined to comment on the application yesterday. He referred enquiries to the in-company union, but said it would not be necessary for the "Mail" to speak to union representatives as all the details of the application are in the Government Gazette

Another controversial aspect of the application is the fact that the in-company union represents white, coloured and black workers. Racially mixed unions need Government permission to register

It is understood that this permission has been granted. This decision could spark off union opposition if other unions are denied non-racial status.

Acaduate His Lib as she has failed BA

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
14340	BACHELOR OF ARTS/HIGH-DIP. LIBRARIAN.	YEAR : 4		AS AT 29 02 80		1
1138601	HARTLEY	JENNIFER ANNE	104202 111706	ARCHAEOLOGY II PRINCIPLES OF LIBRARIANSHIP 3	(41) (50)	5
TOTAL NUMBER OF STUDENTS						
REGISTRAR (ACADEMIC)						

UOCT

CDM 27/3/80

(124) (151) (186)

80 78 76 74 72 70 68 66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

day and from Bellville at 4:30 am

Time tables are available at all ticket offices

possible that the tablets had got mixed up

Professor I S Smith sat with Mr M S Knox Mr P Gamble appeared for the State.

Dismissals:

ARGUS 28/3/80 (289) (151)
Free meals

a condition

Labour Reporter

FREE meals were a condition of employment of the 19 women dismissed from Peckers Restaurant in the Golden Acre this week after a dispute with management about breakfast

A spokesman for the Western Cape Administration Board's labour department said it was clearly stated in a certificate issued by the Department of Manpower that the workers would receive free meals.

The management of Peckers originally denied the women's claim that they were entitled to meals.

PERSISTED

Today the managing director and franchise holder of Peckers, Miss Pat Piyce-Fitchen, persisted in her denial

However, the owner of the Golden Acre Peckers, Mr Leonard Hingston, said he could not deny free meals were a condition of service.

The 19 women did not belong to a trade union and had no representative committee. They were dismissed after walking out to complain to the Department of Manpower Utilisation about a management decision to stop them having breakfast.

Labour leaders today condemned the heavy-

handed action of management and the prominent role of the police in the dispute.

The FFP spokesman on labour, Dr Alex Boraine, said the incident demonstrated the need for trade unions to be active in every sphere of industry and commerce.

'It is unfortunate that there seems to have been no basis for negotiation,' he said.

POLICE

'While the management may believe it has solved its problems in the short term, this is certainly no recipe for industrial peace in the long term.'

Dr Boraine said the involvement of the police in paying off the workers at Caledon Square was 'regrettable in the extreme'.

'I hope very much that the Department of Manpower will look into this matter to investigate whether or not the dismissals were unfair.'

WORKERS TOLD

An official of the Department of Manpower said today there had been 'no contravention of any legislation' in the dismissals.

He said the employer had advised the workers that the meal arrangement would fall away. He added, however, that he did not know whether the workers had been given a week's notice of the change.

a COMPLETE collect

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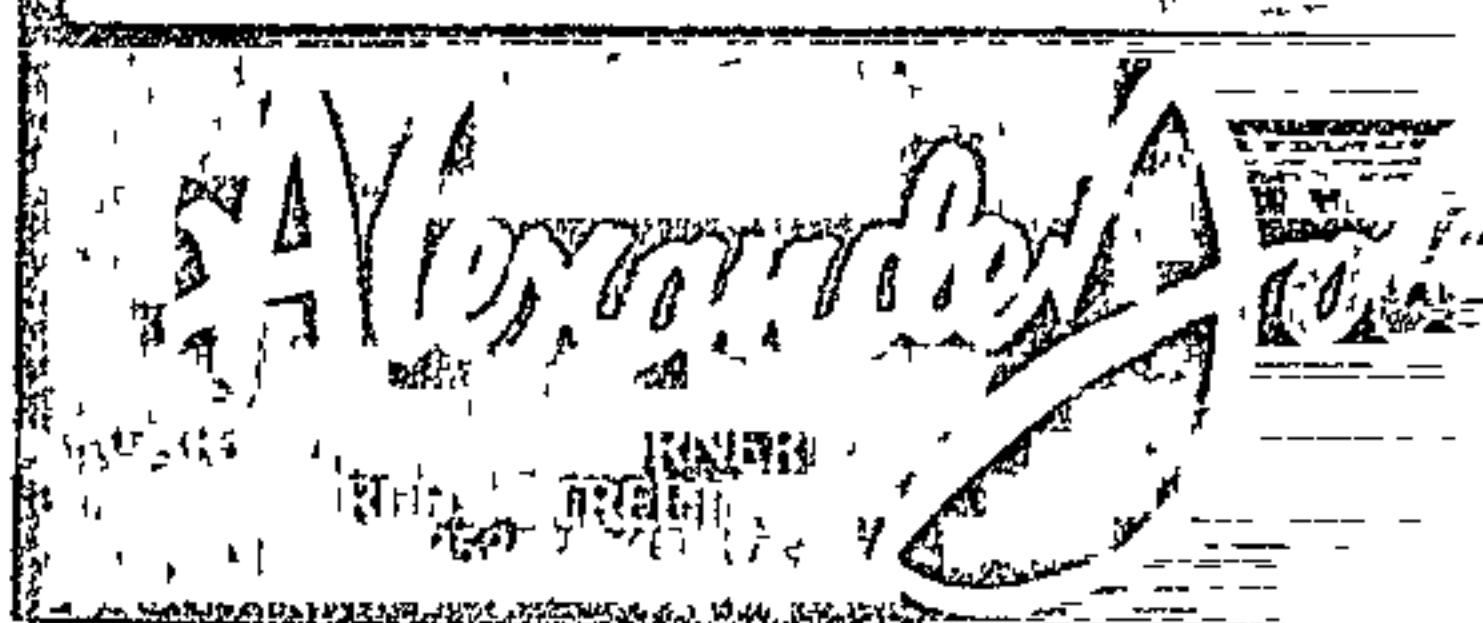
HATC

AFGHAN

AY

Their patterns are easy on eye and fit any interior. Quality? — Everlasting.

- All guaranteed hand-made.
- Please try any in your home without obligation.
- Please arrange terms.



have the restrictive liquor laws lifted. Mr Bernard, a French-based in the US city, said this. 'on holiday'.

Chief... 1010

KENNISGEWING 228 VAN 1980
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) van bogenoemde
Wet hierby bekend dat 'n aansoek om registrasie as
'n vakvereniging ontvang is van die National Union of
Wine, Spirits and Allied Workers Besonderhede van
die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p/a die Depart-
ment van Mannekragbenutting, Laboriagebou, hoek
van Paul Kruger- en Schoemanstraat, Pretoria (Pos-
adres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of Wine,
Spirits and Allied Workers.

Datum waarop aansoek ingedien is.—9 November
1979

*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Swartes wat vir die doeleindes van die
Wet werknemers is en in die Wyn- en Spirituallieeny-
werheid in diens is in die landdrostdistrikte Bloemfon-
tein, Calitzdorp, Clanwilliam, Die Kaap, Durban, Ger-
miston, George, Gordonia, Hartswater, Herbert, Jacobs-
dal, Kimberley, King William's Town, Klerksdorp,
Kliprivier, Kroonstad, Ladismith, Lower Umfolozi,
Malmesbury, Montagu, Oos-Londen, Oudtshoorn, Paarl,
Pietermaritzburg, Piketberg, Pinetown, Port Elizabeth,
Pretoria, Robertson, Somerset-Wes, Stellenbosch, Swel-
lendam, Tulbagh, Vanrhynsdorp, Virginia, Vredendal,
Vryburg, Wellington, Welkom en Worcester.

“Wyn- en spirituallieenywerheid” beteken die nywer-
heid waarin werkgewers en werknemers met mekaar
geassosieer is met die doel om wyn, ander gegiste drank

NOTICE 228 OF 1980 (151)
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Regis-
trar, do hereby, in terms of section 4 (2) of the above-
mentioned Act, give notice that an application for
registration as a trade union has been received from the
National Union of Wine, Spirits and Allied Workers.
Particulars of the application are reflected in the sub-
joined table.

Any registered trade union which objects to the
application is invited to lodge its objection in writing
with me, c/o the Department of Manpower Utilisation,
Laboria Buildings, corner of Paul Kruger and Schoe-
man Streets, Pretoria (Postal address Private Bag X117,
Pretoria, 0001), within one month of the date of
publication of this notice

TABLE

Name of trade union.—National Union of Wine,
Spirits and Allied Workers.

Date on which application was lodged.—9 November
1979

*Interests and area in respect of which application
is made*—Black persons who are employees for pur-
poses of the Act and who are employed in the Wine
and Spirit Manufacturing Industry in the Magisterial
Districts of Bloemfontein, Calitzdorp, Clanwilliam,
Durban, East London, Germiston, George, Gordonia,
Hartswater, Herbert, Jacobsdal, Kimberley, King Wil-
liam's Town, Klerksdorp, Klip River, Kroonstad,
Ladismith, Lower Umfolozi, Malmesbury, Montagu,
Oudtshoorn, Paarl, Pietermaritzburg, Piketberg, Pine-
town, Port Elizabeth, Pretoria, Robertson, Somerset
West, Stellenbosch, Swellendam, The Cape, Tulbagh,
Vanrhynsdorp, Virginia, Vredendal, Vryburg, Welling-
ton, Welkom and Worcester

“Wine and Spirit Manufacturing Industry” means
the industry in which employers and employees are
associated for the purpose of manufacturing wine, other

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en spiritueel, soos omskryf in die Wet op Wyn, Ander Gegiste Drank en Spiritueel, No 25 van 1957, te vervaardig, en die uitdrukking "vervaardig" omvat die versnyding en meng, en die verkoop of verspreiding of verkoop en verspreiding van sodanige drank vanaf enige bedryfsinrigting, ongeag of die werkgewer ook drank vanaf sodanige bedryfsinrigting verkoop of versprei of verkoop en versprei wat hy uit ander oorde verkry het, indien en solank—

(a) hy drank in groothandelshoeveelhede verkoop of versprei of verkoop en versprei; en

(b) hy hoofsaaklik sy eie gefabriseerde produkte verkoop of versprei of verkoop en versprei;

en omvat alle daarmee gepaardgaande en daaruit voortspruitende werksaamhede

Posadres van applikant—Posbus 6779, Johannesburg, 2000

Kantooradres van applikant—Endstraat 75, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J N HITCHCOCK, Nywerheidsregistrateur
(28 Maart 1980)

fermented beverages and spirits as defined in the Wine, Other Fermented Beverages and Spirits Act, No 25 of 1957, and the expression "manufacturing" includes blending and mixing, and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—

(a) he sells or distributes or sells and distributes liquor in wholesale quantities; and

(b) he sells or distributes or sells and distributes mainly his own manufactured products,

and includes all operations incidental thereto or consequent thereon.

Postal address of applicant.—P O. Box 6779, Johannesburg, 2000.

Office address of applicant.—75 End Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N HITCHCOCK, Industrial Registrar.
(28 March 1980)

KENNISGEWING 229 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN
'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Engineering, Industrial and Allied Workers Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —National Union of Engineering, Industrial and Allied Workers.

Datum waarop aansoek ingedien is —19 Desember 1979.

Belange en gebied ten opsigte waarvan aansoek gedoen word —Swartes wat vir die doeleindes van die Wet werknemers is en in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid in diens is in die landdrosdistrikte Alberton, Bellville, Die Kaap, Johannesburg, Port Elizabeth en Uitenhage.

NOTICE 229 OF 1980

151

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Engineering, Industrial and Allied Workers Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union —National Union of Engineering, Industrial and Allied Workers

Date on which application was lodged. —19 December 1979

Interests and area in respect of which application is made —Black persons who are employees for the purposes of the Act and who are employed in the Iron, Steel, Engineering and Metallurgical Industry in the Magisterial Districts of Alberton, Bellville, Johannesburg, Port Elizabeth, The Cape and Uitenhage

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" beteken die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of -afval en/of -residu's; die onderhoud, fabrisering, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of dele of onderdele daarvan, en struktuurmetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

"Elektrotegniese Ingenieursnywerheid" beteken—

(a) die vervaardiging en/of montering, uit onderdele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakeltuig en beheer-uitrusting (met inbegrip van relê's, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevriesings- en verkoelingsuitrusting, transformators, onduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarby gebruik gemaak word van die beginsels wat gevolg word in verband met die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat ook die vervaardiging van onderdele van voornoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (a) hierbo, maar omvat nie die Elektrotegniese Aannemingsnywerheid nie,

"Elektrotegniese Aannemingsnywerheid" beteken die ontwerp, voorbereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellaswerk en elektriese bedrading wat daarmee in verband staan;

"Hyser- en Roltrapnywerheid" beteken die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe;

"Plastieknywerheid" beteken die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekblad materiaal gemaak word, naamlik klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeeroortreksels en plastiekhortjeblyndings;

"plastiek" beteken enigeen van die groep materiale wat, as 'n bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s gegiet, gekalandeer, deurgedruk of gevorm is of kan word deur dit te laat vloei, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

"Iron, Steel, Engineering and Metallurgical Industry" means the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, the Lift and Escalator Industry and the Plastics Industry, but does not include the Motor Industry,

"Electrical Engineering Industry" means—

(a) the manufacture and/or assembly from component parts of electrical equipment, viz generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment,

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

"Electrical Contracting Industry" means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith.

"Lift and Escalator Industry" means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

"Plastic Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic Venetian blinds,

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure;

"edelmetale" beteken die edelmetale goud, silwer, platinum en/of palladium en/of enige legering wat genoemde edelmetale of engeen daarvan in so 'n verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak.

"Motornywerheid", sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk en behoudens die bepalings van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956, beteken—

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, verstel-, opknappings-, bedradings-, stoffer-, spuitverf-, verf en/of vernuwingswerk uitgevoer in verband met—

(i) die onderstelle en/of bakke van motorvoertuie;
(ii) binnebrandenjins en/of transmissieonderdele van motorvoertuie;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's,

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versool van buitebande,

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie;

(e) die onderneming vir die parkering en/of bewaring van motorvoertuie;

(f) die onderneming wat gedryf word deur vul-en/of diensstasies;

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word in verband met die verkoop van motorvoertuie of motorvoertuigdele en/of -onderdele en/of -bybore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van en/of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die onderneming in verband met motorslopingswerwe,

(i) die onderneming vir monteerbedryfsinrigtings;

(j) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -onderdele en/of -bybore en/of komponente daarvan vervaardig word,

(k) voertuigbakbouwerk.

Posadres van applikant—Posbus 48, Athlone, 7760.

Kantooradres van applikant—Kamer 103, Ledger House, Adenlaan, Athlone.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2), moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrateur.

(28 Maart 1980)

"precious metals" means the precious metals gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part in value of such alloy;

"Motor Industry", without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determinations made in terms of section 76 of the Industrial Conciliation Act, 1956, means—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting, and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and/or transmission components of motor vehicles;

(iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles,

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building

Postal address of applicant—P.O. Box 48, Athlone, 7760

Office address of applicant—Suite 103, Ledger House, Aden Avenue, Athlone

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar

(28 March 1980)

Coloured union to merge with blacks regardless

STAR 28/3/50

(131)
(140)
(151)

By Steg Hannig

In a major breakthrough for nonracial trade unionism, a coloured trade union has announced that it will merge with a black union — regardless of the prospect of being swamped by blacks

The union is the 13 000 strong Motor Industry Combined Workers' Union of Mr Ronnie Webb, vice president of the multiracial Trade Union Council of South Africa

"Those who accused us of racism because we established a parallel union for blacks will now have to eat their words," said Mr Webb

He announced that he has received Government clearance to admit blacks in to his registered union

STATUS

This meant that the members of the black union would join the registered union previously restricted to colourds

"Our new black members will enjoy the same status and benefits as the members of the registered union," Mr Webb said

"They will be eligible to hold office too — subject to the existing qualifica-

tions applicable to coloured members"

Asked about the prospect of the union becoming predominantly black, Mr Webb said

"We accept this without reservation

"Such 'swamping' is an inevitable development in the South African scene if we want to promote harmonious co-existence"

Mr Webb said the registered union's status as a fully fledged negotiating partner with the two white unions in the Industrial Council for the Motor Industry would not be challenged

RIGHTS

Neither white unions nor employers objected to the planned change, he said

This means that black workers in three South African industries are about to enjoy full bargaining rights

They are the motor industry, the printing industry and the motor transport industry on the Reef and the goldfields — where a black union has been registered and is in the process of being admitted to the industrial Council

NOTICE 250 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE
OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Motor Industry Combined Workers' Union Particulars of the application are reflected in the subjoined table.

151
KENNISGEWING 250 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Motor Industry Combined Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Motor Industry Combined Workers' Union.

Date on which application was lodged.—3 March 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Motor Industry in the Magisterial Districts of Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank.

"Motor Industry" means, without in any way limiting the ordinary meaning of the expression—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles,

(ii) internal combustion engines and transmission components of motor vehicles,

(iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and/or reconditioning batteries for motor vehicles,

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(j) vehicle body building

Interests and area in respect of which registration is held—Coloured persons employed in the Motor Industry as defined above in the Magisterial Districts of Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank, as those areas were constituted as at 18 July 1975

Enge geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a die Departement van Mannekragbenutting, Laboriagebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging.—Motor Industry Combined Workers' Union

Datum waarop aansoek ingedien is.—3 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Motornywerheid in diens is in die landdrostdistrikte Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank

"Motornywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk—

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, verstel-, opknappings-, bedradings-, stoffeer-, spuitverf-, verf- en/of vernuwingswerk uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertuie;

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie;

(iii) die elektriese uitrusting verbonde aan motorvoertuie, met inbegrip van radio's,

(b) motoringemeurswerk;

(c) die herstel, vulkanisering en/of versool van buitebande,

(d) die herstel, versiening en/of vernuwing van batterye van motorvoertuie;

(e) die onderneming vir die parkering en/of bewaring van motorvoertuie,

(f) die onderneming wat gedryf word deur vul- en/of diensstasies;

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) in verband daarmee, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbind is met 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die onderneming in verband met motorsloopwerwe;

(i) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -reserwedele en/of bybehore en/of komponente daarvan vervaardig word,

(j) voertuigbakbouwerk.

Belange en gebied ten opsigte waarvan registrasie gehou word.—Gekleurdes in diens in die Motornywerheid, soos hierbo omskryf, in die landdrostdistrikte Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank, soos daardie gebiede op 18 Julie 1975 saamgestel was.

Postal address of applicant—P.O. Box 25241, Ferrerisdorp, 2048.

Office address of applicant—116 Vulcan House, 88 Anderson Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar

(3 April 1980)

Posadres van applikant—Postbus 25241; Ferrerisdorp, 2048.

Kantooradres van applikant—Vulcan House 116, Andersonstraat 88, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrator.

(3 April 1980)

Vendors
STAR 11/14/80
negotiate
big pay
increase

Allied Publishing signed a wage agreement with the Catering and Allied Works Trade Union, yesterday, ending a dispute over newspaper vendors' pay.

The new agreement will come into effect next week, after weeks of negotiation. The increases affect 2 000 workers in the Transvaal and Orange Free State

Manual labourers who are presently started at R24 a week will now receive a 33 percent rise to R32 a week.

Vendors in suburban streets will now get R38 a week and main street sellers and sub sellers R50 a week

Drivers will receive R35 to R50 a week regardless of the distance they have to travel

Roundsmen — sellers who deliver on bicycles — will get R10 rises, to R38 a week.

Drivers and roundsmen were dissatisfied with the increases.



It's
all
been
said

Turning back through the FM's files

20 years ago (April 1 1960)

Mr Harry Oppenheimer considers the time ripe for wide re-thinking of fundamental issues because for the first time, partly because of the combined pressures of African nationalism and liberal world opinion white South Africans are ready to give priority to what has always been the supreme problem that faced them. In these circumstances politics in South Africa appear more fluid than for many years past.

10 years ago (April 3 1970)

is the skilled labour shortage as serious as the country has been told by employers, politicians and the Press? No Party denies that there is a serious shortage of skilled labour. The NP points to the measures it is taking to alleviate it. These include immigration up from 14 600 in 1958 to 40 500 in 1968, amendments to the Apprenticeship Act improving wages and shortening training periods, and the recent amendments to the Industrial Conciliation Act providing for funds (to which employers also contribute) for training certain classes of labour.

Five years ago (April 4 1975)

The greatest danger for SA's future — and also the greatest challenge — is the fact that it contains poverty in the midst of advanced industrial development. The great majority of the black population is in a situation similar to that of the typical working-class of Marx, Lenin, Proudhon and Engels. Dr Wim de Villiers believes this is the only conclusion to be drawn from SA's pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikaans University, De Villiers pointed out that though whites constitute only 17,3% of SA's population, they receive 70%—76% of the country's total income.

for mixed status, and hope to merge with their parallels, include the Textile Workers Industrial Union, the National Union of Bank Employees, and the Transvaal Leather and Allied Workers Union. Norman Daniels, general secretary of

the textile union, says he would like to see its parallel union merge with it, along with other unregistered unions representing workers in the industry.

If the Transvaal Leather Workers Union is granted an exemption and merges with its long-standing parallel, then Africans will make up the bulk of the members. Steve Scheepers, the union's general secretary, says "I started the African union 25 years ago. In that time we have always worked closely, without problems, and the benefits provided by the unions have been the same. So it is logical to be mixed."

The emergence of a number of parallels last year was accompanied by the intensification of the battle between parallels and independent unregistered unions (those which have no links with registered unions). The Federation of South African Trade Unions (Fosatu), the largest group of unregistered trade unions, issued a document slamming parallels. Fosatu argued that the registered unions are only interested in organising Africans to prevent job undercutting by Africans.

But, in response to these moves towards non-racial unions, Fosatu general secretary Alec Erwin says "From our point of view if these unions are bona fide and there will be no racial differentiation, then we welcome this."

The FM learns a second African union was registered last week. It is the National Union of Engineering, Industrial and Allied Workers Union, a parallel union. The African Transport Workers Union, also a parallel, was the first.

PARALLEL UNIONS

Joining "parents"

Some registered unions, which have been organising Africans into "parallel" unions, have decided to drop this in favour of mixed unions. The Motor Industry Combined Workers Union (MICWU) has just been granted mixed status. So its parallel union, the Motor Industry Workers Union, will now merge with MICWU. Others plan to do the same, if the Minister grants them an exemption for mixed status.

Parallel unions have been around for years, with Tucsa unions most active in organising them. However, after the release of the Wiehahn report, the race to organise Africans really began, and several new parallel unions emerged. MICWU was one.

Why the decision to have a mixed union, rather than a parallel? Ronnie Webb, general secretary of MICWU, says "We have always believed in non-racial unions. But in the past they have not been possible. So the only way to organise Africans was by forming a parallel union."

Arthur Grobbelaar, Tucsa's general secretary, says non-racial unions are important to stop racial polarisation among workers. He adds that separate unions create "administrative difficulties" — for instance, there is an unnecessary "duplication of work and overlapping of functions."

Webb points out that they will offer Africans the same benefits as MICWU's coloured members receive. And, like the coloured members, Africans only have to be members for six months to qualify for a place on the executive. Other Tucsa unions that have applied

Unions plan firmer grip on artisans

33-151-177 DM 11/4/80

By STEVEN FRIEDMAN
Labour Reporter

ANGRY registered unions in the building industry yesterday warned that the Government's decision to allow blacks to do skilled building work in white areas would endanger peace in the industry.

Unionists also said the decision "blatantly broke a promise that blacks would not become artisans in white areas" and said they would attempt to increase their control over jobs in the industry as a reaction to the decision.

But in a further development yesterday, it emerged that black workers will not become building artisans in the "white" areas — at least for some years.

And there are no plans as yet to train blacks as apprentices.

The two registered unions in the industry still have the power to control change through building's industrial council.

While stressing that the unions were angry about the decision, Mr Richard Beech, general secretary of the Amalgamated Union of Building Trades Workers

(AUBTW) said yesterday they still controlled access to the job and would "work out ways to increase our control".

The director of the Building Industries Federation, Mr Lew Davis, yesterday said employers would consult the unions before introducing changes, making clear the need for more skilled workers. They were confident the unions would agree.

But he stressed that employers were not planning to train black apprentices.

Rather, the industry's existing "modular" training scheme would be stepped up, where blacks are trained to do parts of an artisan's job only. They gradually learn more parts of the job until they have full artisan skills.

This could take from three to 10 years, "depending on a man's proficiency".

The industry's plans have fuelled suggestions that a segregated "two-tier" skilled training system will be introduced throughout industry.

Observers believe the black scheme will be inferior although Mr Davis said

yesterday: "We are not interested in colour, only in a man's merit."

A joint statement from the AUBTW and Mr Gert Beetge's white Building Workers Union yesterday expressed "deep dismay" at the change. "The trade unions are convinced that the only motive for the demand for blacks is cheap labour," the statement said.

It added that the decision "places in danger the peace which has characterised the industry for more than 30 years" and accused the Minister of Manpower Utilisation, Mr Fame Botha, of "weakening the trade unions' bargaining power."

The unions said that there was no shortage of artisans in the industry, but that there was definitely a shortage of building materials and accused employers of not training sufficient artisans over the past 10 years.

● The Minister's announcement, published in the Rand Daily Mail yesterday morning, had in fact been embargoed for late yesterday afternoon. Unfortunately the embargo notice was dropped in transmission. The Labour Reporter wrote his report in good faith.

Unions face crucial test

STAR 16/4/80

over racial differences

By Sieg Hannig

South Africa's most widely representative body of trade unions today faces a crucial test which could provoke a racial split or overcome deep divisions.

Emotive issues will be discussed at a meeting this afternoon of the South African Co-ordinating Council of the International Metalworkers' Federation (IMF) in the presence of the assistant general secretary of the 14-million-strong organisation, Dr Werner Thoennessen.

The South African council's 11 trade unions, representing close to 100 000 workers of all races, has to overcome two controversies which could split it along mainly racial lines

- Member unions are in conflict over the organising of "parallel" unions for blacks in companies where so-called independent unions are also recruiting blacks
- Some member unions disagree strongly with the decision of most white and coloured member unions to debar blacks from apprenticeships unless they declare themselves prepared to do military service

The council came close to total collapse more than a year ago over dissension which arose from the Eveready strike in Port Elizabeth. This strike led to an IMF-backed call for world-wide boycotts against Eveready

But hopes are held out that the presence of the Geneva-based assistant general secretary will help to restore harmony in the council's ranks

Dr Thoennessen is the man who helped to found the council in the face of serious obstacles in 1974

In some countries (Mexico, for example) some farmers (called *ejidos* in Mexico) cannot sell the land they farm and occupy. They can use it and sell the crop, but they cannot sell or borrow against the land. (If they could borrow against the land, they could borrow and then default, let-ting the lender take the land—circumventing the ban on sale of the land.) They have only usufruct rights. These restricted rights to resources do not permit as much discretionary risk-sharing and re-allocation. Furthermore, the incentive to improve or invest in the farmland is weakened, since the prospects of value increases cannot be transferred to those most optimistic or willing to bear them. Those *ejidos* invest in more children as a source of future income—not a surprising substitute!

Attitudes toward property rights and their exchangeability by contracts are, in part, based on how the rights and contracts permit *distribution* of risky consequences—profits and losses. Since profits and losses occur regardless of the form of property rights, the issue is whether one is for or against a given system of: (a) distributing the risks of profits and losses (and the profits and losses themselves) over various people, and of (b) stimulating the uses of resources to increase their value. The bearing losses could be assigned by the in which case the assignments one's political power. Because so litical allocation of profit-and-lo part of the issue between the and socialist property systems is ability of their respective risk-dist tions. In a private-property system,

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Metal clash looms over black unions

RDM 16/9/80

TK3

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By STEVEN FRIEDMAN
Labour Reporter

LONGSTANDING tensions between registered and unregistered unions over black unionisation are expected to surface again at a meeting of metal unions today.

The assistant general secretary of the Geneva-based International Metalworkers' Federation (IMF), Mr Werner Thonessen, will attend the meeting.

Some sources say he is visiting South Africa to attempt to patch up inter-union differences, but local federation sources say his visit is "routine".

The South African council of the International Metalworkers' Federation is meeting in Johannesburg today. A number of registered metal unions belong to the federation, as do

metal unions affiliated to the Federation of SA Trade Unions. About 500 000 workers are employed in the metal industry.

Although Mr Thonessen's visit was described as "routine", it is certain to prompt renewed discussion of the tensions which have plagued the council for some time.

Some of the registered and unregistered IMF unions have been at odds over a number of issues. When members of a federation affiliate struck at the Eveready factory, some registered unions were accused of not backing the strikers.

Attempts by registered unions to organise "parallel" black unions have been a particular bone of contention of late.

The Fosatu unions have claimed that the registered unions are trying to "poach"

members of Fosatu unions in an attempt to channel black workers into "false" unions.

IMF officials are known to be concerned about the inter-union dispute and have said that they believe it is hampering the unions' work. Mr Thonessen is thus expected to attempt to improve relations.

Earlier reports said that the federation had threatened to cut off aid to local unions if the tensions continued, but union sources say no such threat was issued. The federation is not planning to end its South African involvement, they say.

A federation source said yesterday that the meeting would discuss "ways of making the South African council more effective. At the moment it is achieving little because of the conflicts".

He added that unregistered

unions were likely to appeal for shop floor co-operation between them and registered unions.

Some IMF unionists would like to see the appointment of a South African unionist to run the committee on a full-time basis. But this is impossible while the conflicts continue, they say.

Another source said "all the old hassles are likely to come up".

He said one bone of contention could be the application for membership of the Steel, Engineering and Allied Workers' Union, which is affiliated to the Consultative Committee Black Trade Unions.

The union has been formed after a split in the Engineering and Allied Workers' Union, which is now affiliated to Fosatu. Its application could thus spark off further tensions in the council.

Introduction	1.
Outline of Lesotho's Economic Structure	2.
Economic Ties with South Africa	3.
Migrant Labour	
Trade	
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Rand Monetary Area	
Lesotho's potential for economic independence	4.
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CONTENTS:

"Is it in the interests of Lesotho to attempt to increase significantly her economic independence from South Africa?"

SOUTH AFRICAN ECONOMIC PROBLEMS

31 March, 1980

Jonathan Trollip

ECONOMICS HONOURS

Seifsa guidelines on unions set for change

By RIAAN DE VILLIERS
Labour Correspondent

THE controversial guidelines on black unions issued by the Steel and Engineering Industries Federation of South Africa (Seifsa) may be changed as a result of industrial council negotiations with registered metal unions this year

This is likely to include a relaxation of the existing bar on stop-order facilities for unregistered unions contained in the current industrial council agreement

This emerged yesterday following a meeting of the industrial council's executive committee

The guidelines were discussed following representations to Seifsa by the Confeder-

ation of Metal and Building Unions (CMBU) — which represents the bulk of registered unions in the industry — earlier this year

Seifsa's director, Dr Errol Drummond, confirmed the guidelines had been discussed and said employer representatives had proposed "certain modifications" which would be the subject of formal industrial council bargaining next month

CMBU's director, Mr Ben Nicholson, also confirmed that the guidelines had become a subject for industrial council negotiations

"If agreement is reached over the employer proposals before the council, it will entail amendments to the guidelines," he said

Both spokesmen declined to

comment on the proposals as they were now sub judice in terms of industrial council rules

However, it is believed the present bar on stop-order facilities for unregistered unions is likely to be a major issue

In its guidelines on the unionisation of blacks issued to member companies last year, Seifsa pointed out that the current agreement prohibited firms from granting stop-order facilities for the deduction of dues to members of unregistered trade unions

This has been one of the major objections of registered unions involved in organising blacks, who have claimed that the restriction would make it difficult to get black unions off the ground

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Black boycott rocks unions

By STEVEN FRIEDMAN
Labour Reporter

IN A move which has major implications for inter-union co-operation across the colour line, predominantly black metal unions yesterday boycotted a meeting of an organisation which has been seen as a forum for inter-race co-operation among unions

The meeting of the South African Co-ordinating Council of the International Metalworkers' Federation was attended by the federation's Geneva-based general secretary, Dr Werner Thonessen

It was expected to discuss growing tension in its ranks between registered unions and those affiliated to the Federation of South African Trade Unions

At a Press conference yesterday, Dr Thonessen said the co-ordinating council was "in abeyance for the moment".

He added that "it will not function again until the two parties are able to sit around the same table again".

He described the rift as "serious and damaging", but added that he was confident that co-operation would be restored and that the council would continue to operate.

He added that he would be meeting Fosatu-affiliated metal unions in Port Elizabeth today and hoped to use the meeting to mediate between the two sides.

The metal council is South Africa's biggest co-ordinating union council in a particular industry and has been seen as a significant forum for inter-race co-operation.

But tensions between Fosatu-affiliated unions and some registered unions have grown lately.

Fosatu unions have been angered by some registered unions which they claim are

organising "parallel" black unions in competition to them

There has also been tension over a call by registered unions for blacks who wish to become artisans to undergo military training

A spokesman for the Fosatu metal unions confirmed last night that the unions had stayed away from the meeting

"We feel that attending council meetings is not productive. Some registered unions are using the council simply to build up credibility. They claim to be co-operating by sitting on the council, but they refuse to co-operate on the factory floor"

He added that Fosatu unions "are not opposed to co-operation. But we believe co-operation must start on the shop floor and we will concentrate our efforts on building this"

At yesterday's meeting, Dr Thonessen said he would use his visit to attempt to "encourage a spirit of co-operation among affiliates".

He conceded that his mediating role was "just beginning" and revealed that the chairman of the council, Mr Ike van der Watt, had agreed to help in the process.

Mr Van der Watt said yesterday "We have had our crises before and we weathered them. We can do the same this time"

Mr Thonessen also revealed that yesterday's meeting had suggested that a non-Fosatu black union, the Steel, Engineering and Allied Workers' Union, be admitted to the council.

This is expected to anger Fosatu unions

He denied suggestions that the IMF would cut off aid to local unions if the rift continued. It believed in "constructive engagement" in South Africa and would continue to help local unions, particularly those organising blacks.

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STAR 17/4/80

Race split in metal workers

By Sieg Hannig

South Africa's most widely representative body of trade union opinion, the local Co-ordinating Council of the International Metalworkers' Federation (IMF), has ceased to function

This was confirmed last night by the man who founded it in 1974, Dr Werner Thoennessen, assistant general secretary of the 14-million-strong IMF

Dr Thoennessen described the crisis in the 85 000-strong council as serious, damaging and very painful to the IMF

The council's split, along mainly racial lines, became apparent yesterday when the predominantly black

metal unions of the Fosatu group stayed away without explanation from a council meeting held in Dr Thoennessen's presence

Only the predominantly white and coloured unions belonging to the Confederation of Metal and Building Unions were present

One of the Fosatu unionists, Mr Bernie Fanaroff, attended the meeting as secretary of the council but not as a representative of his union

At a Press conference after the meeting, Dr Thoennessen said he was meeting the Fosatu faction separately in Port Elizabeth today

"The council will not function as long as both groups are not sitting

around the same table," he said

But he stressed that yesterday's meeting was unanimous in its attitude that the council should survive.

Co-operation across the colour line was particularly necessary in the present "challenging" situation for South African workers. He would retain his mediating role, but could not "push" the factions together

Dr Thoennessen described recent labour reforms as an important step forward but said it would be some time before the consequences could be seen in full.

Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public

Public, Communal Property

ing enough (or the boat of catching more than enough) fish to pay for the day's rent and have at least four fish. If the boat owner hires the fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize "day"? To see, look again at the rental case. The rent set the following day for use of the boat will be adjusted to match the expected net catch. If the rent is set per day, the fishermen lose only one day's error in estimated catch. But the boat owner will suffer or enjoy the entire future projected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrangements, the renters who use the boat avoid being stuck with an unexpectedly bad future. As employees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew better than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish.

is used, that is, how many are allowed on board, and he is charged a price for access. A private property owner, in these conditions, will be examined in more detail later.

Employment is a...
 The same...
 unity, that is, saying fishermen rent the boat, we could...
 In the latter case, he must pay them four fish a day on his boat while he keeps the boat, minus those wages. Of a total catch of 20 fish, each is paid four fish, a total wages bill of 20 fish, leaving him 16 fish. There is no difference in this example between fishermen renting the boat or the boat owner hiring fishermen as employees.

is there, then, no difference between Macy's hiring clerks as employees or the clerks renting Macy's building and facilities and paying rent (and inventory-use costs) to the owners out of the total daily sales—leaving the clerks with the same income in either case? No difference, if there is certainly about the output performance. But someone must bear the consequences of mistaken estimates of the catch, and that does make a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainty about performance.

Uncertainty about the prospective catch introduces a major difference between the two methods. When fishermen rent the boat, they are not sitting

NOTICE 279 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT,
1956

APPLICATION FOR VARIATION OF SCOPE
OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union. Particulars of the application are reflected in the subjoined table

KENNISGEWING 279 VAN 1980

DEPARTEMENT VAN MANNEKRAGBE-
NUTTIG

WET OP NYWERHEIDSVERSOENING,
1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) soos toegepas
by artikel 7 (5) van bogenoemde Wet, hierby bekend
dat 'n aansoek om die verandering van sy registrasie-
bestek ontvang is van die African Transport Workers'
Union. Besonderhede van die aansoek word in onder-
staande tabel verstrekk

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—African Transport Workers' Union

Date on which application was lodged—27 February 1980.

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed as vehicle drivers, motor and diesel mechanics, checkers and/or loaders, yardsmen, vehicle body builders, spray painters and labourers in—

(a) the Road Passenger Transportation Trade, which means the Trade in which employers (other than employers exclusively conveying schoolchildren between their places of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in possession of and controlled by the S A R and H Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon; and

(b) the Transport Undertaking (Goods), which means the Trade in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward,

in the Magisterial Districts of Benoni, Boksburg, Delmas, Heidelberg (Transvaal), Kempton Park, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randfontein, Vanderbijlpark, Vereeniging, Volksrust and Witbank

Postal address of applicant—P.O. Box 19, Johannesburg, 2000.

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar.

(18 April 1980)

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laborigebou, hoek van Paul Kruger- en Schoemanstraat, Prètoria, (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—African Transport Workers' Union

Datum waarop aansoek ingedien is—27 Februarie 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is as motorvoertuig-drywers, motor- en dieselwerktuigkundiges, nasieners en/of laaiers, terreinwagters, voertuigbakbouers, spuitverwers en arbeiders in—

(a) die Padpassasiersvervoerbedryf, wat beteken die Bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul woonplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om enige persoon teen vergoeding op 'n openbare pad te vervoer deur middel van 'n kragaan-gedrewe voertuig (uitgesonderd 'n voertuig in besit van of onder die beheer van die S.A.S.- en H-administrasie) wat bedoel is om meer as sewe persone gelyktydig te vervoer, met inbegrip van die drywer van die voertuig, en wat alle bedrywighede omvat wat daarmee in verband staan of daaruit voort-spruit, en

(b) die Vervoeronderneming (Goedere), wat beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en wat die vervoer insluit van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie,

in die landdrostdistrikte Benoni, Boksburg, Delmas, Heidelberg (Transvaal), Kempton Park, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randfontein, Vanderbijlpark, Vereeniging, Volksrust en Witbank.

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet, op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrateur.

(18 April 1980)

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NOTICE 280 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Textile Workers' Union (Transvaal). Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Textile Workers' Union (Transvaal).

Date on which application was lodged.—25 January 1980

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and who are employed in the Textile Manufacturing Industry, in the Provinces of the Orange Free State and the Transvaal

“Textile Manufacturing Industry” means the industry in which employers and employees are associated for any of the following purposes

(a) (i) The manufacture, either in whole or in part by any process whatsoever, of all classes of blankets, blanketing, travelling rugs and/or shawls, whether plain or raised or dyed or otherwise treated, and including all operations incidental to or consequential thereon in the course of such manufacture;

(ii) the manufacture by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns in the final mass-measuring in the case of worsted, woollen or mixed yarns, measure 5 039,68 metres or less to the kilogram or in the case of yarns, 8 063,49 metres or less to the kilogram for use in the manufacture of the articles referred to in paragraph (a) (i), except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those specified in subparagraph (i) hereof;

(b) (i) the manufacture, either in whole or in part and by any process whatsoever, of kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated, and including all operations incidental to or consequential thereon in the course of such manufacture;

(ii) the manufacture, by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture of yarns for sale or on commission if such yarns, in the final mass-measuring, measure 8 063,49 metres or less to the

KENNISGEWING 280 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Textile Workers' Union (Transvaal) Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Textile Workers' Union (Transvaal)

Datum waarop aansoek ingedien is—25 Januarie 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Tekstielnywerheid in diens is in die provinsies die Oranje-Vrystaat en Transvaal

“Tekstielnywerheid” beteken die nywerheid waarin werkgewers en werknemers vir enige van die volgende doeleindes met mekaar geassosieer is.

(a) (i) Die vervaardiging, hetsy in die geheel of gedeeltelik, en volgens enige metode, van watter aard ook al, van alle klasse komberse, kombersstof, reiskomberse en/of tjalies, hetsy effe of gepluis of gekleur of anderter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging, volgens enige metode van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garing vir verkoop of volgens opdrag, indien sodanige garing, in die geval van kam-, kaard- of mengelgaring, wanneer die massa finaal bepaal word, na maat 5 039,68 meter of minder per kilogram is, of in die geval van ander garing, 8 063,49 meter of minder per kilogram vir gebruik by die vervaardiging van die artikels genoem in paragraaf (a) (i), uitgesonderd wanneer sodanige garing deur die vervaardigers daarvan verkoop word met die doel om ander artikels daarmee te vervaardig as dié wat in subparagraph (i) hiervan gespesifiseer word,

(b) (i) die vervaardiging, hetsy in die geheel of gedeeltelik en volgens enige metode, van watter aard ook al, van kafferbaai, hetsy effe of gepluis of gekleur of bedruk of andersins behandel, en met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging, volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garing, vir verkoop of volgens opdrag, indien dié garing, wanneer die massa finaal bepaal word, na maat 8 063,49 meter

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kilogram and for use in the manufacture of kaffir sheeting but not where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those specified in subparagraph (i) hereof,

(c) the warping, weaving, and/or finishing of canvas, duck, tapes and/or webbing by any process whatsoever and all operations incidental to or consequential thereon in the course of such activities;

(d) (i) the manufacture of flock, wadding, sized wadding, padding and/or underfelt by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture;

(ii) the manufacture of felt by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture;

(iii) the manufacture of medical wadding and/or cotton wool by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture;

(e) the manufacture, including all operations incidental to or consequential thereon in the course of such manufacture, of worsted tops and/or noils;

(f) the manufacture, including all operations incidental to or consequential thereon in the course of such manufacture, of worsted yarns and/or worsted fabrics;

(g) the manufacture, including all operations incidental to or consequential thereon in the course of such manufacture, of woollen and/or mixed yarn and/or woollen and/or mixed cloth and/or by-products from wastes or otherwise, but shall not include—

(i) the manufacture and/or finishing, either wholly or in part, of blankets, blanketing, travelling rugs, shawls, tapes, webbing, canvas, duck and/or kaffir sheeting for sale as such,

(ii) the manufacture of any yarn for sale, or on commission, which, as a single yarn, contains—

(a) in the case of cotton yarn, 8 063,49 metres or less to the kilogram,

(b) in the case of woollen or mixed yarn, 5 039,68 metres or less to the kilogram;

(iii) the manufacture of any yarn for sale, or on commission, which as a single yarn contains—

(a) in the case of cotton yarn, over 8 063,49 metres to the kilogram;

(b) in the case of woollen or mixed yarn, over 5 039,68 metres to the kilogram;

unless it is stipulated in writing as a condition of sale or the production on commission, that such yarn shall not be used in the manufacture of any of the articles specified in paragraph (i);

(iv) the manufacture for sale, or on commission, of any fabric or cloth which is capable of being made into any of the articles specified in paragraph (i)

(i) unless it is stipulated, in writing, as a condition of sale or the production on commission, that such fabric or cloth shall not be used for the manufacture of any of the articles specified in paragraph (i);

of minder per kilogram is, en vir gebruik by die vervaardiging van kafferbaai, maar nie wanneer sodanige garing deur die vervaardigers daarvan verkoop word met die doel om ander artikels te vervaardig as dié wat in subparagraaf (i) hiervan gespesifiseer word nie;

(c) die kettingskering, weef en/of afwerk van seil, seildoek, seilbande en/of growwe seil volgens enige metode, van watter aard ook al, en alle werksaamhede wat in die loop van sodanige bedrywighede daarmee gepaard gaan of daaruit voortvloei;

(d) (i) die vervaardiging van vlok, watte, gepapte watte, opstospel en/of ondervilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging van vilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(iii) die vervaardiging van verbandwatte en/of watte volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(e) die vervaardiging, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van kamstokkambol en/of uitkamsels;

(f) die vervaardiging, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van kamgaring en/of kamstof.

(g) die vervaardiging, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van kaard- en/of mengelgaring en/of kaard- of mengelstof en/of neweprodukte van afval of andersins, maar omvat nie—

(i) die vervaardiging en/of afwerking, hetsy in die geheel of gedeeltelik, van komberse, kombersstof, reisdekens, sjaals, bande, growwe seil, seil, seildoek en/of kafferbaai vir verkoop as sodanig nie;

(ii) die vervaardiging van enige garing vir verkoop of op kommissie wat as 'n enkelgaring uit die volgende bestaan nie

(a) In die geval van katoengaring, 8 063,49 meter of minder op die kilogram;

(b) in die geval van kaard- of mengelgaring, 5 039,68 meter of minder op die kilogram;

(iii) die vervaardiging van enige garing vir verkoop of op kommissie, wat as 'n enkelgaring uit die volgende bestaan nie:

(a) In die geval van katoengaring, meer as 8 063,49 meter op die kilogram;

(b) in die geval van kaard- of mengelgaring, meer as 5 039,68 meter op die kilogram;

tensy daar skriftelik bepaal is, as 'n voorwaarde van verkoop of die produksie op kommissie, dat sodanige garing nie gebruik mag word vir die vervaardiging van engeen van die artikels in paragraaf (i) vermeld nie;

(iv) die vervaardiging, vir verkoop of op kommissie, van enige materiaal wat in engeen van die artikels in paragraaf (i) vermeld, omskep kan word, tensy daar skriftelik as 'n voorwaarde van verkoop of die produksie op kommissie bepaal word dat sodanige materiaal nie gebruik mag word vir die vervaardiging van enige van die artikels in paragraaf (i) vermeld nie;

(h) the manufacture, in one form or another, by means of spinning, weaving, dyeing, printing and/or finishing, or by any other process whatsoever of yarns, materials, cloths and/or by-products of such yarns and/or cloths, which are wholly or mainly manufactured from cotton and/or manmade fibres as substitute therefor, and includes all operations incidental thereto or consequential thereon;

(i) the manufacture of matting, mats, cord, rope, bags and/or hessian, consisting wholly or mainly of hemp, jute, or nylon, and any combination of such materials or of materials capable of being substituted for any of the above-mentioned materials without substantially altering the characteristics of the finished products, and includes all operations incidental to or consequential on any of the aforesaid activities, but does not include the manufacture of wire ropes or wire mats or rope, twine or cord intended for use as fishing line or for making or repairing the fishing nets;

(j) the conversion of basic nylon into nylon yarns, threads and/or end products, and includes all operations incidental to consequential or any of the aforesaid activities;

(k) the manufacture either in whole or in part by any process whatsoever of all classes of carpets;

For the purpose of this definition the expression "yarn or thread" means yarn or thread spun from natural or man-made fibre or a combination of such fibres

Postal address of applicant.—P.O Bpx 7288, Johannesburg, 2000.

Office address of applicant.—Garment Centre, 75 End Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar.

(18 April 1980)

NOTICE 281 OF 1980

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT 51 OF 1949); AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission

Representations in accordance with section 6 (1) of Act 51 of 1949 in support of, or in opposition to, an application should reach the Secretary for Transport (Civil Aviation Branch), Private Bag X193, Pretoria, 0001 and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing.

(h) die vervaardiging in die een of ander vorm, deur middel van spin, weef, kleur, druk en/of afwerk, of deur middel van enige ander proses, van watter aard ook al, van garing, materiaal en/of neweprodukte van sodanige garing en/of materiaal, wat uitsluitlik of hoofsaaklik uit katoen en/of kunsvesels as plaasvervaardigers daarvan vervaardig word, en omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortvloei;

(i) die vervaardiging van matwerk, matte, koord, tou, sakke en/of going, wat hoofsaaklik bestaan uit hennep, jute of nylon, en enige samestelling van sodanige stowwe of uit stowwe wat in plaas van enige van die voornoemde stowwe gebruik kan word sonder om die aard van die eindproduk wesentlik te verander en omvat dit alle werksaamhede wat met engeen van voornoemde bydrywighede in verband staan of daaruit voortspruit, maar sluit dit nie die vervaardiging van draadtou of draadmatte, of tou, lyn of koord bedoel vir gebruik as vislyn of vir die vervaardiging of heelmaak van visnette, in nie

(j) die omsetting van basiese nylon in nylon garing, -draad en/of -eindprodukte, en omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortvloei;

(k) die vervaardiging, hetsy in die geheel of gedeeltelik, en volgens enige metode, van watter aard ook al van alle klasse tapyte

Vir die doel van hierdie omskrywing beteken "garing of draad", garing of draad gespin van natuurlike of kunsvesel of 'n kombinasie van sodanige vesels.

Posadres van applikant.—Posbus 7288, Johannesburg, 2000.

Kantooradres van applikant.—Garment Centre, Endstraat 75, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrator

(18 April 1980)

KENNISGOWING 281 VAN 1980

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekend gemaak dat die Nasionale Vervoer-kommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor

Vertoe ingevolge artikel 6 (1) van Wet 51 van 1949, ter ondersteuning of bestryding van 'n aansoek moet die Sekretaris van Vervoer (Tak Burgerlugvaart), Private Bag X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoe rig, van plan is om die verrigtings by te woon of om daar verteenwoordig te word

NOTICE 284 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Motor Industry Combined Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o The Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Motor Industry Combined Workers' Union.

Date on which application was lodged.—3 March 1980.

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and who are employed in the Motor Industry in the Province of Natal, the Cape Province and the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Bloemfontein, Boksburg, Brakpan, Brits, Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Kroonstad, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank.

"Motor Industry" means, without in any way limiting the ordinary meaning of the expression—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—

- (i) chassis and/or bodies of motor vehicles,
- (ii) internal combustion engines and transmission components of motor vehicles;
- (iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles and motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

KENNISGEWING 284 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregis-
strateur, maak ingevolge artikel 4 (2)-soos toegepas by
artikel 7 (5) van bogenoemde Wet, hierby bekend dat
'n aansoek om die verandering van sy registrasiebestek
ontvang is van die Motor Industry Combined Workers'
Union. Besonderhede van die aansoek word in onder-
staande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een
maand na die datum van publikasie van hierdie ken-
nisgewing sy beswaar skriftelik by my in te dien p/a
die Departement van Mannekragbenutting, Laboria-
gebou, hoek van Paul Kruger- en Schoemanstraat, Pre-
toria (Posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Motor Industry Com-
bined Workers' Union.

Datum waarop aansoek ingedien is.—3 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek
gedoen word—Swartes wat vir die doeleindes van die
Wet werknemers is en in die Motornywerheid in diens
is in die provinsie Natal, die Kaapprovinsie en die
landdrostdistrikte Alberton, Barberton, Benoni, Bethal,
Bloemfontein, Boksburg, Brakpan, Brits, Ermelo,
Germiston, Heidelberg (Transvaal), Johannesburg,
Kempton Park, Klerksdorp, Kroonstad, Krugersdorp,
Lichtenburg, Middelburg (Transvaal), Nelspruit, Pie-
tersburg, Piet Retief, Potchefstroom, Pretoria, Rand-
burg, Randfontein, Roodepoort, Rustenburg, Springs,
Standerton, Vanderbijlpark, Vereeniging en Witbank

"Motornywerheid" beteken, sonder om die gewone
betekenis van die uitdrukking enigerwyse te beperk—

(a) monteer-, oprigtings-, toets-, hervervaardi-
gings-, herstel-, verstel-, opknappings-, bedradings-,
stoffeer-, spuitverf-, verf- en/of vernuwingswerk
uitgevoer in verband met—

- (i) onderstelle en/of bakke van motorvoertuie;
- (ii) binnebrandenjins en transmissiekomponente
van motorvoertuie;
- (iii) die elektriese uitrusting verbonde aan motor-
voertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versool van
buitebande;

(d) die herstel, versiening en/of vernuwing van
batterye van motorvoertuie,

(e) die onderneming vir die parkering en/of bewa-
ring van motorvoertuie;

(f) die onderneming wat gedryf word deur vul- en/
of dienstasies;

(g) die onderneming wat hoofsaaklik of uitsluitlik
gedryf word vir die verkoop van motorvoertuie of
motorvoertuigdele en/of -reserwedele en/of bybore
(hetsy nuut of gebruik) in verband daarmee, afge-
sien daarvan of sodanige verkoop geskied vanuit
persele wat verbind is met 'n gedeelte van 'n bedryfs-
inrigting waarin die montering van of herstelwerk
aan motorvoertuie uitgevoer word of nie;

(h) die onderneming in verband met motorsloop-
werwe;

(i) the "business" of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof,

(j) vehicle body building.

Interests and areas in respect of which registration is held.—Coloured persons employed in the Motor Industry as defined above in—

(i) the Province of Natal, the Cape Province and the Magisterial Districts of Bloemfontein, Ermelo, Germiston, Johannesburg, Kroonstad, Potchefstroom and Pretoria, as those areas were constituted as at 28 May 1962; and

(ii) the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Rodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank, as those areas were constituted as at 18 July 1975.

Postal address of applicant—P.O. Box 25241, Ferreirasdorp, 2048

Office address of applicant—116 Vulcan House, 88 Anderson Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

This notice replaces General Notice 250 which was published in *Government Gazette* 6927 of 3 April 1980

J. N. HITCHCOCK, Industrial Registrar.

(18 April 1980)

Official Publications Issued During February 1980

BLUE BOOKS

Report of the National Welfare Board for the period 1 January 1974 to 30 June 1978 (R.P. 56/1979) Price R1,05, abroad R1,30, post free

Report of the Auditor-General on the Accounts of the Highveld Area Administration Board for the financial year 1977-78. (R.P. 70/1979) Price R1,65, abroad R2,10, post free

Department of Mines. Mining Statistics, 1978. (R.P. 74/1979) Price R9,55, abroad R11,95, post free.

Report of the Auditor-General on the Accounts of the Dairy Industry Control Board of South West Africa for the financial year 1 October 1977 to 30 September 1978 (R.P. 83/1979) Price R2,30, abroad R2,90, post free

Part 1 of the Report of the Auditor-General for the financial year 1978-79. (R.P. 85/1979.) Price R13,60, abroad R17, post free

(i) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -reserwedele en/of bybehore en/of komponente daarvan vervaardig word;

(j) voertuigbakbouwerk.

Belange en gebied ten opsigte waarvan registrasie gehou word—Gekleurdes in diens in die Motornywerheid, soos hierbo omskryf, in—

(i) die provinsie Natal, die Kaapprovinsie en die landdrostdistrikte Bloemfontein, Ermelo, Germiston, Johannesburg, Kroonstad, Potchefstroom en Pretoria, soos daardie gebiede op 28 Mei 1962 saamgestel was; en

(ii) die landdrostdistrikte Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Rodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank, soos daardie gebiede op 18 Julie 1975 saamgestel was.

Posadres van applikant—Posbus 25241, Ferreirasdorp, 2048

Kantooradres van applikant—Vulcan House 116, Andersonstraat 88, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

Die aandag word gevestig op onderstaande vereistes ingevertwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by artikel 4 (2) met gevolg word in verband met 'n beswaar wat ingedien word.

Hierdie kennisgewing vervang Algemene Kennisgewing 250 wat in *Staatskoerant* 6927 van 3 April 1980 gepubliseer is

J. N. HITCHCOCK, Nywerheidsregistrator.

(18 April 1980)

Amptelike Publikasies Uitgegee Gedurende Februarie 1980

BLOU BOEKE

Verslag van die Nasionale Welsynsraad vir die tydperk 1 Januarie 1974 tot 30 Junie 1978 (R.P. 56/1979) Prys R1,50, buitelandse R1,30, posvry

Verslag van die Ouditeur-generaal oor die Rekenings van die Administrasieraad, Hoefeldgebied, vir die boekjaar 1977-78. (R.P. 70/1979) Prys R1,65, buitelandse R2,10, posvry

Departement van Mynwese Mynboustatistiek, 1978 (R.P. 74/1979) Prys R9,55, buitelandse R11,95, posvry

Verslag van die Ouditeur-generaal oor die Rekenings van die Raad van Beheer oor die Suiwelynerheid van Suidwes-Afrika vir die boekjaar 1 Oktober 1977 tot 30 September 1978 (R.P. 83/1979) Prys R2,30, buitelandse R2,90, posvry

Deel 1 van die Verslag van die Ouditeur-generaal vir die boekjaar 1978-79 (R.P. 85/1979.) Prys R13,60, buitelandse R17, posvry

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Blacks quit the council that got unions started

By STEVEN FRIEDMAN
Labour Reporter

IN A move with major implications for inter-race trade union co-operation, predominantly black metal unions yesterday withdrew from a council which formally brought them together with registered metal unions.

The council had been hailed as an example of union co-operation across racial and ideological lines.

But the unions, who are affiliated to Fosatu, have committed themselves to increasing co-operation with the non-black metal unions on the factory floor.

This emerges from a statement released by the five Fosatu-affiliated metal unions yesterday.

The council is the SA Coordinating Council of the International Metalworkers Federation (IMF). It brought together both influential registered unions and some of the biggest black unions in the country.

Tension between registered and unregistered unions has been building up for some time.

Last week, the Fosatu unions boycotted a council meeting, and its future has hung in the balance since then.

Yesterday, the Fosatu unions announced they had decided to withdraw, effectively bringing the council to a halt.

"It will be more profitable for us to use the considerable time and energy involved in building up our unions and strengthening the co-operation

linking our five unions," the statement said.

But the Fosatu unions stressed they were not turning their backs on co-operation with other metal unions.

"By ceasing to participate in the council, we do not wish to cease our co-operation with other IMF affiliates in South Africa. On the contrary, we wish to build more satisfactory co-operation by means of more and better contact and co-operation on shop floor problems."

Yesterday's statement also rejected suggestions that the Fosatu unions were seeking "to polarise the situation and create a conflict."

"We did not wish to see the matter aired in the Press at any stage. We considered it a private matter between IMF affiliates."

The chairman of the Council, Mr Iko van der Watt, yesterday acknowledged that it had ceased to function, but said this could have positive results.

"It is far easier to bring people together outside formal meetings. We can now try to find common ground on an informal basis," he said.

POLITICAL comment in this issue by Allister Sparks, John Ryan, Chris Day, newsbills by Peter Bunkell, headlines and sub editing by Paul Holroyd, cartoons by Bob Connolly, all of 171 Main Street, Johannesburg

LATE CLASSIFICATION

DEATH

DU TOIT

Richelieu (Rick) Beloved husband of Sybil and dearest father of Mervyn and Shirley. Passed away April 21. Deeply mourned. RIP

Clothing Workers Union to register

By JOE THOLOE

THE 20 000-strong National Union of Clothing Workers has applied for registration under the new labour laws.

The application will appear in the Government Gazette on Friday — exactly a week after the application of the Textile Workers' Union (Tvl).

The Clothing Workers Union has a paid-up membership of 20 483, making it the largest black union in the country.

The secretary, Mrs Lucy Mvubelo, is already serving on the Manpower Commission.

The union has applied to cover the areas of Kimberley, the Eastern Cape, the Orange Free State, and the Transvaal.

The application comes in the year when the union has its elections for all office-bearers from branch level to national executive.

Nominations for all positions have to be submitted before April, 30 and the new offices are taken over in July

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Post 23/4/70

NOTICE 290 OF 1980 (151)
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the Wine, Spirit and Allied Workers' Union of South Africa. Particulars of the application are reflected in the subjoined table

KENNISGEWING 290 VAN 1980
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Wine Spirit and Allied Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Wine, Spirits and Allied Workers' Union of South Africa

Date on which application was lodged.—9 November 1979.

Interests and area in respect of which application is made.—White persons and Coloured persons, who are employees for purposes of the Act and who are employed in the Wine and Spirit Manufacturing Industry, in the Magisterial Districts of Bloemfontein, Calitzdorp, Clanwilliam, Durban, East London, Germiston, George, Gordonia, Hartswater, Herbert, Jacobsdal, Kimberley, King William's Town, Klerksdorp, Klip River, Kroonstad, Ladismith, Lower Umfolozi, Malmesbury, Montagu, Oudtshoorn, Paarl, Pietermaritzburg, Piketberg, Pinetown, Port Elizabeth, Pretoria, Robertson, Somerset West, Stellenbosch, Swellendam, The Cape, Tulbagh, Van Rhynsdorp, Virginia, Vredendal, Vryburg, Wellington, Welkom and Worcester.

"Wine and Spirit Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing wine, other fermented beverages and spirits as defined in the Wine, Other Fermented Beverages and Spirits Act, No. 25 of 1957, and the expression "manufacturing" includes blending and mixing, and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—

(a) he sells or distributes or sells and distributes liquor in wholesale quantities, and

(b) he sells or distributes or sells and distributes mainly his own manufactured products,

and includes all operations incidental thereto or consequent thereon

Postal address of applicant.—P O Box 6779, Johannesburg, 2000.

Office address of applicant—Garment Centre, 75 End Street, Johannesburg, 2001

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar

(25 April 1980)

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Wine, Spirit and Allied Workers' Union of South Africa

Datum waarop aansoek ingedien is.—9 November 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word—Blanke en Gekleurdes, wat vir die doeleindes van die Wet werknemers is en in die Wyn- en Spirituallieenywerheid in diens is in die landdrostdistrikte Bloemfontein, Calitzdorp, Clanwilliam, Die Kaap, Durban, Germiston, George, Gordonia, Hartswater, Herbert, Jacobsdal, Kimberley, King William's Town, Klerksdorp, Kliprivier, Kroonstad, Ladismith, Lower Umfolozi, Malmesbury, Montagu, Oos-Londen, Oudtshoorn, Paarl, Pietermaritzburg, Piketberg, Pinetown, Port Elizabeth, Pretoria, Robertson, Somerset-Wes, Stellenbosch, Swellendam, Tulbach, Vanrhynsdorp, Virginia, Vredendal, Vryburg, Wellington, Welkom en Worcester

"Wyn- en Spirituallieenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om wyn, ander gegiste drank en spiritualiee, soos omskryf in die Wet op Wyn, Ander Gegiste Drank en Spiritualliee, No. 25 van 1957, te vervaardig, en die uitdrukking "vervaardig" omvat die versnyding en meng, en die verkoop of verspreiding of verkoop en verspreiding van sodanige drank vanaf enige bedryfsinrigting, ongeag of die werkgewer ook drank vanaf sodanige bedryfsinrigting verkoop of versprei of verkoop en versprei wat hy uit ander oorde verkry het, indien en solank—

(a) hy drank in groothandelshoeveelhede verkoop of versprei of verkoop en versprei, en

(b) hy hoofsaaklik sy eie gefabriseerde produkte verkoop of versprei of verkoop en versprei,

en omvat alle daarmee gepaard gaande en daaruit voort-spruitende werksaamhede.

Posadres van applikant.—Posbus 6779, Johannesburg, 2000.

Kantooradres van applikant—Garment Centre, Endstraat 75, Johannesburg, 2001

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrator.

(25 April 1980)

**'Back to
normal' (15)
at co-op**

THE situation at the Krom River Apple Co-operative, where labourers were involved in a dispute on Friday, was reported to be 'back to normal' today.

A senior police spokesman said today the situation was calm and no further incidents had been reported following Friday's stone-throwing.

The dispute apparently began when talks with the management broke down.

ABOUT 700

About 700 seasonal labourers stopped work in the dispute and police were called in when a number of the workers began throwing stones.

A spokesman for the co-op said today the general manager, Mr J H Engelbrecht, would not comment on the dispute.

During the stone throwing the District Commandant of Police at Stellenbosch, Lieutenant-Colonel John Kirsten, was slightly injured.

Several buildings were slightly damaged by stones.

Strike at apple co-op

Argus 29/4/80

'caused by low pay'

(151)

Labour Reporter
DISSATISFACTION at

low wages, in some cases as low as R13 a week, was the basic cause of the strike at the Kromrivier Apple Co-op Ltd in Grabouw, according to the Food and Canning Workers Union

Workers who gathered outside the factory gates on Friday displayed a placard demanding a minimum wage of R40 a week

This was today described as 'exorbitant' by the general manager of

the co-operative, Mr Jan-
nie Engelbrecht

'We can't pay that sort of wages,' he said

Mr Engelbrecht did not agree with union claims that men were earning as little as R13 or R15 a week, but declined to disclose minimum wages

UNFOUNDED

He believed unfounded fears that workers would be laid-off following an end to night shift, had caused the strike

Mr Engelbrecht said more than 400 of the total staff of about 1 000 were back at work. Seasonal

workers from other towns who wanted to return home would be paid out today.

Attention had not yet been given to the position of about 100 black contract workers

Mr Jan Theion, general secretary of the Food and Canning Workers' Union, said employees refused to work on Friday after the firm's liaison committee failed to report on a demand for higher wages.

STONES

A stone-throwing incident, in which a senior police officer was slightly injured occurred after po-

lice tried to arrest one of the workers, he said.

In a sequel, 18 young employees of the factory were convicted in the Grabouw Magistrate's Court yesterday of public violence. The trial of 15 others was postponed to May 22. All are on bail of R50.

One person was acquitted and the State withdrew charges against eight others.

Allegations of beatings and electric shocks administered by police had been made by some of the workers held over the weekend, Mr Theion said.

New black union a triumph for Lucy Mvubelo

STAR 30/4/80

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For years Mrs Lucy Mvubelo has fought for the recognition of black trade unions with full privileges and rights.

"I never thought it would happen in my lifetime," she said "But I am so pleased I feel now that my work is done"

In 1974 the National Union of Clothing Workers submitted a memorandum to the Minister of Labour seeking recognition. At that stage the union had 18 000 members.

The Minister was adamant that there was legislation regulating black workers in industry and commerce, but the union continued to press for a meeting with him and on March 21 in 175 a deputation saw him.

The union leaders described their position and indicated that the structure as it was then made black unions weak and powerless in spite of their numbers.

"The functions of a union are to bargain and negotiate with employers on behalf of their members," said Mrs Mvubelo. "But without Government recognition, we could not participate in all these negotiations."

Mrs Mvubelo said her union, while remaining a black union for the time being, was not dismissing the idea of mixed unions.

"A number of unions have been granted exemptions to become integrated. For those which have never had organised black workers, it is an opportunity to be organised in already well-established unions."

She believed the same privileges would be given to each racial group in these unions.

UNITY

"There will not be white or black domination only people working together as workers," she said.

"Such members have proved to the Government that both black and white can stand together. I am in favour of progressive trade union unity."

For the time being the NUCW will remain a black union belonging to the Federation of Garment Trade Unions.

Although its numbers would give it the power to dominate a mixed union, Mrs Mvubelo said "We do not want to dominate, we want the same status as other groups. This is why we have established the Federation." But, she said, a mixed union would be something to consider in the future.

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INDOS. REL. - Workers' Op. -

Disputes

1-5-80- 31-12-80

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Howard 1980

Black Labour Relations Regulation Act
Days 16 Ques Col 328 3/6/80
663 Dr. A L BORAINÉ asked the
Minister of Manpower Utilization

How many disputes were dealt with in terms of the Black Labour Relations Regulation Act during 1979 by (a) Black labour officers, (b) the Central Black Labour Board and (c) the Wage Board?

The MINISTER OF MANPOWER UTILIZATION

- (a) 72 ~~147~~ 151 ~~377~~
- (b) 1.
- (c) 1

NOTICE 307 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Clothing Workers (S.A.). Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union.—National Union of Clothing Workers (S.A.).

Date on which application was lodged.—28 March 1980.

Interests and area in respect of which application is made.—Black persons who are employees for purposes of the Act and who are employed in any branch of the Garment-Making Industry in the Magisterial Districts of East London, Kimberley and The Cape, and the Provinces of the Orange Free State and Transvaal.

“Garment-Making Industry” means the making in whole or in part of all classes of ladies’, men’s and/or children’s outer and/or undergarments, including uniforms, nightwear, knitwear, headwear, helmets, caps, stitched utility hats made of textile, felt and/or straw fabrics; ladies’ and/or girls’ shaped, blocked, trimmed and/or modelled hats, including the alteration or repair thereof, except alterations done incidentally to the sale by retail of a hat in a shop; ties, scarves, stockings, socks, mittens, suspenders, brassières, foundation garments, belts other than leather or plastic belts, handkerchiefs and/or linen; and the making of all classes of garment to the order of any Government departments, provincial administrations, the S.A. Railways, Harbours and Airways, and/or local authorities; and includes any process in or branch of such making and all operations incidental thereto or consequent thereon,

comprising, *inter alia*, the designing and making of patterns, marking-in, cutting or chopping-out, machining, cleaning, finishing, embroidery and pressing, whether or not some or all of such operations are performed in establishments which make such garments, but does not include bespoke tailoring or bespoke dressmaking and the manufacture of wearing apparel made from furs and pelts.

Postal address of applicant.—P.O. Box 7288, Johannesburg, 2000.

Office address of applicant.—Garment Centre, 75 End Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representatives of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar.

(2 May 1980)

KENNISGEWING 307 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Clothing Workers (S.A.). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laborigebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—National Union of Clothing Workers (S.A.)

Datum waarop aansoek ingedien is.—28 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die toepassing van die Wet werknemers is en wat in diens is in enige tak van die Kleremakersbedryf in die landdrostdistrikte Oos-Londen, Kimberley, Die Kaap en die provinsies Oranje-Vrystaat en Transvaal.

“Kleremakersbedryf” beteken die maak, in geheel of gedeeltelik, van alle klasse dames-, mans- en/of kinderb- en/of onderklere, insluitende uniforms, nagklere, breidrag, hoeddrag, helmets, pette, geskikte drahoede gemaak van tekstiel, vilt en/of strooiestowwe; dames- en/of meisies- gefatsoeneerde, geblokte, getooide en/of gemodelleerde hoede, insluitende die verstelling of herstel daarvan, uitgesonderd verstellings wat gedoen word in verband met die verkoop in die kleinhandel van 'n hoed in 'n winkel; dasse, serpe, kouse, sokkies, moffies, kousophouers, buustelyfies, vormdrag, gordels, uitgesonderd leer- of plastiekgordels, sakdoeke en/of linnegoed, en die maak van alle klasse kledingstukke op bestelling van enige Staatsdepartement, provinsiale administrasie, die S.A. Spoorweë, Hawens en Lugdiens, en/of plaaslike owerhede, en sluit in enige proses in of tak van sodanige maak en alle werksaamhede in verband daarmee of voortspruitend daaruit, wat onder

andere omvat die ontwerp en maak van patrone, afmerk, sny of uitsny, masjienwerk, skoonmaak, afwerking, borduurwerk en parswerk, hetsy sommige van of al sodanige werksaamhede in bedryfsinrigtings vir die maak van sodanige kledingstukke verrig word al dan nie, maar sluit nie maatsnyery of dameskleremakery op maat en die vervaardiging van klere wat van pels en velle gemaak word, in nie

Posadres van applikant.—Posbus 7288, Johannesburg, 2000.

Kantooradres van applikant.—Garment Centre, Endstraat 75, Johannesburg, 2000.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrator.

(2 Mei 1980)

'Let workers see conduct codes reports'

Own Correspondent

DURBAN — Black workers, it is claimed, do not see the reports foreign companies in South Africa make in terms of various codes of conduct, and cannot check their accuracy

An unnamed black shop steward at a briefing yesterday by the Natal Regional Council of the Federation of South African Trade Unions (Fosatu), said the reports should be seen and approved by the workers

Codes of conduct have been drawn up by the EEC and by an American priest — the Sullivan Code

British firms operating in South Africa report to the British government issues like trade union recognition, wage rates, facilities and assistance to workers

Some reports, the shop steward said, had been drawn up after interviews with managements, and the workers had not been consulted about their accuracy

Mr Alec Erwin, Fosatu general secretary, said the only way to monitor the codes was on the shop floor and this was yet another reason for strength at grass-roots level

On mixed trade unions, Mr Erwin said there was much legal confusion Fosatu has decided to apply for full registration for mixed unions It would not accept registration on any other terms

He was critical of the industrial court which he said was headed by a person who, unlike a judge, could be removed at any time There was no legislation establishing the procedures of the court and this was needed before it could start

On the National Manpower Commission Mr Erwin said it had undefined rights which meant that it could investigate a trade union without the union having any right to know about, or to reply to, the investigation

He confirmed that Fosatu and other trade union groups had been receiving funds from abroad

They amounted to about R400 000 to R500 000 and came from the International Metalworkers Federation, the International Confederation of Trade Unions, the TUC, some Scandinavian trade unions and a church group

All could be properly accounted for in union books

The funds had been accepted because efforts to raise cash in South Africa had been fruitless and because of legal barriers it was difficult to get funds from union members by conventional means

Mr Erwin said Fosatu was entirely independent of any political organisation "but we have the right to express views that might be political"

CLOSED shops — agreements whereby workers have to join a trade union — recently hit the headlines when workers at a Johannesburg company lost their jobs for refusing to join a union. But the issue is sparking unrest in several industries and lawyers believe existing closed shops may be illegal. Labour Reporter STEVEN FRIEDMAN reports.

(151)

RAM

Sign

up or

get

out

~~137~~ ~~135~~ ~~151~~

— new union battle

TIME was when many black workers feared the sack if they joined a trade union. Now many face a firing if they don't join

The reason is the closed shop, a time-honoured custom whereby unions and employers agree that all workers in an industry must be union members

This practice hit the headlines recently when 26 workers at the United Tobacco Company (UTC) lost their jobs after refusing to join Tucsas's African Tobacco Workers' Union (ATWU), which negotiated a closed shop with employers

But it is also an issue in the metal motor components, furniture and printing industries, where established unions have negotiated closed shops, forcing blacks to join their unions

It has already sparked a strike and there are fears it could spark others

To add to the controversy, lawyers say the established unions are negotiating closed shops which may violate labour law

Closed shops are not new and many industries have them

They are usually negotiated at industrial councils and compel members of unions on the council to work only for members of the party employer association and members of the association to only employ union members

In some industries, such as metal, the closed shop only affects some jobs and workers may belong to any of the unions on the council

But in other industries all workers must belong to a specific union. On the mines, workers in a particular job must join a specific union

Most closed shop agreements go back at least a decade

Blacks could not legally join

unions which bargained on industrial councils and were thus not covered by the closed shop, which applied only to workers eligible for union membership

But blacks are now eligible and thus subject to the closed shop

According to unionists and labour lawyers, this has given established unions a large (and unwilling) black membership at the stroke of a pen

After receiving Ministerial approval to do so, they simply amend their constitutions to allow them to recruit blacks. Because blacks are now eligible, these unions say they are covered by the closed shop

proving that it represents any

Mr van Noordwyk confirms that some closed shops are extended in this way and adds "We cannot intervene until after November 1, when the new Act comes into force. Some closed shops might then not be renewed by us"

He says officials will look at new closed shops "on their merits"

But the problem doesn't end there. Black unions have constantly accused their established counterparts of "organising management, not unions"

By this they mean that some established unions use their relationship with employers to aid

closed shop's role in enforcing job bars

In the pre-Wiehahn era, job reservation only applied to about 3% of jobs

But industrial council agreements stipulated that only union labour could perform certain jobs. Because blacks were not permitted to become "union labour", they were barred

The first Wiehahn report, noting that there were at least 49 closed shops, decided that the practice is "so firmly entrenched it cannot be abolished"

But five commissioners signed a strongly-worded minority report recommending that the Government not approve new

But he supports agreements compelling workers to belong to a union on an industrial council — though not to a particular

"I feel workers must join a union so they are protected. If union members are not allowed to work, it is a cut. But it should be up to the workers which union they join," he says

Mr van der Watt concedes this may be seen as a means of forcing unions to join industrial councils — they would have to belong to one of the closed shop unions. But, he says, "The answer lies in changing the registration procedures so that they can join the councils"

Excluded from negotiations

He says he might be prepared to concede to employers the right of workers not to belong to a union — if those workers were excluded from negotiations?

He says employers often want to establish works councils for non-members

"This means they are forcing them to bargain through a council which they might not support. This doesn't sound like freedom of association to me"

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, concedes that unions with a specific closed shop can enforce job bars by blocking black applications to join their union

But where workers can join any union and there are black unions on a council, "they can always get the job by joining the

DR ANNA SCHEEPERS ... "Why does a freeloader enjoy benefits"

MR ROD IRONSIDE ... Closed shops should be abolished.

But lawyers say this may violate labour law, which allows industrial councils to negotiate closed shop agreements

The Minister can only approve such an agreement if he is satisfied that the parties who signed it are "sufficiently representative"

In the case of a union or unions, "this would certainly mean they would have to represent a majority," says the Industrial Registrar, Mr Matt le Roux

Minority union

And another senior Department of Manpower man, Mr Mike van Noordwyk, says the Department would not allow a minority union to negotiate a closed shop

When many existing closed shops were signed, the unions did represent a majority — of non-blacks. These agreements were therefore ratified and are legally binding

They may no longer be representative — because blacks are now "employees" — but they are using their existing agreements to incorporate blacks in the closed shop

"They are using their representativeness in one situation to claim rights in a changed one. The courts could overrule this," says a lawyer

Some industries, like metal, are granting exemptions from the closed shop, but others are "backing minority unions by refusing exemptions," he said

At some stage, of course, these agreements will expire and the new agreement will have to be submitted to the Department

But then, say lawyers, the unions will prove representativeness by "simply producing scores of black members — all of them forced to join under the old closed shop clause"

Registered unionists say registration procedures prevent abuses of this kind by insuring that unions who are registered for blacks are representative

Not so, say lawyers. If no other registered union objects, an established union can win registration to represent blacks without

their black organising efforts

This could simply mean allowing the union to address workers, while denying that right to other unions. But it has been known to include active organising efforts by the company personnel office

Joined voluntarily

Thus, black unions say, a registered union could satisfy the authorities that it represents a majority, even if few workers joined voluntarily

At UTC, where the company says ATWU represents a large majority, workers claimed they knew nothing about the union and had never met its officials

While the union's secretary, Miss Christine du Preez, says they joined voluntarily, UTC says it did grant ATWU facilities, like the right to approach workers during breaks. Workers may have believed management wanted them to join

Black unions thus see the closed shops as a tactic by registered unions to win members they could not otherwise win because of black resistance

That claim is given substance by the mining unionist who recently complained about employers' unwillingness to grant him a closed shop

"Recruiting workers without a closed shop is expensive and time-consuming," he said

But while most registered unions support the closed shop, they say they only negotiate it when they represent a majority

The row has again highlighted the closed shop — a source of controversy both here and abroad

The attack on it in countries such as Britain has been led by conservatives who fear it as a source of union power

Strikes there are legal, and the closed shop is used to ensure that a minority honours the decision by a majority to strike

Critics argue that workers have a right not to join unions and recently won a judgment in their favour from the European Human Rights Court

Here, the issue has received attention from Government policy-makers — chiefly on the

closed shop agreements

They labelled the closed shop the "commonest form" of job reservation

The five also feared that un-racial unions could use it to "freeze out" others and cited the freedom of association argument

The Government decided that existing closed shops could continue but that new ones would not be sanctioned (this does not seem to have been rigidly applied — the tobacco closed shop agreement was signed this year)

But the National Manpower Commission probed the issue and last month the Government accepted its recommendation that the practice be allowed

The only change it recommended — which has been incorporated in a draft Bill — is that workers have 90 days to join a closed shop union

Officials believe this gets round the job reservation problem by actually getting workers into the job before the closed shop comes into play

Employers tend to back the abolition of the closed shop

Thus, Mr Rod Ironside, chairman of the Federated Chamber of Industries' labour affairs committee, says his committee is to discuss the issue at its next meeting, but adds, "Personally, I would like it abolished"

He cites the freedom of association argument and adds that the closed shop is "seen as a form of job reservation"

Registered unions

And, says Mr Ironside, "It means unions don't have to sell their services to workers. Closed shop unions have a very comfortable life and don't have to work at winning worker support"

The practice's chief supporters are registered unions. Their key argument is spelt out in *Garment Worker*, journal of the *Garment Workers Union*, whose president, Dr Anna Scheepers, is also president of *Tucsa*

It asks "why a freeloader should enjoy benefits won by other workers?"

Its argument is that, where most workers join a union, that union will negotiate work conditions for all workers

The minority will benefit from those negotiations, whether they join or not. They should therefore join the union and pay dues to it, so that they do not enjoy the fruits of union members' efforts without contributing

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, rejects closed shops tying workers to a particular union

black union," he says

A key argument for the closed shop, says Mr Nicholson, is that it "is a source of industrial peace" and "a bulwark against union militancy"

"Unions who have no closed shop have to blow up every issue to demonstrate their muscle. We don't have to do that"

Aid stability

This, he says, is why employers agree to closed shops — despite their stated objections. *Garment Worker* also says closed shops aid "stability"

But he insists that this doesn't mean unionists can rest on their laurels. Members of closed shop unions can join other unions as "dual members". And closed shop unionists can be voted out of office

Black unionists insist that "a system which doesn't keep a union on its toes is a bad one — being tested on every issue is what unionism is all about"

Few black unions have taken a considered policy stance on the closed shop principle and they are not necessarily against it

Fosatu's spokesman says its unions may, at some stage, consider demanding closed shops. But, he adds, "they must at least be freely negotiated by a majority union at plant level"

Thus, even if a union represents a majority of workers industry-wide, it should not be able to force membership on a plant where most workers have not joined it.

And black unions insist that, despite the stated opposition of employers to the closed shop, many are happy to sign such agreements because "it suits them very nicely by locking in a tame, compliant, union"

Key issue

The closed shop is set to become a key labour issue — and a source of unrest — as black workers reject unions which have been "forced" on them.

The issue is also a source of dissatisfaction for employers who want to work out an accommodation with black unions free of industrial council influence — it is the councils which apply the closed shops.

Where closed shops are aimed at keeping representative unions out, they are likely to have as little success as other measures aimed at the same thing

And councils may find it, increasingly difficult to maintain closed shops in the face of growing black worker disenchantment

Mr Fanie Botha . . . impatient with delays

mixed unions existed that new ones could be formed and that exemptions had been granted to numerous unions to include blacks

"There is therefore no embargo on mixed unions. If nec-

Trade unions must not take part in politics. Also, we must protect union members against possible financial mismanagement

"We must have order. We can't have millions of people in

"Everything was illegal and had nothing to do with negotiations in terms of the Industrial Reconciliation Act

He agreed, however that it could happen elsewhere

Crisis point for SA labour

16/5
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5/5/80

THE Government's programme of labour reform has bogged down — a year after the Wiehahn Commission's widely-acclaimed first report was tabled in Parliament

Contrary to expectations, no significant changes to labour laws will be made during the current Parliamentary session. And of five outstanding commission reports, only one will be tabled

At this stage, the new dispensation can hardly be said to be off the ground.

Now, South Africa will have to wait another year before seeing the commission's work in its final form or further changes to labour law

Until then, the most crucial questions surrounding the new dispensation remain unresolved. And meanwhile, fears are growing that the Government's reform programme may be overtaken by events on the factory floor.

Hopes that the Government would at least amend the law to allow unfettered mixed unionism have been proved wrong

Also, the registered union rights, belatedly granted to

With the first report of the Wiehahn commission a year old, what stage has been reached in the Government's programme of labour reform? RIAAN DE VILLIERS, Labour Correspondent, analyses the position.

argue that, having unleashed radically higher aspirations among black workers, the new dispensation is in danger of being overtaken by events before being implemented

As an influential industrial relations man put it recently "We have to ask ourselves if the Wiehahn reforms have become, or are becoming, irrelevant

"The first report was tabled a year ago, and what has actually happened? Out of some thirty black unions, only one has been registered and a handful of black apprentices have been indentured

The industrial court has not got off the ground and it appears unlikely to do so for some time

With no change to the law, it remains unclear whether the conditions will be met

Fosatu has committed itself to rejecting registration if they aren't. Two other unregistered unions have rejected registration outright

The Government wants all unions in the system, and compulsory registration is being considered as a measure to force all unions to register or close down

The situation obviously contains potential for confrontation, and the registration of black unions remains an important unresolved issue which could have a major bearing on the future of the new dispensation

closed shop agreements, further restrictions on strike rights and continued intervention in industrial relations by the tripartite National Manpower Commission

Searching questions have also been raised about the possible role of the Industrial Court

This has led to critics characterising the whole Wiehahn plan as a sophisticated strategy of control over labour with a dual advantage to the Government — on the one hand gaining firm control over black unions, and on the other reducing the power of white unions to impede black advancement essential for economic growth

new procedures will have to be developed"

Like many others he feels that restricting the role of unions mainly to industrial council negotiations with little or no role in the plant will be inadequate and that the committee system offers no solution to the problem of containing conflict on the shop floor

"Black workers will not accept these set procedures accepted by whites and coloureds over the years. Change will definitely be enforced. They want blacks to enter into the present restricted system but it won't work that way"

Unionism have been proved wrong

Also, the registered union rights belatedly granted to black migrants and commuters in September last year will continue to operate by exemption and will not be entrenched in the law

The only amendments to be tabled this year will be to rectify shortcomings in last year's legislation setting up the industrial court, which according to legal experts have rendered it effectively inoperable

A major reason for the holdup is yet another delay in completion of the outstanding commission reports

In September last year, Mr Botha announced he had instructed the commission to complete its work by December and indicated that large-scale amendments to labour laws would be piloted through this session

However, only one report, dealing with training, has been completed and handed to the Government

Latest instructions to the commission are to complete the outstanding reports within two months "at the latest"

The four outstanding reports are to deal with social security, employment and safety standards, and most important, the mining industry and industrial relations

Sources close to the commission have suggested it is unlikely to finish its work before the end of the year

However, it is believed several of the outstanding reports exist in draft form and the commission may finish within a few months

Some observers argue the slowdown can be ascribed to this delay and that change is being backpedalled to preserve party unity and avoid alienation of white labour

However, the delay has given rise to serious concern among trade unionists and other participants in industrial relations, some of whom

The industrial court has not got off the ground and it appears unlikely to do so for some time

Also, resistance has built up among black unions against some features of the new dispensation, including Ministerial exemptions for migrants and commuters and mixed unions

"Now there is even talk of compulsory registration

The momentum generated by the first Wiehahn report is fast disappearing, and in the process tremendous expectations have been generated among blacks

"What I'm scared of is that when we get around next year to things we should have done this year, we will have been overtaken by history"

Mr Ike van der Watt, a leading unionist and the man in the middle of the current friction between registered unions and independent black unions in the metal industry, is especially disappointed about the Government's failure to amend the law on mixed unions, which he says is creating "tremendous problems"

Spokesmen for the unregistered unions are also sharply critical

As Mr Alec Erwin, general secretary of the predominantly black Federation of South African Trade Unions, puts it "The lack of change is reinforcing last year's unsatisfactory legislation

"Nothing is clear, everything is vague and no decisive steps are being taken"

Central to Fosatu's problems are whether its black affiliates are going to be granted registration or not

Following a "summit" meeting held with other independent unions last year where objections to aspects of the new dispensation were outlined, Fosatu has submitted registration applications based on certain conditions, including a demand for completely non-racial status for all unions

which could have a major bearing on the future of the new dispensation.

According to Mr Erwin, unregistered unions have been left in a "highly unsatisfactory position"

"Our applications have been in for a long time but we've had no response. The state is either confused or is trying to make things difficult for unregistered unions

"We've been left in limbo. Meanwhile, managements are using this as an excuse by refusing to deal with unions before they are registered"

Mr Erwin also feels that the new dispensation may be overtaken by events, and adds "If this is reform, then the snail is going to win the race"

The concern is not only about the pace of change but also what shape the reforms will ultimately take

Doubts on this score go back to the first report of the Wiehahn commission itself, and the Government's response in its White Paper

The Wiehahn report was a highly ambiguous document. On the one hand, its proposals went a long way towards eliminating discrimination from labour laws

On the other, its modified industrial relations framework contained disturbing elements of increased state intervention in industrial relations, increased control over trade unions and a diminished role for trade unions generally

Many of these elements were further accentuated in the Government's White Paper

They include possible new registration criteria giving the state far wider powers to register unions or not, increased control over industrial relations training and union finances, an extended committee system with negotiating powers which may supplant trade union activity in plants and further limit union power, the outlawing of

unions to impede black advancement essential for economic growth

The commission is reconsidering its proposed industrial relations system and probably the most crucial question surrounding the new dispensation is whether these elements will be modified or abandoned or will ultimately be built into the law

The issue goes further than the obvious potential for confrontation with both the white and black labour movements

An industrial relations system can be seen as a framework for structuring industrial conflict, and it stands or falls by its ability to do so

The present system as embodied in the Industrial Conciliation Act is already a restrictive one

If union rights and powers are to be further circumscribed, observers suggest the new system is likely to be bypassed by workers and it will stand little hope of containing the massive latent conflict underlying South Africa's "industrial peace"

Here they continue to point to the Ford strike last year, where militant black workers at one of the most enlightened firms in the country struck over a wide range of issues, in the process pushing aside an independent black union, a Fosatu affiliate, regarded as "militant" by many employers

After the strike, a prominent Port Elizabeth unionist, Mr Fred Sauls, said bluntly "The past industrial relations system can be shelved, and

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Black artisan barriers crumble

STAR 2/5/80

By Sieg Hannig

There are no more barriers to black apprentices and artisans, says the Secretary for Manpower Utilisation, Mr E A Cilliers.

"Any obstacles that still exist are the same for all races," he told The Star in an interview yesterday exactly a year after the publication of Part 1 of the Wiehahn Report.

Mr Cilliers said "Blacks who have acquired artisan skills on the job can now attain full artisan status by passing trade tests in terms of the Training of Artisans Act.

"And the major obstacle of trade-union resistance to the indenturing of black apprentices has been largely overcome.

"Standards of trade testing and training will be identical for all population groups," he said.

Mr Cilliers admitted his department had taken note of objections by some trade unions to the admission of black apprentices.

The unions' approval was necessary to ensure proper training for the apprentices, he said.

"In most cases this obstacle has been overcome

Builders putting 'new deal' to the test

Employers in the Reef's building industry are about to put South Africa's "new deal" for black labour to the test.

They have employed 12 blacks whom they have found suitable to be indentured as apprentices.

"Applications to indenture them are in the process of being submitted," Mr Z L "Basie" Pretorius, director of the Witwatersrand Master Builders' Association, announced today.

"We do not expect any obstacle to be placed in the way of these applications," he said.

The applications for apprenticeship of blacks in the industry — which face perhaps the stiffest opposition from artisan trade unions — are seen as a crucial test of the Wiehahn reforms.

"If these applications are passed, we can say that South Africa's colour bar is crumbling," said Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

and the indenturing of black apprentices can now be normalised."

"Trade unions are in no position to prevent the indenturing of blacks on racial grounds," Mr Cilliers emphasised.

"If unions should abuse their negotiating power in apprenticeship committees any interested party is entitled to appeal to the Minister of Manpower Utilisation.

"These committees only make recommendations. The decision to indenture apprentices is taken by the Registrar of Apprentices. And even he can be overruled by the Minister of Manpower Utilisation."

Earlier the Minister, Panie Botha, said he would seek guidance from the National Manpower Commission in cases where apprenticeship committees acted unreasonably.

Mr Cilliers said applications for the indenturing of 40 black apprentices had been referred to the registrar so far.

Of these 14 had been approved and 26 were under consideration.

Asked why so few applications had been submitted, Mr Cilliers said it seemed employers were slow in coming forward with applications.

He said employers should not be deterred by the lack of theoretical training institutions for blacks in their particular areas.

In the absence of such facilities, apprentices could receive theoretical tuition by means of correspondence courses, he pointed out.

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W P R T S F A M U

(c) "Newspaper Delivery undertaking" means the undertaking in which employers and employees are associated for the purpose of distributing newspapers and magazines or newspapers or magazines and includes activities incidental thereto, but does not include activities connected with the printing of such newspapers and magazines or newspapers or magazines.

(d) "Dairy Trade" means the trade in which employers and employees are associated for the sale or distribution or the sale and distribution of whole milk including the bulk transportation of whole milk

Postal address of applicant—P O Box 25271, Ferreirasdorp, Johannesburg, 2048

Office address of applicant—Estramin House, 47a Simmonds Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar
(9 May 1980)

(c) "Koerantafleweringsonderneming" beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die verspreiding van tydskrifte of koerante of tydskrifte en koerante en omvat bedrywighede wat daarmee in verband staan, maar omvat nie bedrywighede wat in verband staan met die druk van sodanige tydskrifte of koerante of tydskrifte en koerante nie

(d) "Suiwelbedryf" beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die verkoop of verspreiding of die verkoop en verspreiding van volmelk, insluitende die massavervoer van volmelk

Posadres van applikant.—Posbus 25271, Ferreirasdorp, Johannesburg, 2048

Kantooradres van applikant—Estramin House, Simmondsstraat 47a, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrateur
(9 Mei 1980)

NOTICE 335 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Transport and Allied Workers' Union of South Africa. Particulars of the application are reflected in the sub-joined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Transport and Allied Workers' Union of South Africa

Date on which application was lodged—31 March 1980

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and are employed in the Road Passenger Transport undertaking, Transport undertaking (goods), Newspaper Delivery undertaking and Dairy Trade in the Republic of South Africa.

(a) "Road Passenger Transport undertaking" means the undertaking in which employers (other than employers exclusively conveying schoolchildren between their places of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in possession of and controlled by the S A R and H Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon.

(b) "Transport undertaking (goods)" means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward.

KENNISGEWING 335 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Transport and Allied Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Postadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Transport and Allied Workers' Union of South Africa

Datum waarop aansoek ingedien is—31 Maart 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Padpassasiersvervoerbedryf, die Vervoeronderneming (Goedere), Koerantafleveringsonderneming en die Suiwelbedryf in die Republiek van Suid-Afrika.

(a) "Padpassasiersvervoerbedryf" beteken die Bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul woonplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om enige persoon teen vergoeding op 'n openbare pad te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit van of onder die beheer van die S A S- en H-administrasie) wat bedoel is om meer as sewe persone gelyktydig te vervoer, met inbegrip van die drywer van die voertuig, en wat alle bedrywighede omvat wat daarmee in verband staan of daaruit voortspuit.

(b) "Vervoeronderneming (Goedere)" beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en omvat die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie.

with 10/13/60

Peace in labour ¹⁵¹ predicted

The Minister of Manpower Utilisation, Mr S P Pooa yesterday told students at the Rand Afrikaans University that South Africa was on the way to labour peace

The foundations had been laid for all races to play a part in the future labour force and changes to legislation provided an improved mechanism for the advancement and protection of all

One of the immediate priorities was for training of people to meet the demands of the economy.

There were enormous shortages of skilled people and the only way to overcome this was through a massive involvement in training as soon as possible

Five years ago it had not been possible to foresee the tremendous manpower demands the country was facing today

South Africa was needing people to fill highly sophisticated posts

The Minister outlined to students the provisions made for black trade unions

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UCT

Seifsa deal stops

at union ROM 15/5/80 dues

By STEVEN FRIEDMAN
Labour Reporter

IN A statement which is certain to disappoint unregistered black unions, the director of the Steel and Engineering Industries Federation (Seifsa), Dr Errol Drummond, yesterday denied claims that changes to Seifsa's black labour guidelines would make it easier for unions with black members to negotiate with employers.

Dr Drummond stressed that the changes affected only the right of employers to deduct members' dues on behalf of trade unions. This means that the change is more limited than was thought at first.

However, a leading metal trade unionist, Mr Ike van der Watt, said yesterday that the changes would "obviously make it easier for employers to recognise unions with black members".

Registered metal unions had asked for a softening of the guidelines on the union dues issue because they argue that the deduction of these dues by an employer is an important source of financial stability for unions.

Unions sources told the Rand Daily Mail on Tuesday that the changes would allow individual employers to deal with black unions provided that the unions met certain conditions.

These were that the union would have to have applied for Government registration, that its constitution had been approved by the Industrial Registrar and that its registration application had been published in the Government Gazette.

Dr Drummond confirmed yesterday that these conditions would apply. But he added that union compliance with them would merely enable an employer to deduct membership dues on the union's behalf.

Another condition would also apply, Dr Drummond said. The union concerned would have to undertake to join the industry's industrial council once it had gained registration.

He added that this stipulation would only apply for the next six months and that employers would not be permitted to deduct union dues for foreign black workers.

If a union had not gained registration within six months "through no fault of its own", the industry's industrial council may decide to extend the six month limit.

Dr Drummond's clarification of the change will come as a shock to black unions who argue that unions must be recognised in an individual factory so they can take up grievances with individual employers.

The Seifsa guidelines do not make provision for this.

However, registered unions who are planning to organise black workers say the change will help them to win recognition from employers.

"We don't believe that you have to get an individual employer to formally recognise you in order to be effective. But, by softening the guidelines on deductions, Seifsa has made it easier for unions to grow and thus to win recognition from employers," Mr van der Watt said.

He added that "the change will definitely assist unions in their dealings with individual employers."

SOURCE RECORD

Press salaries low 349 arbitrator 151 243

Journalist salaries are low and newsmen have difficulty in maintaining a good standard of living, according to the arbitrator in a pay dispute between English-language newspaper journalists and their employers.

Mr Arthur Chaskalson SC made this comment yesterday when he awarded what the journalists said were increases substantially higher than those offered by employers.

A spokesman for the Southern African Society of Journalists (SASJ).

said preliminary estimates showed that the difference between the award and the minimum pay offer made by employers was at least 1000 a year.

Chaskalson ruled that January 1980 salaries of editorial employees who had remained with the same newspaper throughout 1979 should be at least 10 percent higher than their January 1979 salaries.

He also ruled that total salary bills payable to these staff should be at least 14 percent higher

than those in January last year. The extra four percent will be distributed at the discretion of editors.

Mr Chaskalson said it had been a lack of communication between the SASJ and employers.

He recommended that machinery should be set up to ensure the collection of relevant statistics and that if arbitration was resorted to again it should take place within the terms of the Arbitration Act.

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91	01 SOURCE-TABLE.
92	03 ORTHOGRAPHY
93	03 PHONETICS.
94	05 SYLLABLE OCCURS 9 TIMES
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97	01 TARGET-TABLE.
98	03 ORTHOGRAPHY
99	03 PHONETICS.
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104	03 BLOCK-SPACE.
105	05 BLOCK-SEQ-NO
106	05 BLOCK-LABEL
107	03 SOURCE-SPACE.
108	05 ORTHOGRAPHY
109	05 QUALIFIER
110	03 TARGET-SPACE.
111	05 ORTHOGRAPHY
112	05 QUALIFIER
113	03 COMMENT-SPACE
114	*
115	*
116	01 FLAG-REGISTERS.
117	03 END-OF-FILE-FLAG VALUE 'NO'
118	88 END-OF-FILE-DETECTED VALUE 'YES'
119	03 RECORD-ALREADY-READ-FLAG VALUE 'NO'
	88 RECORD-ALREADY-READ VALUE 'YES'

100 M 16/5/80

UK-owned firm is new union target

By STEVEN FRIEDMAN
Labour Reporter

ANOTHER foreign company is involved in a dispute with a predominantly black trade union. The union alleges that the Maritzburg-based Incolabs is victimising workers because they are union members.

The union is threatening legal action and says the dispute has been the cause of two short work stoppages at the factory. But management denies this.

The company is a subsidiary of the British cosmetics company Inoxa, and the union is the Fosatu-affiliated Chemical Workers Industrial Union. Inoxa's managing director,

Mr Roly Waller, denies his company has victimised workers.

Earlier this week, another foreign firm, Colgate Palmolive, was accused by the union of refusing to recognise it, in violation of the Sullivan labour code, which Colgate has signed.

The Colgate and the Inoxa allegations have again focused attention on black union criticism of the labour practices of foreign companies operating in South Africa.

According to the union, Inoxa fired four black workers at the Incolabs plant last week after it learned that the union was recruiting members there.

It claims the workers are known union members and that

one of them had been the chief worker spokesman at a meeting with management earlier in the week.

The union said that management had told it that the workers had been fired because of "poor performance" but the union denies this is the case.

It says the dismissals led to an hour-long work stoppage on Monday and another short stoppage later in the week. Management has refused to take the workers back "and we have no alternative but to take legal action", according to a union spokesman.

The spokesman added "We have tried every possible channel to settle this dispute. Man-

agement has left us with no option but to take this action."

Mr Waller denied this week that the workers had been fired for union activities. "We do not even know which workers are union members, although we are trying to find out," he said.

He also denied there had been work stoppages at the plant "unless you call me addressing workers during working hours a stoppage".

Mr Waller added that "we have always regarded ourselves as good employers" but would not comment further, arguing that the matter was "sub judice".

A full statement by the company may be issued next week.

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NOTICE 337 OF 1980

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

It is hereby notified in terms of section 17 of the Industrial Conciliation Act that the Minister of Manpower Utilisation has appointed Mr Benjamin Joubert Parsons as Deputy President of the Industrial Court
(16 May 1980)

GG 6998 16/5/80

KENNISGEWING 337 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

Ingevolge artikel 17 van die Wet op Nywerheids-
versoening word dit hiermee bekendgemaak dat die
Minister van Mannekragebenutting mnr Benjamin
Joubert Parsons as Adjunk-president van die Nywer-
heidshof aangestel het.
(16 Mei 1980)

Govt's strikes warning fuels unions' fears

152 327 145 137 151 120 A 151

RDM 24/5/80

By RIAAN DE VILLIERS
Labour Correspondent

MR JAAP Cilliers, director-general of Manpower Utilisation, yesterday warned that if the present wave of "illegal" strikes continues, his department may identify people "inciting" workers and point them out to the Department of Justice and Police

The warning has brought renewed fears of Government action against trade unionists, as labour unrest yesterday spread in Cape Town and Natal

Unionists reacted to Mr Cilliers' warning by rejecting charges of "agitation" and warning that workers had deep-seated grievances

Mr Cilliers said it appeared the strikes were triggered by black unions and union leaders who had asked for registered union rights for many years,

but were still acting outside the system now that these rights had been granted

This pointed to these unions having "questionable motives"

He said the department was compiling reports on the strikes. "If these illegal strikes continue, we will have to start identifying people causing the trouble and inciting workers without using the proper channels"

These people would be brought to the attention of the Department of Justice and Police.

He added "Employers should put their foot down and refuse to negotiate with unregistered unions"

The Western Province General Workers' Union reacted strongly in a statement issued last night, saying the responsibility for the situation in the Cape lay with the "provocative

unwillingness" of employers to discuss issues at present and before the confrontation escalated.

The situation would not be defused by looking for "so-called agitators" Worker leaders took their instructions from workers themselves

Mr Alec Erwin, secretary of the Federation of South African Trade Unions (Fosatu), also rejected any charges of "agitation" by unionists

Far from agitating among workers, the National Union of Textile Workers had done all it could to try to control workers, he said

The liaison committee at Frametex, containing union members, had gone "out of its way" to try to negotiate with management to the extent of running the risk of being discredited among workers, he said

NOTICE 378 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union. Particulars of the application are reflected in the subjoined table.

KENNISGEWING 378 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasie bestek ontvang is van die African Transport Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—African Transport Workers' Union.

Date on which application was lodged—18 April 1980

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and are employed as drivers and van salesmen in the Baking Industry in the Magisterial District of Brakpan.

“Baking Industry” means the industry in which employers and employees are associated for the purpose of making or manufacturing bread and/or confectionery for sale, and includes the distribution by such employers and/or employees of bread or confectionery or both, and further includes all operations incidental to or consequent on any of the aforesaid activities.

Postal address of applicant—P O Box 19, Johannesburg, 2000.

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar

(30 May 1980)

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboria-gebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging.—African Transport Workers' Union

Datum waarop aansoek ingedien is—18 April 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is as drywers en bestelwaverkoopsmanne in die Baknywerheid in die landrostdistrik Brakpan

“Baknywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket vir verkoop te maak of te vervaardig, met inbegrip van die distribusie deur sodanige werkgewers en/of werknemers van brood of banket of albei, en sluit verder alle handeling in wat met bogenoemde werksaamhede in verband staan of daaruit voortvloei

Posadres van applikant—Posbus 19, Johannesburg, 2000.

Kantooradres van applikant.—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

J N. HITCHCOCK, Nywerheidsregistrateur

(30 Mei 1980)

Industrial court changes disappoint lawyers

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH AFRICA's new industrial court will not deal with cases of alleged victimisation of workers — one of the key functions it was expected to perform and one of the main functions of similar courts overseas

Also, the right of appeal against its decisions will not be restored

This has emerged from the new Industrial Conciliation Amendment Bill, tabled in Parliament which includes changes to the composition and functions of the court.

The amendments were introduced to rectify "shortcomings" admitted to by the Government following severe criticism of original legislation setting up the court last year

But the Bill has been met with "extreme disappointment" by labour lawyers, who say the structure and functions of the court will remain basically unchanged

Among their criticisms are

- Despite the original recommendations of the Wiehahn Commission there will still be no right of appeal,
- Key issues such as wage claims, reinstatements or compensation for victimisation are excluded from the court's jurisdiction,
- Access to the court, envisaged as a speedy and inexpensive form of redress for workers by the Wiehahn Commission, remains restricted,

On the issue of victimisation, one labour law expert said the court previously seemed to have the power to define an unfair dismissal as an "unfair labour practice", thereby offering the opportunity of civil relief in victimisation cases

This function had now been expressly removed, which was also contrary to the recommendations of the Wiehahn Commission

He pointed out that "unfair labour practices" would first have to be referred to industrial councils, where they existed. The councils could refer cases directly to the court or attempt to reach a decision. If no unanimous decision was reached, the case would go to the court.

In industries with no industrial councils, cases could only be directly referred to the court if both parties agreed to this. If one refused, the other would have to go through the "cumbersome process" of applying for a conciliation board, which would refer the case to the court if it could not reach a unanimous decision.

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WM 28/5/80

White workers

on their
own now
ADM 16/6/80

Own Correspondent

GRAHAMSTOWN — White workers at Ford were becoming aware that the State was no longer prepared to intervene on their behalf, a Rhodes University sociologist, Dr Marianne Roux, said in Grahamstown last week.

Dr Roux, who researched Ford's labour practices in terms of the Sullivan Code of Principles last year, said the white worker's feeling of insecurity may also have been aggravated by the Government's acceptance of the Wiehahn recommendations.

Delivering a paper on industrial unrest at Ford, she told a meeting of the Black Sash that whites felt there was a growing distance between their interests and those of the State.

A widely-publicised and anticipated white backlash, to black workers' action did not last long, she said.

However, this did not mean that white workers were accepting black advancement. Rather, they were aware of changing State attitudes towards the white working class.

Dr Roux said that the main reason for the strike at Ford's Cortina plant was the decline in real wages since 1971, coupled with a short working week.

This resulted in a cutback of almost 32% in the weekly take-home pay of hourly paid workers, she said. "Given the decline in their real wages, it is not surprising that changes such as the integration of eating, toilet and working facilities are regarded as being merely cosmetic."

Dr Roux said workers believed these measures had been implemented for the benefit of visitors and to please directors of Ford in America, but otherwise did "little more than distract attention from the more fundamental problems of economic and social justice in the company and the community."

Trade unions get go-ahead for mixing

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STAR
18/6/80

By Sieg Mannig

In a major breakthrough for free trade unionism in South Africa, six trade unions belonging to the Federation of South African Trade Unions have been granted permission to register as non-racial unions.

It also appears from the announcement that no applications for racially mixed trade unions rights

have been turned down so far.

The announcement by the director general of manpower utilisation, Mr E A Cilliers, said

① The Minister had granted approval in principle for six Fosatu unions to apply for registration on a "multinational" basis

② Similar concessions were granted to two other newly established unions.

③ Of the 29 unions which had applied for permission to register other race groups, 21 were approved and the rest were still under consideration.

④ Of the 14 black trade unions which applied for registration, two were granted final registration, one provisional registration and 11 were still under consideration.

THE TEST

Fosatu earlier described registration as "the big test" of South Africa's labour reforms.

This test is not over yet, since the applications for registration still have to be processed now that the permission for non-racial registration has been granted.

But the breakthrough has removed the big fear that the labour reforms would founder on the rocks of racial exclusiveness

The announcement is particularly important since only recently, Fosatu was banned from raising funds overseas, a move which was widely condemned by labour bodies abroad.

Mixed status: Govt nod for Fosatu unions

By STEVEN FRIEDMAN
and RIAAN DE VILLIERS

IN A move which could open the way to significant black union participation in its new labour dispensation, the Government has allowed six unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration on a multiracial basis.

This decision has been taken by the Minister of Manpower Utilisation, Mr Fanie Botha, who has also granted two other applications for mixed status from unregistered unions not affiliated to Fosatu.

This was revealed last night in a statement by the Director-General of Manpower Utilisation, Mr Jaap Cilliers, who added that the unions' registration applications would now be gazetted and, in accordance with the Industrial Conciliation Act, objections invited from other unions.

Fosatu, which represents many of the bigger black unions, had applied for Government registration on several conditions — one of which was that its unions be afforded completely non-racial status.

There has been intense speculation in labour circles on the

likely outcome of the applications. Many Government officials are known to be hostile towards Fosatu and the federation's funds were cut off last week in terms of the Fund-Raising Act.

Observers believe the move is an indication of the Government's desire to include black unions in its new system.

A source close to Fosatu said last night that the granting of mixed status "removes a major hurdle". But he added that "other hurdles still remain" before the unions were fully registered.

The granting of mixed status by the Minister is a preliminary step before registration applications are considered. If unions wish to register and retain mixed constitutions, they must first receive Ministerial permission to do so. Only then is the application considered.

Mr Cilliers's statement said the applications had been granted on "a multinational basis". This immediately raised fears that the Minister had allowed the unions to have mixed constitutions, but had stipulated that union branches should be segregated and their executives open to one race only.

Fosatu had insisted that its unions be granted full non-racial status.

However, Fosatu's general secretary, Mr Alec Erwin, said the federation had been informed verbally by the authorities that full non-racial status had been granted.

The unions were awaiting "clear confirmation" of this, he added.

Mr Erwin welcomed the move but added, "It is a pity that Government decision-making is inconsistent at present. On the one hand, our funds are cut off. On the other, we are allowed mixed status."

Other applications by Fosatu unions have not yet been dealt with by the Minister as they were submitted late or have not yet been submitted.

In his statement, Mr Cilliers also revealed that 14 black unions had applied for registration since the new dispensation came into effect last October and two had been granted full registration. Another had received provisional registration.

Applications for mixed status had been submitted by 29 registered unions and 21 of these had been granted — the rest were still "under consideration".

119 JUN 1980

6 Fosatu unions may register on non-racial basis

By KINGDOM LOLWANE

SIX trade unions belonging to the Federation of South African Trade Unions (Fosatu) have now been granted permission to register — as non-racial unions.

The announcement was made by the Director of Manpower Utilisation, Mr E A Cilfers

It also appeared from the announcement that no applications for racially mixed trade union rights have been turned down so far.

Mr Cilfers said: "The Minister has granted approval in principle for six Fosatu unions to apply for registration on a multinational basis"

Similar concessions were granted to two other nearly established unions.

Of the 29 unions which had applied for permission to register other race groups, 21 were approved and the rest were still under consideration.

Of the 14 black trade unions which applied for registration two were granted final registration, one provisional registration and 11 were still under consideration.

Fosatu earlier described registration as "the big test" of South Africa's labour reforms.

This test is not over yet, since the applications

for registration still have to be processed now that the permission for non-racial registration has been granted

The announcement is of particular importance since only recently Fosatu was banned from raising funds overseas, a move which was widely condemned by labour bodies abroad.

TRADE UNIONS
FM 20/6/80
Mixed blessings

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The government seems to be taking steps to facilitate the growth of mixed trade unions in SA. Minister of Manpower Utilisation Fanie Botha granted concessions on Wednesday to a number of registered and unregistered unions wanting multiracial status.

His concessions included granting six unions affiliated to the Federation of South African Trade Unions (Fosatu) and two other newly-established unions approval to apply for 'multi-national' registration status, and granting two black trade unions final registration and one provisional registration out of a total of 14 applications. Twenty-one unions have the right to admit membership of races other than those they were registered for — eight of these are still under consideration.

Although Fosatu is still awaiting confirmation on the exact nature of its union's exemptions it has been told verbally that they have been granted an open constitution and multiracial executive.

This concession comes just two weeks after government took a distinctly anti-Fosatu stance by prohibiting it in terms of the Fund Raising Act, from raising money either overseas or locally.

Says Alec Erwin, general secretary of Fosatu: "If the two exemptions we applied for have been granted it will be a big step forward. The impact has nevertheless been weakened by the cutting off of funds."

But although government is committed to the growth of mixed unions, it still seems to labour leaders to be making a conscious effort to undermine the power of umbrella organisations co-ordinating them.

NOTICE 429 OF 1980

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DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
TRADE UNION

Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Sugar Manufacturing and Refining Employees.

Particulars of the application are reflected in the subjoined table

KENNISGEWING 429 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENÜTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Sugar Manufacturing and Refining Employees. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address, Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—National Union of Sugar Manufacturing and Refining Employees

Date on which application was lodged—15 April 1980

Interests and area in respect of which application is made.—Black persons who are employees for purposes of the Act and who are employed in the Sugar Manufacturing and Refining Industry in the Magisterial Districts of Durban, Eshowe, Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, New Hanover, Piet Retief, Port Shepstone and Umzinto

“Sugar Manufacturing and Refining Industry” means the industry in which employers and employees are associated for the manufacture and/or refining of sugar.

Postal address of applicant.—P.O. Box 2951, Durban, 4000.

Office address of applicant.—311-320 West Street, Durban.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar

(20 June 1980)

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand ná die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—National Union of Sugar Manufacturing and Refining Employees

Datum waarop aansoek ingedien is—15 April 1980

Belang en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Suikervervaardigings- en -raffineerwyerheid in die landdrostdistrikte Durban, Eshowe, Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, New Hanover, Piet Retief, Port Shepstone en Umzinto.

“Suikervervaardigings- en raffineerwyerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of raffinering van suiker

Posadres van applikant.—Posbus 2951, Durban, 4000

Kantooradres van applikant—Wesstraat 311-320, Durban

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2), moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur.

(20 Junie 1980)

SON TIM
**Diamond
trouble**

By ANDREW McNULTY

THE SA Diamond Workers Union (DWU) has elected to take to arbitration the demarcation issue, which limits the size stone which non-artisan operators may cut.

This decision, foreshadowed in Business Times last week, was decided at a meeting on Tuesday night.

Unless the issue is resolved by negotiation a dispute will be declared after 30 days.

The arbitration will be one of the first cases to be settled by the new Industrial Court, which replaces the Industrial Tribunal.

NEWS

STARR
24/6/80
Putco's bus drivers want more

Putco bus drivers have rejected a 15 percent pay increase and demanded R35 a week more for all the company's workers

This was agreed at a meeting held by several hundred Putco staff members in Soweto yesterday.

The 15 percent increase is due on Thursday. The R35 increase would be between 50 and 100 percent.

The R35 increase would be between 50 and 100 percent.

Representatives from the East and West Rand townships agreed to send letters to Putco management outlining their demands.

At the meeting, speakers said they needed the increases because

● Lower-paid staff members, like cleaners, could not afford to live on so low an increase.

A Putco spokesman said today they had received no representation from the drivers and were not prepared to comment.

Handwritten signature or mark

ATWU second to be registered

THE African Tobacco Workers' Union (ATWU) has been registered under the Government's labour laws, it was announced yesterday.

The ATWU, which has close links with the registered 480 member National Union of Cigarette and Tobacco Workers, is the second black union to be registered under the Industrial Conciliation Act. The union is affiliated to the Trade Union Council of South Africa (Tucsa).

Recently, it negotiated successfully with the Tobacco Employers' Association, a wage agreement which increased the minimum wage of black labourers by R6,10 to R49,60 a week.

Mr Petrus Mokoena, the union's national or-

ganiser, said the new wage rates will come into force as from the first pay day in July for the weekly paid workers.

The present wage agreement — which was negotiated by the NUCTW, expires on September 30 this year, and the new rates were due on October 1. However, the union requested that wage increases be given earlier and that employers advance the increases by three months to the beginning of July.

The agreement has jerked the minimum wages by 14 per cent.

151
Post
24/6/80

Putco bus drivers demand more pay

CAPE TOWN 25/6/80
OWN Correspondent (151) ~~151~~

JOHANNESBURG — Thousands of drivers and other workers at the Putco bus company have submitted a petition to the Putco management rejecting the company's liaison committee and demanding a wage increase of R35 a week

The petition released yesterday, also made a number of allegations about conditions at Putco

Putco drivers met on Monday and reaffirmed their rejection of a 15 percent wage offer by the company and emphasized their demand for an increase of R35 a week. At present leaders of the workers are urging drivers to pursue their demands through official channels

Putco has a history of labour unrest dating back to 1972, when a drivers strike led to the formation of the Transport and Allied Workers Union which Putco does not recognize

The present dispute began when the company's liaison committee informed workers that it had agreed to a 15 percent wage increase. Putco workers reacted to this offer by forming an action committee composed of union members, to oppose it. At two meetings last month workers endorsed a demand for a R35-a-week increase for all workers

OK
over
14.

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25/6/80

CAPRE TIMES 25/6/80
300 blind
sacked

JOHANNESBURG — About 300 blind workers at the Itereleng Institute in Hammanskraal near Pretoria have been sacked after complaining about poor wages, the Post (Transvaal) reported yesterday

It said 180 workers at the institution's hostel were ordered to leave "immediately", while an undisclosed number of workers in married quarters in neighbouring Ga-Rankuwa were told to vacate their houses to make way for other workers

The manager of the Itereleng Institute, Mr Geoffrey Hilton-Barber, told the Post that he had been forced to close the factory, but did not give reasons. He was not available for comment yesterday

The chairman of the Society for the Blind, Mr A Gorshel, said he was not aware of the situation but would convene a meeting tomorrow to discuss the matter. A statement would be issued after the meeting — Sapa

Mitchell's Plain pay petition

Staff Reporter

A PETITION demanding an increase in salary for all site workers at the Model-Morris site in Mitchell's Plain and signed by 180 workers will be handed to the management today, a spokesman for the workers said last night.

The petition which also calls for all workers on all building sites to make the similar demands places two demands on the management. All workers must receive an increase of 50 cents an hour and holiday stamps must be paid to the workers rather than deducted from their weekly wages.

Holiday stamps the spokesman said were deducted from the workers weekly wage - R10,80 from artisans and R4 from labourers. The money was held by management till the construction site closed for an annual holiday at the end of the year. It was then paid back in a lump sum without interest.

An artisan the spokesman said, had R25 deducted from his salary each week - of this R10,80 was holiday stamps.

Cost of living

The petition reads "From the employees to the employers on the Model Morris site in Mitchell's Plain. Due to the cost of living and inflation rate we as the workers on site, place two demands to you.

One, a general increase of 50c per hour to all workers on site - that is labourers and artisans. **Two**, the holiday fund section of salaries to be funded to workers each week or in their pay packets each week.

We ask all workers on all building sites to ask for this increase and the holiday stamps. We suggest you meet these demands by July 4, 1980.

The workers who are placing the demands to management are involved in the construction of a supermarket complex in Mitchell's Plain.

Mr D Langmann of the Model-Morris management said that he did not wish to comment on the petition and would not explain the holiday stamp situation over the phone.

Factory floor 'fun'

a short fuse to racial unrest, say Blacks

Sum 4 pages 29/6/80

HORSEPLAY and racial jokes on the factory floor may seem like innocent fun to Whites but they form part of the issues that are at stake in the current trade union battle for Black support.

Such jokes are often deeply resented by Black workers, a trade union spokesman told the Sunday Express this week. The horseplay could spark serious unrest.

"Black trade unionists consider such incidents degrading and insulting," said Mr Taffy Adler, Transvaal regional secretary of the Federation of South African Trade Unions.

As the struggle between Fosatu and the Trades Union Council of South Africa to win Black support grew increasingly heated this week with charges and counter-charges flying between top union leaders, the Sunday Express investigated the root differences between the two bodies.

The basic distinction is in their on-the-spot methods of settling grievances on the factory floor. Tucsa goes for committees representing workers and management, while Fosatu favours union representation by

JEAN LE MAY PROBES THE TRADE UNION BATTLE FOR BLACK SUPPORT

shop stewards

Fosatu's senior officials tend to be young academics while Tucsa's are middle-aged former factory-workers -- and proud of it.

Tucsa, which has existed since 1916, operates from well-equipped offices and does not appear to be short of staff. Fosatu is run from chilly, makeshift premises and is badly understaffed.

Tucsa says it is never flush with cash, but boasts "We get along without a cent from outside SA." But Fosatu got most of its funds from overseas -- R300 000 last year alone -- until it was prohibited from doing so recently, general secretary Alec Erwin told the Sunday Express.

The Tucsa-Fosatu battle started last year when, following the report of the Wiehahn Commission, the law was changed to allow Black trade

unions to register under the Industrial Conciliation Act.

The battle sometimes descends to mud-slinging, as it did this week when that doyen of trade unionists, Mrs Lucy Mvubelo of the Tucsa-affiliated National Union of Clothing Workers, accused Fosatu of being un-South African. She said the union had been initiated by the International Confederation of Free Trade Unions of Brussels and had the same principles as the exiled SA Congress of Trade Unions.

Mr Erwin denied the charges and described Mrs Mvubelo as "ill-informed and irresponsible."

Fosatu wants non-racial unions operating at factory-floor level through shop stewards, whom it says Black workers consider vital.

It claims to encourage factory-based agreements of which Black workers are kept fully informed. But Tucsa favours the long-established and more conservative approach of parallel, segregated unions formed under the wing of White "mother" unions.

Tucsa agreements are usually negotiated on an industry basis instead of at factory-level. Grievances are dealt with by committees on which both Tucsa and workers are represented or by Tucsa representatives.

Critics of the Tucsa system say that -- apart from the segregation of races which is unacceptable to many Black workers -- it is effective only in dealing with the problems of the industry as a whole at national level, such as wages and working conditions.

"A parallel union is almost powerless to solve on-the-spot problems

"It has no mandate from the workers," said a critic.

Fosatu claims some managements encourage the formation of parallel unions and alleges that organisers of parallel unions are allowed access to factories while the independent unions are kept out, and that management representatives help organise Tucsa-affiliated parallel unions.

There are documented allegations of intimidation by Black personnel officers and of benefits being allowed to members of parallel unions but not to others.

"For a variety of reasons," claims Fosatu, "it suits both managements and the present registered (White) unions to form an alliance. The unions are being used by the managements."

"Some feel they will gain favour by organising African workers and that, through rapid growth in their memberships, they will be able to use the new labour laws against Fosatu and the independent unions."

However, a Tucsa spokesman denied that the parallel unions -- some of which were formed in the 1950s -- were ineffective in dealing with on-the-spot grievances.

"What earthly difference does it make if a grievance is dealt with by a shop steward on the factory floor, or by a Tucsa official over the telephone?" he said.

"Some Tucsa-affiliated parallel unions, of which there are nine, have recognised shop stewards anyway."

He admitted that most Tucsa-negotiated agreements were at industry level but said that individual agreements had by no means been ruled out. Mr W M Rogers, managing director of Kellogg SA, told the Sunday Express the company had found Fosatu "constructive."

"We don't agree with everything it says, but on the whole it has been helpful and constructive and acted in the best interests of the workers," he said.

STAR 1/7/80

More SA trade unions are to go nonracial

By Sieg Hannig

At least 100 000 white, coloured and Indian workers are expected to share their trade unions with blacks under authorisations granted by the Government so far.

But the ultimate extent of nonracial or mixed trade unionism is likely to be much bigger.

This emerges from a list of unions published by the Trade Union Council of South Africa.

The list of 17 unions given authority to operate on a multiracial basis has been overtaken already by an earlier announcement

that applications from 21 unions which want to enrol other race groups have been granted and that more are to be considered.

Tucsa's list for the first time names a large number of the affected unions.

The largest of the unions authorised to operate as fully mixed unions are the 19 500-strong South African Typographical Union, the 19 200-strong South African Society of Bank Officials, the 18 200-strong National Union of Leather Workers and the 14 000-strong Underground Officials' Association.

It was also disclosed today that the membership of the multiracial Tucsa is close to the 300 000 mark.

"All indications are that Tucsa will represent 50 percent of the organised work force in the near future," says Labour Mirror, a Tucsa Publication.

Noting the permission granted to many trade unions to operate on a multiracial basis, Labour Mirror said:

"This change in policy should in time make Tucsa the fastest growing as well as the largest grouping of trade unions in South Africa."

(151)

100 000 to open doors to African workers

POST 2/7/80
157

AT least 100 000 white, coloured and Indian workers are expected to share their trade union with Africans under authorisations granted by the Government so far.

But the ultimate extent of non-racial or mixed trade unionism is likely to be much bigger.

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The workers who claim SATV fired them unfairly. From left, Mr Kota, Mr Njikelana and Mr Gaca

DAK 7 Jsp 3/7/80 WAB 157

Union trio claim unfair dismissal

EAST LONDON — Three SATV workers claimed yesterday they were sacked after being accused by management of being "trouble-makers"

But last night the firm's managing director, Mr Mike Bosworth, refused to confirm or deny the allegations.

Asked about the alleged trouble with his 1 500-strong black staff, Mr Bosworth refused to comment but said the situation was under control

The sacked trio — Mr Xolani Kota, Mr Sisa Njikelana and Mr Mthobela Gaca — alleged they were sacked for their trade union activities and because SATV did not want to recognise their trade union, the South African Allied Workers' Union (SAAWU)

Mr Kota is secretary of both the workers' committee at the Wilsonia plant and the Border branch of SAAWU. Mr Njikelana is chairman of both the workers' committee and the Border branch of SAAWU

Mr Kota works as a fault

finder, Mr Njikelana as a radio lab assistant and Mr Gaca as an operator.

The men claimed that trouble started at the plant when management wanted to have a works liaison committee elected because they were not happy with liaison with the workers.

"They called in 38 senior black staff members to put their proposals to them but the workers later took a stand that they were satisfied with their workers' committee and did not want a liaison committee.

"Forms were attached to our pay packets about the liaison committee and were to be returned but more than 80 per cent of the workers ignored the forms

"Management then came out against SAAWU saying it was not a registered trade union and by midday yesterday, the three of us were called individually by Mr Bosworth and the general manager, Mr W Winkler, and fired

"This was despite an

assurance to the workers nobody would be victimised. Moreover there was no strike or work stoppage of any sort and we merely talked to some of the workers

"We view our dismissal as sheer victimisation and have passed on the matter to our union"

The national organiser of SAAWU, Mr Thozamile Gqweta, said last night he had informed his head office of the matter and was awaiting further instructions

"We, however, condemn the actions of SATV as blatant victimisation and demand their reinstatement. As trade unionists we are fighting for the rights of workers and for better protection against injustices and exploitation

"I have always maintained with these firms that the business of our union not being registered is not their concern. That is a matter between us and the government and we have already outlined our reasons for not registering." Mr Gqweta said — DDR

SATV: No union link in sacking

DAVID J. SP. 4/7/80

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EAST LONDON — Only two employees had been dismissed at SATV this week and their dismissal had nothing to do with their membership of a trade union, the managing director of SATV and Sparrat, Mr M. P. Bosworth, said yesterday.

Mr Bosworth was reacting to a claim by three workers that they had been dismissed because they were involved in trade union activities.

He said the two men fired were Mr Xolani Kota and Mr Sisa Njikelana

Mr Mthobeli Gaca had been suspended and his situation was being investigated, he said.

"The two men were sacked because they have been found to be working against the company," Mr Bosworth said

"It has got nothing to do with their membership of SAAWU (South African Allied Workers' Union)."

He said he had spoken to Mr Gaca yesterday and it appeared the information received by management about him had been incorrect

"We have a few investigations to clear and if we find that the information we have is incorrect he will be reinstated with full pay for the time he was suspended on July 14."

Mr Bosworth said there had been no dispute at the two factories. They had had pressure from SAAWU members who called for the recognition of their trade union and management's stand had always been not to

MR BOSWORTH

recognise an unregistered trade union

"We realised that the liaison committee was dead and I stated in a letter to the staff I did not favour the re-election of a liaison committee

"I then suggested that we have a works committee and that we have elections to form such a committee on the grounds that we would work together as one family for the good of SATV," he said

This view had been put forward on the understanding that such a committee would have to fulfil two requirements

- It had to be fully representative and every worker had to vote. This was based on the fact that it had been realised that SAAWU had lower than 50 per cent support at the two factories

- People elected had to be sincere in their motives to ensure smooth working within the factory and working to improve everyone's lot

"I said I would approach

it in the same spirit, on the grounds of mutual trust

"At no stage did I try to force a liaison committee on the employees because I had already realised it had run out of time," Mr Bosworth said

The two factories had two minor stoppages yesterday when some workers did not return to work after the tea and lunch breaks

"On both occasions I went to the groups — which were out at different times — and said I was not prepared to negotiate under duress."

He had asked each group to elect four representatives, which they did, and they had discussions which he considered more fruitful than any talks he had with workers in the past

"What emerged was the realisation from all sides that we could achieve more through dialogue and not confrontation."

Mr Bosworth said he was impressed with the maturity of the two groups he met yesterday

For the company the disturbances had come at a time when valiant efforts were being made to improve communication between management and the black staff

On June 11 Mr Bosworth had issued a circular calling on workers to elect a works committee as against a liaison committee. He conceded the circular should not have been issued the way it was and they had found their mistakes had been exploited against their good intentions — DDR

Order on PE Tramways to stop dismissals

ARGUS
4/7/80

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Argus Bureau 151

PORT ELIZABETH. — The Grahamstown Supreme Court has granted an interim interdict stopping Port Elizabeth Tramways from dismissing workers for refusing to join the recently established in-company Bay Bus Workers' Union.

The order — granted by Mr Justice Smallberger yesterday as an urgent application — has been described as 'historic' by legal experts and likely to raise important principles relating to the free association of labour as contained in the Industrial Conciliation Act.

Applications in the case were the unregistered Black Transport and Allied Workers' Union, a member of urban training projects, which began organising at PE Tramways several months ago and now claims 300 members out of the black staff at Tramways.

In papers before the court six Tramways employees, also members of Transport and Allied, alleged that tramways general-manager, Mr Carl Coetzer, had told workers that those who refused to join his in-plant union would be fired.

AFFIDAVITS

Six employees filed affidavits claiming they had been given notice of dismissal after refusing to sign application forms for the in-company union and claimed that the only inference possible was that they were being dismissed for refusing to join the union.

Other allegations were that PE Tramways had set up Bay Bus Workers' Union in an attempt to introduce a closed shop situation and effectively exercise control of its employees' labour organisation through its own private union.

Transport and Allied claimed that PE Tramways was in fact financing Bay Bus Workers' Union and

union
Other allegations were that PE Tramways had set up Bay Bus Workers' Union in an attempt to introduce a closed shop situation and effectively exercise control of its employees' labour organisation through its own private union.

Transport and Allied claimed that PE Tramways was in fact financing Bay Bus Workers' Union and that it had no real separate autonomy from the company itself.

The return date is August 5

151 Suicide note was genuine, says judge

Own Correspondent

PAYAMSTON, N. Y. — The note by a black conscript, Mopep, who died in Security Police detention in August 1970 was a genuine suicide note and there was no reason to doubt police evidence that he had hanged himself.

That was the finding of Mrs. Justice Smithberger who gave judgment in the appeal against the Supreme Court on appeal action brought by Mopep's widow, Mrs. Nobis, against the Minister of Defense.

Mrs. Mopep, claimed for 1000 pounds of settlement for the death of her husband and for two months of loss of earnings.

As a result of the death of her husband, she maintained that she had been assaulted on 17th by members of the Security Police.

During the trial, Mrs. Mopep had in favour of the Minister of Defense Mr. Justice Smithberger said that in spite of the evidence of two police witnesses and contacts between Mopep and the Minister of Defense, evidence of inferior police

was not sufficient basis for concluding that Mopep's death was caused by an assault or that his suicide was faked.

He awarded all costs to the Minister of Police including the costs of counsel, expert witnesses, attendance at a commission in Lesotho which heard evidence and preparation of all documents for the case.

The judge rejected the evidence of two overseas handwriting experts, Dr. Julius Grant of Britain and Professor Clarence Bohm of the United States that the suicide note, found on Mr. Mopep, was a forgery.

He accepted the evidence of a police handwriting expert, Colonel Frederick Fournie that the suicide note was fluent and did not exhibit any of the expected signs of forgery.

Dr. Grant was criticised for failing to make concessions for which he was called for and for not being entirely objective. He had been unable to point

out any fundamental differences between the writing in the suicide note and the authentic documents, the judge said.

Professor Bohm's quality as a witness had been affected by his dogmatic refusal to make concessions — so much so as to render his objectivity suspect.

He appeared to regard any difference in construction between letters in the suicide note and those in the authentic writings as fundamental differences relating to the proper allowance for the normal variations in the handwriting.

Neither Dr. Grant nor Prof. Bohm could substantiate their opinions that the suicide note was forged with the Col Fournie had been able to demonstrate certain unusual characteristics of Mopep's writing style which appeared in the suicide note and other examples of his handwriting.

I have no hesitation in finding that exhibit C (the suicide note) was written by the deceased, the judge said.

However, if he had been unable to make a positive finding on the evidence of the Security Police, he would still not be able to make a judgment in favour of Mrs. Mopep.

The evidence of various police officers who testified stood unimpaired and uncontradicted and in those cases where there was a conflict, it was not material to the finding.

Declaring with the police evidence, Mrs. Justice Smithberger said that Captain Peter Sison, who headed the Security Police team which detained Mopep and interrogated Mr. Mopep, had displayed a procedure of interrogation in the evidence before the court as a witness.

But he accepted Capt. Sison's evidence that Mopep had been confined to bed for 24 hours before Mrs. Mopep had been held for not being at the Ke. Road Police station that day.

Sergeant E. W. F. Geiger, station commander at Ke. Road where Mr. Mopep had been held for interrogation, was also not impressive as a witness.

He was evasive at times and preferred error and wrong impressions for correct and accurate evidence in the court room.

Other police officers stationed at Ke. Road had not been present to discuss any of the evidence, the judge said.

The judge found that Mopep's father, Peter F. F. V. Mopep, of the Security Police to have been a not unimpressive witness.

But he said his evidence had contained several factors which were against Mr. Mopep's claim that he had been interrogated by the police in a cell at the Ke. Road police station. He had been interrogated in a cell at the Ke. Road police station.

of his state of mind and attitude on the day he died.

It may well be that the deceased's interrogation was somewhat more intensive than the evidence of Capt. Sison and W. O. Nicholson suggests.

In any event, there was no accounting for why a person might commit suicide, the judge added.

Declaring with the evidence of Mrs. Minton, taken on commission in Lesotho, he said he had found her to be a partial and biased witness whose evidence revealed a deep seated bitterness and prejudice against the Security Police.

At the time of the trial, Mrs. Minton's evidence related to the Security Police in particular.

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DAILY DISP 5/7/80. 323 151
134

Court stops bus firm from retiring workers

GRAHAMSTOWN — An interim interdict stopping the dismissal of six Port Elizabeth Tramways employees who refused to join the in-company Bay Busworkers' Union (BBU) was granted late on Thursday night, hours before the workers were due to be "retired"

The order by Mr Justice Smalberger in the Supreme Court here followed an urgent application by the Transport and Allied Workers Union (TAWU) and six Tramways workers

The general manager of PE Tramways, Mr Carl Coetzer, allegedly told workers at a meeting held on May 21 that if they did not join the in-company union, they would be fired

A rule nisi issued calls on PE Tramways to show cause why the dismissal of the six workers or any

employee on the grounds of their membership of the TAWU, or because of their refusal to join the newly-formed in-company union, is valid

The return date has been set for August 5.

In an affidavit, Mr Michael Mohatla, general secretary of the TAWU, alleged that the BBU was set up in an attempt to produce a closed shop situation in which PE Tramways could effectively exercise control over its employees' labour organisations through its own private union

Mr Mohatla claimed further that PE Tramways financed the BBU and that it had no real autonomy

All present and prospective employees were being coerced into applying for membership of the BBU and were reluctant to provide supporting affidavits for fear of vic-

timisation, Mr Mohatla said

Letters included in the court papers and addressed from management to the six applicants on June 26 read

"Please be advised that as you have reached the age of retirement, it has been decided to terminate your employment with this company. Your last working day will be on Friday, July 4, 1980"

Mr Mohatla said the age of the workers had little to do with the termination of their services and that the terminations were effective from the date on which the BBU was apparently to become effective

He said Mr V V Dweni, Mr W Donster, Mr W Ngwenda, Mr Madikane, Mr J Shawala and Mr J Ngubo were in good physical health and able to perform their duties —
DDC

Court stops firing of six PE workers

Cape Times 5/7/80 (151) (139)

PORT ELIZABETH — An interim interdict stopping the dismissal of six Port Elizabeth Tramways employees, who refused to join the in-company Bay Busworkers' Union, was granted late on Thursday night hours before the workers were due to be 'retired'.

The order was granted by Mr Justice Smalberger in the Grahamstown Supreme Court following an urgent application by the Transport and Allied Workers' Union (TAWU) and six Tramway workers.

The general manager of PE Tramways, Mr Carl Coetzer,

Own Correspondent

allegedly told workers on May 21 that if they did not join the in-company union, they would be fired.

A rule nisi issued in terms of the order calls on PE Tramways to show cause why the dismissal on the grounds of their membership of the TAWU, or because of their refusal to join the newly-formed Bay Busworkers' Union (BBU), is valid.

The return date was set for August 5.

In a founding affidavit filed with the court, Mr Michael Mohatla, general secretary of the TAWU, alleges the BBU was set up in an attempt to produce a closed shop situation in which PE Tramways could effectively exercise control over its employees' labour organizations.

Mr Mohatla claims further that PE Tramways finances the BBU and that it has no autonomy.

In the affidavit he claims the BBU began drawing 25 cents union dues from the 350 Tramway workers since its inception in July.

'Coerced'

All present and prospective employees were being coerced into applying for membership of the BBU and were reluctant to provide supporting affidavits for fear of victimization, Mr Mohatla said.

Letters included in the court papers, addressed from management to the six applicants on June 6, read "Please be advised that as you have reached the age of retirement, it has been decided to terminate your employment with this company. Your last working day will be on Friday, July 4, 1980".

The letters were signed by Mr Van der Merwe.

Mr Mohatla submitted the age of the workers had little to do with the termination of their services and that:

- The terminations were effective from the date on which the BBU was apparently to become effective.

- All the men were in good physical health and adequately able to perform their duties.

- The company was terminating the services of employees who refused to sign application forms for the BBU.

- There was a very real likelihood of PE Tramways unlawfully dismissing other employees if they refused to join the BBU or if they continued their TAWU membership, Mr Mohatla claimed.

Racial crisis hits A labour body: 100 coloureds have enrolled

STAR
11/7/80
~~736~~
151

By Sieg Hannig

A new crisis has erupted in the "white" South African Confederation of Labour (Sacla) with today's announcement that one of its member unions has enrolled 100 coloured members.

This means that Sacla has to take the unprecedented step of expelling the union or, that it must amend its white constitution.

Either way, the move would resurrect the strong divisions which eased in May when Sacla's executive committee sidestepped a firm decision on a report calling for the reversal of the major Wiehahn reforms.

The union concerned is the 3 000-strong South African Technical Officials' Association.

Its assistant general secretary, Mr D J Bester, said today that the union had obtained the approval of the Registrar of Trade Unions to amend its constitution to admit coloureds "throughout the mining industry".

He said about 100 coloured members had been enrolled, so far.

No official comment was available from Sacla which lost its biggest member union earlier this year because of its right-wing stand.

DAILY DISP
11/7/80
127 329
134 151

Union man quizzed

EAST LONDON — A man employed at a textile factory in Arnoldton, here, Mr September Tom Mpakati, said yesterday he had been detained by the security police at Cambridge, from 8 pm on Wednesday to 3 pm yesterday

Mr Mpakati said he had been involved in recruiting workers for the South African Allied Workers' Union (SAAWU) at the factory and was picked up by the police near the factory

He said he was questioned extensively on his trade union work and told there was nothing wrong with trade unions as long as they were registered

He said he was also threatened with detention should there be any disturbance at his place of employment

The head of the security police here, Col A. P. van der Merwe, said he did not know of Mr Mpakati's detention — DDR

**'Long
battle
is now
over'**

12/7/80

151

THE industrial registrar has approved the application of the South African Technical Officials' Association to amend its constitution to enable it to accept coloured and Indian members, Mr Harry Mallet-Veale, the association's general secretary, said in Johannesburg yesterday

Announcing the approval which brings to an end the association's 56 years of exclusive white membership, Mr Mallet-Veale said "This is the happiest moment of my life. We have been battling for this permission for the past three years

"Our entire membership is very pleased about the move to accept coloureds and Indians. What is more important is that our coloured and Indian colleagues now have proper representation"

SATOA caters for technicians in the mining industry and has a registered membership of more than 3 000 —
Sapa

Cape Times 12/7/80

Amendment approved

JOHANNESBURG — The Industrial Registrar has approved the South African Technical Officials Association's application to amend its constitution in order to accept coloured and Asian membership, the association's general secretary, Mr Harry Mallet-Veale said here yesterday.

Announcing the approval, which brings to an end the association's 56 years of exclusive white membership, Mr Mallet-Veale said "This is the happiest moment of my life. We have been battling for this permission for the past three

years. Our entire membership is very pleased about the move to accept coloureds and Asians. What is more important is the fact that our coloured and Asian colleagues now have proper representation."

Satoa caters for technicians in the mining industry and has a registered membership of more than 3 000 — Sapa

Political comment by A H Heard, G E Shaw, R A Norval, J V Scott, M P Acott and W P Harris, headlines and sub editing by A J Moth and V Alhadefi, cartoons by A Grogan, all of 77 Burg Street, Cape Town

Firm's unique poll for workers

~~10A~~
~~127~~
151

RDM 14/7/80

By **STEVEN FRIEDMAN**
Labour Reporter

IN A unique move, a Uitenhage textile company, Veldspun, has provisionally recognised a Fosatu-affiliated black union after holding a referendum in which workers chose this union in preference to a mixed Tucsa-affiliated rival

The recognition may lapse if the union is refused registration

Veldspun's referendum is believed unique in recent labour history and labour observers suggest other companies could follow this lead

Battles between independent black unions and those affiliated to Tucsa or other registered union organisations are becoming increasingly common

However, the holding of a referendum to determine which union enjoys majority worker support is a new approach to this problem.

Independent unions affiliated to Fosatu and the Consultative Committee of Black Trade Unions believe employers tend to favour the established unions and to encourage them to organise black workers in an attempt to keep representative black unions out

Veldspun is part-owned by the giant Barlow Rand group. It employs about 1 200 workers

Its referendum asked workers to choose between the National Union of Textile Workers and the registered Textile Workers Industrial Union

The TWIU is a Tucsa-affiliated union which Veldspun also

recognises. It was previously open to coloured workers only, but now has Government permission to recruit blacks

TWIU shop stewards had been attempting to organise black workers at Veldspun at the same time as NUTW was active in the plant

The company has declined to release the detailed results of the referendum, but it did inform the NUTW that it had won a clear majority.

NUTW's general secretary, Mr Obed Zuma, believes his union may have won up to 90% of the vote

Veldspun experienced a two-day work stoppage over a wage issue in April. Shortly after this, a worker delegation approached management, asking it to recognise NUTW. It was in response to this request that the referendum was held

According to Mr Zuma, the company has now agreed to interim recognition for NUTW for three months, pending the granting of registration to the union

It has also agreed that, if the union's registration application has not been resolved within three months due to delays by the authorities, the company will extend the recognition agreement

A company spokesman confirmed this, but said the recognition was "provisional". Veldspun would continue to deal with both unions until NUTW gains registration

"Once they are registered, we would then consider granting them full recognition to represent our employees"

CAPE TIMES
15/7/80
14.07
151

Firm allows workers to pick union

Own Correspondent

PORT ELIZABETH — In a unique move, a textile company, Veldspun, has provisionally recognized a Fosatu-affiliated black union after holding a referendum at which workers chose this union in preference to a mixed Tucsa-affiliated rival.

The recognition may lapse if the union is refused registration.

The company's decision to call a referendum is believed to be unique in recent labour history and labour observers suggest other companies could follow this lead.

Battles between independent black unions and those affiliated to Tucsa or other registered union bodies are becoming increasingly common. However, the holding of a referendum to determine which union enjoys majority worker support is a new approach.

Favour

Independent unions affiliated to Fosatu and the Consultative Committee of Black Trade Unions believe that employers tend to favour the established unions and encourage them to organize black workers in an attempt to keep representative black unions out.

Veldspun is a Uitenhage textile company partly owned by Barlow Rand. It employs about 1 200 workers.

It held a referendum at which workers were asked to choose between the National Union of Textile Workers (NUTW) and the registered Textile Workers Industrial Union (TWIU).

The company has declined to release the results of the referendum, but it did inform the Fosatu-affiliated NUTW that it had won a clear majority.

The company has now agreed to temporarily recognize NUTW for three months, pending the granting of registration to the union.

Extend

It has also agreed that, if the union's registration application has not been resolved within three months because of delays by the authorities, it will extend this agreement.

A company spokesman confirmed this, but said the recognition was "provisional". Veldspun would continue to deal with both unions till NUTW gained registration, he said.

"Once they are registered, we would then consider granting them full recognition to represent our employees," he said. He confirmed that a referendum had been held but added: "We made it clear we would not necessarily be bound by the results."

KENNISGEWING 514 VAN 1980
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Laundry, Dry Cleaning and Dyeing Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—South African Laundry, Dry Cleaning and Dyeing Workers' Union.

Datum waarop aansoek ingedien is—29 Mei 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Wassery-, Droogskoonmaak- en Kleurbedryf werksaam is in die landdrosdistrikte Alberton, Benoni, Bloemfontein, Boksburg, Brakpan, Durban, Germiston, Johannesburg, Kempton Park,

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NOTICE 514 OF 1980
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the South African Laundry, Dry Cleaning and Dyeing Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—South African Laundry, Dry Cleaning and Dyeing Workers' Union.

Date on which application was lodged—29 May 1980.

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Benoni, Bloemfontein, Boksburg, Brakpan, Durban, Germiston, Johannesburg, Kempton Park,

Klerksdorp, Krugersdorp, Nigel, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging en Westonaria.

“Wassery-, Droogskoonmaak en Kleurbedryf”, sonder om die gewone betekenis van die uitdrukking enigszins te beperk, beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende aktiwiteite te verrig.

(a) Die was, stryk, pars, skoonmaak, afwerking, kleur of heelmaak van artikels volgens die bestellings van klante in 'n bedryfsinrigting;

(b) die gebruik van voertuie of die bestuur van depots, afgesien daarvan of sodanige voertuie in verband staan met of sodanige depots deel uitmaak van of in verband staan met 'n bedryfsinrigting waar die aktiwiteite in (a) genoem, beoefen word, met die doel om bestellings vir die was, stryk, pars, skoonmaak, kleur of heelmaak van artikels te soek, aan te vra of te werf, en sluit die insameling, ontvangs of aflewering van sodanige artikels in.

(c) die verskaffing van artikels te huur indien genoemde artikels deur die verskaffer daarvan gewas, gestryk, gepars, skoongemaak, gekleur of heelgemaak word na die gebruik van sodanige artikels deur die huurder

Die aktiwiteite in paragrawe (a), (b) en (c) vermeld, sluit alle werksaamhede in verband daarmee of voort-spruitende daaruit in, maar sluit nie die volgende in nie:

(i) 'n Wassery wat deur 'n opvoedkundige inrigting gedryf word uitsluitlik vir en ten behoeve van inwonende leerlinge of studente van 'n bepaalde inrigting;

(ii) 'n wassery wat deur 'n inrigting, geregistreer kragtens die Wet op Welsynsorganisasies, 1947, gedryf word uitsluitlik vir en ten behoeve van die bepaalde inrigting;

(iii) werkgewers wat betrokke is by en wie se werknemers werksaam is in die voorpars, pars en/of afwerkingspars van kledingstukke met 'n masjien of met die hand, wat verrig word as deel van of in verband met die vervaardiging en/of maak van sodanige kledingstukke in die klerasie- of die kleremakery-op-maatnywerheid;

(iv) werkgewers wat betrokke is by en wie se werknemers werksaam is in die heelmaak van artikels, soos onderneem deur besighede wat uitsluitlik gedryf word vir die doel van die verstelling, herstel of heelmaak van artikels, of deur die kleremakery-op-maatnywerheid; en

(v) die skoonmaak en/of kleur van artikels wat van pels gemaak is, soos wat in verband met die besigheid van 'n pelshandelaar onderneem word

“Klante”, benewens sy gewone betekenis, beteken 'n persoon, maatskappy, firma, besigheid, inrigting, hotel of hospitaal, vir wie of ten behoeve van wie artikels gewas, skoongemaak, gekleur, gestryk, gepars of heelgemaak word, of aan wie artikels in die omstandighede uiteengesit in paragraaf (c) te huur verskaf word deur 'n ander persoon, maatskappy, firma, besigheid, inrigting, hotel of hospitaal, hetsy betaling vir of ten opsigte van sodanige diens regstreeks gedoen word of op 'n ander onregstreekse wyse van watter aard ook al, maar sluit nie 'n hospitaal of soortgelyke inrigting in nie, wat aan 'n departement van die Regering van die Republiek, die Transvaalse Provinsiale Administrasie of 'n plaaslike owerheid behoort, indien en so lank as wat sodanige hospitaal of soortgelyke inrigting voormelde dienste van 'n wassery ontvang wat aan genoemde Regering, Provinsiale Administrasie of plaaslike owerheid behoort

Klerksdorp, Krugersdorp, Nigel, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging and Westonaria.

These definitions are not alphabetical.

“Laundry, Dry Cleaning and Dyeing Trade” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of carrying out one or more of the following activities:

(a) Washing, ironing, pressing, cleaning, finishing, dyeing or mending articles to the order of customers in an establishment;

(b) using vehicles or conducting depots, whether or not such vehicles are connected with or such depots form part of or are connected with an establishment in which the activities specified in paragraph (a) are performed, for the purpose of canvassing, inviting or soliciting orders for articles to be washed, ironed, pressed, cleaned, dyed, or mended, and includes the collecting, receiving or delivering of such articles;

(c) supplying articles on hire if after the use of such articles by the hirer the said articles are washed, ironed, pressed, cleaned, dyed, or mended by the supplier thereof.

The activities mentioned in paragraphs (a), (b) and (c) include all operations incidental thereto or consequent thereon, but do not include—

(i) a laundry which is operated by an educational institution solely for and on behalf of resident pupils or students of a particular institution;

(ii) a laundry which is operated by an institution registered in terms of the Welfare Organisations Act, 1947, solely for and on behalf of the particular institution;

(iii) employers who are engaged and whose employees are employed in the underpressing, pressing and/or finishing-pressing by machines or hand of garments, carried on as part of or in connection with the manufacture and/or making of such garments in the clothing industry or the bespoke tailoring industry;

(iv) employers who are engaged and whose employees are employed in the mending of articles as undertaken by businesses conducted solely for the purpose of the alteration, repair or mending of articles, or by the bespoke tailoring industry; and

(v) the cleaning and/or dyeing of articles made of fur as undertaken incidentally to the business of a furrier.

“Customers” means, in addition to its ordinary meaning, a person, company, firm, business, institution, hotel or hospital, for which or on whose behalf articles are washed, cleaned, dyed, ironed, pressed or mended or to which articles in the circumstances set out in paragraph (c) are supplied on hire, by any other person, company, firm, business, institution, hotel or hospital, whether payment for or in respect of such service is affected directly or in any other indirect manner whatsoever, but does not include any hospital or similar institution belonging to any Department of the Government of the Republic, the Transvaal Provincial Administration or a local authority if and for so long as such hospital or similar institution receives the services aforementioned from a laundry belonging to the said Government, Provincial Administration or local authority.

"Bedryfsinrigting" beteken enige plek waarin of in verband waarmee een of meer werknemers werksaam is in 'n aktiwiteit in verband met die was-en-stryk-, skoonmaak- of kleurberoep en sluit 'n depot en/of voertuig in en sluit ook 'n plek in waar was- en/of afwerkingsfasiliteite verskaf word vir gebruik deur lede van die publiek deur middel van 'n outomatiese of halfoutomatiese proses, maar dit sluit nie 'n hotel in nie ten opsigte waarvan daar 'n hoteldranklisensie gehou word of gehou moet word en wat artikels vir was, skoonmaak, kleur, stryk, pars of heelmaak van inwonende gaste van die hotel ontvang om op sodanige eie perseel gewas, skoongemaak, gekleur, gestryk, gepars of heelgemaak te word.

"Afwerking" beteken die pars, stryk, stoom of tuimel van artikels in fatsoen, met die hand of deur middel van 'n blok, kalender, mangel, vormer, fatsoeneerder of enige ander pars- of stoommasjien of deur middel van 'n ander pars- of afwerkingsproses van watter aard ook al.

"Artikel" beteken 'n voorwerp wat by 'n bedryfsinrigting ingelewer of aangebied word met die doel om gewas en gestryk, droogskoongemaak of gekleur te word.

Posadres van applikant.—Posbus 25271, Ferreirasdorp, 2048.

Kantooradres van applikant.—Kamer 38, Tweede Verdieping, Estromin House, Simmondsstraat 47a, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur

(25 Julie 1980)

"Establishment" means any place in or in connection with which one or more employees are engaged in any activity involved in laundering, cleaning or dyeing occupations, and includes a depot and/or vehicle and also includes any place where washing and/or finishing facilities are provided for use by members of the public by means of any automatic or semi-automatic process, but does not include a hotel in respect of which there is held or required to be held a hotel liquor licence and which receives articles for washing, cleaning, dyeing, ironing pressing or mending from resident guests of the hotel to be washed, cleaned, dyed, ironed, pressed or mended upon such own premises.

"Finishing" means pressing, ironing, steaming or tumbling articles to shape by hand or by means of a block, calendar, mangle, former, shaper or any other pressing or steaming machine or by any other pressing or finishing process whatsoever.

"Article" means any object which is submitted or presented to an establishment for the purpose of laundering, dry cleaning or dyeing.

Postal address of applicant.—P.O. Box 25271, Ferreirasdorp, 2048

Office address of applicant.—Room 38, Second Floor, Estromin House, 47a Simmonds Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar

(25 July 1980)

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STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

As 'n Nuusblad by die Poskantoor Geregistreer

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POSVRY POST FREE

Vol 182]

KAAPSTAD, 1 AUGUSTUS 1980

[No 7145

CAPE TOWN, 1 AUGUST 1980

KANTOOR VAN DIE EERSTE MINISTER

OFFICE OF THE PRIME MINISTER

No 1523

1 Augustus 1980

No 1523

1 August 1980

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

No 95 van 1980 Wysigingswet op Nywerheidsversoening, 1980

No 95 of 1980 Industrial Conciliation Amendment Act 1980

KENNISGEWING 533 VAN 1980
DEPARTEMENT VAN MANNEKRAG-
BENUTTING

151

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-
registrator, maak ingevolge artikel 4 (2) van boge-
noemde Wet hierby bekend dat 'n aansoek om regi-
strasie as 'n vakvereniging ontvang is van die Steel,
Engineering and Allied Workers Union of South
Africa. Besonderhede van die aansoek word in onder-
staande tabel verstrek

Enige geregistreeerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p a. die Departe-
ment van Mannekragbenutting, Laboragebou, hoek van
Paul Kruger- en Schoemanstraat, Pretoria (Posadres:
Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Steel, Engineering and
Allied Workers Union of South Africa
Datum waarop aansoek ingedien is—12 Desember
1979.
*Belange en gebied ten opsigte waarvan aansoek
gedoen word.*—Swartes wat vir die doeleindes van die
Wet werknemers is en werkbaar is in die Yster-, Staal-,
Ingenieurs en Metallurgiese Nywerheid en die Metaal-
houer- en Aanverwante Produktenywerheid, in die
Republiek van Suid-Afrika.

NOTICE 533 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial
Registrar, do hereby, in terms of section 4 (2) of the
above-mentioned Act, give notice that an application
for registration as a trade union has been received from
the Steel, Engineering and Allied Workers Union of
South Africa. Particulars of the application are reflected
in the subjoined table

Any registered trade union which objects to the
application is invited to lodge its objection in writing
with me, c/o the Department of Manpower Utilisation,
Labora Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (Postal address: Private Bag X117,
Pretoria, 0001), within one month of the date of publi-
cation of this notice.

TABLE

Name of trade union.—Steel, Engineering and Allied
Workers Union of South Africa.
Date on which application was lodged.—12 Decemb-
1979.
*Interest and area in respect of which application
made.*—Black persons who are employees for the pur-
poses of the Act and who are employed in the Iron
Steel, Engineering and Metallurgical Industry and the
Metal Containers and Allied Products Industry, in the
Republic of South Africa.

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“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” (behoudens die bepaling van enige afbakeningvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956) beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskum en/of -afval en/of -residu's, die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of dele of samestellende dele daarvan, en struktuurmetaalwerk, met inbegrip van staalwapeningswerk, die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaalgoedere, die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar omvat nie die Motornywerheid nie.

“Elektrotegniese Ingenieursnywerheid” beteken die nywerheid waarin werkgewers met hul werknemers geassosieer is vir—

(a) die vervaardiging en/of montering, uit samestellende dele van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevriesing- en verkoelingsuitrusting, transformators, oonduitrustings, seinuitrusting, radio- of elektroniese uitrusting, en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle en omvat dit ook die vervaardiging van samestellende dele van bogenoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo bedoel, maar omvat dit nie ook die Elektrotegniese Aannemingsnywerheid nie;

“Elektrotegniese Aannemingsnywerheid” beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabellaswerk en elektriese bedrading wat daarmee in verband staan;

“Hyser- en Roltrapnywerheid” beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe,

“Plastieknywerheid” beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die vervaardiging van artikels of gedeeltes van artikels in hul geheel of hoofsaaklik uit plastiek, maar omvat dit nie ook die volgende artikels wat van plastiekdoekstof gemaak word nie, nl.

Klerasie, sakke en handsakke, stewels, skoene, oorskoeie, stoffeeroortreksels en plastiek-hortjiesblindings;

“Iron, Steel, Engineering and Metallurgical Industry” (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956), means the Industry in which employers and their employees are associated for the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof, and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry.

“Electrical Engineering Industry” means the Industry in which employers and their employees are associated for—

(a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance, and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry,

“Electrical Contracting Industry” means the Industry in which employers and their employees are associated for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

“Lift and Escalator Industry” means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

“Plastics Industry” means the Industry in which employers and their employees are associated for the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz.

Wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic Venetian blinds;

“plastiëk” enigeen van die groep stowwe wat, as 'n essensiele bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm solied is, in die een of ander stadium van die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. deur vloei in verskillende vorms gegiet, gekalandeer, uitgestoot of gevorm kan word, gewoonlik deur die aanwending van slegs hitte en slegs druk of albei saam;

“edelmetale” die edelmetale goud, silwer, platinum en/of palladium en/of 'n legering wat genoemde edelmetale of enigeen daarvan in so 'n verhouding tot ander metale bevat dat dit die grootste deel van die waarde van daardie legering uitmaak;

“Motornywerheid” (behoudens die bepalings van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956)—

(a) montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

(i) die onderstelle en/of die bakke van motorvoertuie;

(ii) binnebrandenjins en transmissie-onderdele van motorvoertuig;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitebande;

(d) die herstel, versiening en vernuwing van batterye vir die motorvoertuie;

(e) die besigheid gedryf deur motorvoertuigparkeer- en -opbergingsondernemings;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

(h) die besigheid gedryf deur motorslopingsondernemings;

(i) die besigheid gedryf deur monteerinrigtings;

(j) die besigheid gedryf deur vervaardigingsinrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of bybehore en/of samestellende dele daarvan vervaardig word;

(k) die bou van voertuigbakke

“Metaalhouer- en Aanverwante Produktenywerheid” beteken die Nywerheid waarin werkgewers en werknemers geassosieer is met die doel om metaalhouers of aanverwante produkte of albei deur middel van massa-produksiemasjienprosesse te vervaardig, en omvat alle werksaamhede wat met die vervaardiging van sodanige houers of aanverwante produkte in verband staan of daaruit voortspruit, maar omvat nie ook die vervaardiging van reiskoffers of ander houers wat ontwerp is om persoonlike eiendom te hou nie

Posadres van applikant.—Posbus 25271, Ferreirasdorp, 2048

Kantoor van applikant.—Kamers 34/35, Tweede Verdieping, Estronim House, Simmondstraat 47a, Johannesburg.

“plastics” means anyone of the group of materials which consists of or contains as an essential ingredient and organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered extruded or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure.

“precious metals” means the precious metals gold, silver, platinum and/or palladium, and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part of such alloy;

“Motor Industry” means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting, and/or reconditioning carried on in connection with—

(i) chassis and/or the bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments where are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building.

“Metal Containers and Allied Products Industry” means the Industry in which employers and employees are associated for the purpose of manufacturing by means of mass production machine processes either metal containers or allied products or both, and includes all operations incidental to or consequent on the manufacturing of such containers or allied products, but does not include the manufacture of travelling trunks or other containers designed to hold personal effects.

Postal address of applicant.—P.O. Box 25271, Ferreirasdorp, 2048.

Office address of applicant.—Rooms 34/35, Second Floor, Estronim House, 47a Simmonds Street, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur.

(1 Augustus 1980)

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M. W J LE ROUX, Industrial Registrar.

(1 August 1980)

THE problem with black strikers, it seems, is that they continually ignore the Government's machinery for settling disputes

The Government is aware of this fact, and is obviously upset about it. Mr Jaap Cilliers, the director-general of Manpower Utilisation, complained of it during the Frametex and Cape meat strikes earlier this year.

And this week, the department's Minister, Mr Fanie Botha, complained again — this time in a statement on the Johannesburg municipal strike.

He said that the Government's conciliation machinery was available to the strikers, but that they had chosen not to use it.

Both summed up the bewilderment in official labour circles. The authorities have finally moved, after five decades of racial exclusion, to allow black workers and their unions into the official labour relations system — but the workers are not using it.

"For years, these people bombarded us with demands that we allow black trade unions to register and join the system. Now, when we agree to that, they slap us in the face," a senior civil servant said recently.

All this seems eminently reasonable. If the system has been opened up to blacks, why don't they use it, as non-blacks have for all these years?

The answer, labour observers are increasingly coming to believe, is that the system doesn't work — at least not for black workers. The authorities, they argue, would be better advised to look to their own system and examine why it is failing, than to blame black workers for this trend.

In short, they argue that the system is too cumbersome and too hedged with official controls to enable black worker grievances to be channelled through it. There are also those who argue that the system has a built-in bias against trade unionism.

An often-heard variant of this issue has been provided by the City Council itself.

One reason it has given for not dealing with Mr Joseph Mavi's Black Municipality Workers Union is that it is not registered with the Government.

Registration is the process by which unions gain entry to the Government's bargaining system and it entitles them to access to various official bodies on which bargaining takes place.

So the council is also complaining that the BMWU is not working through the system.

This is an oft-heard argument among employers, some of whom — like the Council — also claim that unions which are unregistered are "illegal".

Black trade unions point out immediately that unregistered unions are not illegal. They have existed throughout the half-century in which black workers were denied access to the official system.

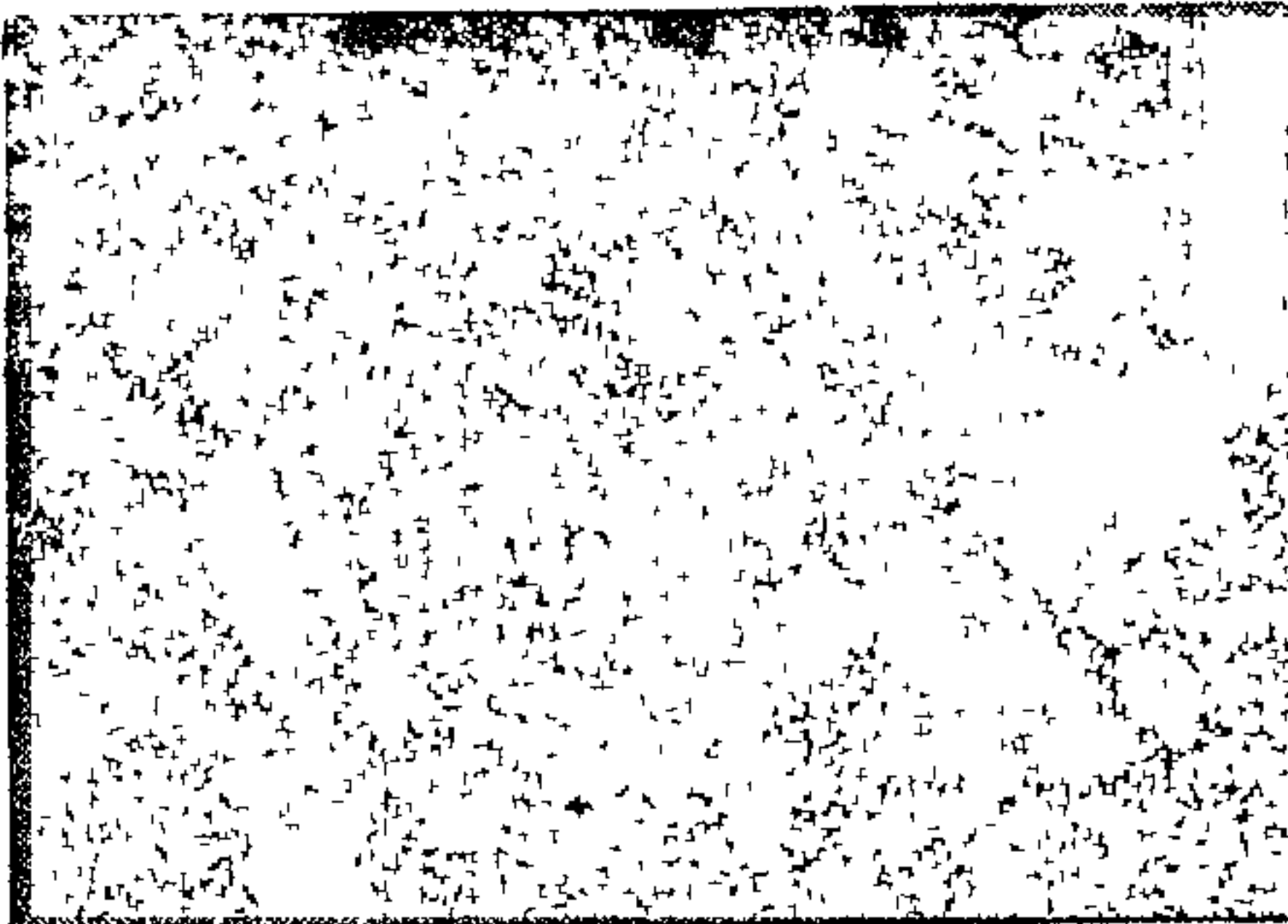
There is nothing to prevent an employer from recognising an unregistered union and about a dozen employers have

Spanner in labour works

NDM 1/8/88

(Ker) (Deb) (K39) (151)

The City Council strike has been blamed on the refusal of workers to use the Government's disputes machinery. But many observers believe that this machinery is inadequate. Labour Reporter STEVEN FRIEDMAN discusses this charge.



about time employers realised that it is not registration or Government recognition which makes a trade union representative."

The demand for registration is simply an attempt by management to ensure that the union it deals with is acceptable to the authorities and is used to delay legitimate requests for union recognition, the unions argue.

One of the chief advantages of registration is that it allows unions access to industrial councils, bodies which bargain on minimum wages and working conditions on an industry-wide basis.

However, it is recognition from the individual employer that the black unions are primarily seeking.

Not that they don't want to negotiate on an industry-wide basis — indeed, they demand this right. But they do demand the right to speak for their members when problems arise on the factory floor, and it is this right which recognition provides.

Most grievances occur on the factory floor, not at an industry-wide level. It is thus logical, the unions argue, that they should primarily seek to be active there.

They see the employer demand that they should register and enter the industrial councils as a means of "shunting the union aside" into a body where it does not bargain with

United States. Another control which worries the unions is the provision that the Government may grant a union provisional registration only.

This means that the union is subject to all the official controls but is not automatically entitled to any of the benefits of the system.

The Council's own "company union" was granted provisional registration this week — a form of registration which the unions affiliated to Fosatu, for example, refuse point blank to accept.

But disenchantment with the official system goes deeper than concern about the effects of registration.

In short, labour observers argue that the system worked for non-black unions because they didn't need it.

White, coloured and Asiat workers were privileged relative to their black counterparts and benefited from the effects of job reservation, which meant that skilled workers were in short supply. They had greater job security and could demand higher wages.

As one observer put it: "The white worker didn't have to go to his union if he had a problem — he simply went to another employer and got another job."

Black workers can't — and they therefore need a system which enables them to be represented by strong trade unions who can vigorously take up

And because employers know that there is no immediate threat of a legal strike, there is no pressure on them to hurry through a settlement. A solution is thus delayed further.

Of course, many workers, like the Council's, are employed in "essential service" which means that strikes are always illegal and a dispute must be submitted to compulsory arbitration by a third party, itself a lengthy process.

The result in both cases is that workers simply lose faith in the official machinery and take action of their own. The machinery does not mean that there are fewer strikes — simply that there are fewer legal strikes.

A clear case of how the Government's machinery works is provided by the experience of Mr Steven Maponya, who became the first black worker to test the Government's new machinery for the redress of worker grievances.

Mr Maponya is a migrant worker and his contract was not renewed by his employer. He believed he had been victimised and his union took up his case before the Government's industrial court which can hear cases in which workers believe they are victims of unfair labour practices.

It took several months for his case to reach the court. Throughout all that time he has been unemployed and subject to arrest under the pass laws.

All this becomes more pertinent when it is borne in mind that this machinery is supposed to handle grievances which could result in strikes. It is doubtful if a group of potential strikers would wait as long as Mr Maponya has.

Similar criticisms are levelled at the industrial councils, the core of the Government's system.

The councils themselves are cumbersome and are not geared to handle disputes quickly. Sensitive negotiations have been known to drag on for months.

Violations of an agreement at the councils are not policed by the trade unions, but by independent agents, employed by the council, thus often cutting the unions out of the process of monitoring whether their members are actually getting the deal employers agreed to.

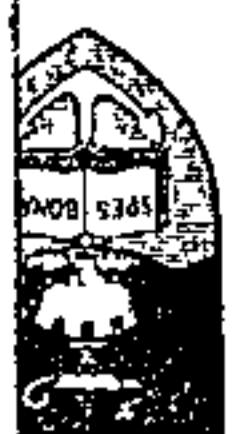
Often, the red tape of council proceedings takes up so much time that unions are not able to attend adequately to their members' grassroots needs.

If this is the only system available for bargaining, as many major employers and the Government argue, it is clear that the unions will be greatly weakened by it and that it will prove inadequate.

It is for this reason that the unions are asking for it to be supplemented by more informal procedures and by a union presence on the factory floor.

The Government does not agree — indeed, it wants the industrial councils to be supplemented by "works councils".

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are unregistered are illegal. Black trade unions point out immediately that unregistered unions are not illegal. They have existed throughout the half-century in which black workers were denied access to the official system.

There is nothing to prevent an employer from recognising an unregistered union and about a dozen employers have, in fact, done this.

The unions argue that there is a great difference between registration and recognition. Registration entitles a union to use the Government machinery. Recognition by an employer means that he agrees that he will negotiate with that union on worker grievances.

Just as unregistered unions are recognised by employers, so too are there registered unions which have been denied recognition — indeed, a 1978 strike at the Eveready factory in Port Elizabeth was sparked precisely because the employer would not recognise a registered union for coloured workers.

Registration, unions argue, is a matter between unions and the Government. It is up to the union's membership to decide whether it wants to enter the official system and all an employer need worry about is whether the union is representative of his workers.

As a prominent black unionist, Mr Henry Chipaya, put it in a statement this week, "It is

Most grievances occur on the factory floor, not at an industry-wide level. It is thus logical, the unions argue, that they should primarily seek to be active there.

They see the employer demand that they should register and enter the industrial councils as a means of "shunting the union aside" into a body where it does not bargain with the individual employer — unless its seat on the council is accompanied by the right to take up grievances in the factory.

Most of the black unions are now reluctantly applying for registration because they feel it is the only way to gain access to employers.

Their reluctance stems from the fact that registration carries with it a considerable amount of Government control.

The Government's registrar must approve the union's constitution. He must decide what categories of workers unions may represent and in what industries — or even in what section of a particular industry.

Registration also carries with it financial controls on unions and a prohibition against union involvement in politics.

While political involvement by worker organisations sounds wildly radical in this country (and is not a demand of most black unions who stay aloof from politics), it is an established right in all Western European democracies and in the

were in short supply. They had greater job security and could demand higher wages.

As one observer put it "The white worker didn't have to go to his union if he had a problem — he simply went to another employer and got another job."

Black workers can't — and they therefore need a system which enables them to be represented by strong trade unions who can vigorously take up their demands. They also need a grievance-settling machinery which can quickly take up their grievances.

Observers are increasingly realising that the machinery Mr Botha demands that black unions follow is not really able to do either.

The dispute-settling machinery is extremely cumbersome. If workers have a grievance, their union must first take it up with employers. If it doesn't succeed, it must declare a formal dispute. Only thirty days after that, can workers resort to a strike.

A similar, but more restricted system, exists for workers who don't belong to registered unions.

The Government believes that this prevents strikes, by making them more difficult to call. Its critics believe it does no such thing.

Because a legal strike is only allowed as a last resort, and then only after a lengthy period, workers with a burning grievance are not likely to wait for the process to end. They will simply strike.

Government argue, it is clear that the unions will be greatly weakened by it and that it will prove inadequate.

It is for this reason that the unions are asking for it to be supplemented by more informal procedures and by a union presence on the factory floor.

The Government does not agree — indeed, it wants the industrial councils to be supplemented by "works councils" which resemble the liaison committees which have been designed for black workers up to now.

These committees have increasingly come to be seen as "stooge committees" because they are weak and prone to intimidation to employers.

Several recent strikes have been caused specifically by worker dissatisfaction with the liaison committee system, and it is doubtful whether the councils will enjoy any more worker support than the committees have.

These are only some of the reasons advanced for the failure of the Government's system to work. And it is significant that employers and unions in the Eastern Cape strikes were able to settle the unrest only by making substantial modifications to the system by mutual agreement.

In short, if workers are bypassing the system it is the system, not the workers, which is to blame. Changes to the system are likely to do more for industrial peace than appeals to workers to use it.

C. T. 4/8/80
**Key union
removes
race rules**

JOHANNESBURG — A key white mining trade union officially resolved at the weekend to amend its constitution so that blacks and coloured people could join it

In doing so, the union, the 14 000-member Underground Officials Association (UOA), became the first mining union to admit blacks and coloured people as members

The association's executive removed the last official hurdle to multi-racial membership when it adopted a resolution at its meeting on Saturday to amend the constitution by removing the whites-only clauses

The association received government permission last month to integrate its membership, but was unable to open its ranks officially until the executive meeting at the weekend

The union still has to have separate branches for its black and coloured members, and will maintain an all-white executive, as the association's controlling body

The UOA's decision to admit black members probably signifies the end of one of the two remaining job reservation determinations still on the statute book

The UOA has been negotiating with the Chamber of Mines on methods of scrapping Job Reservation Determination No 27, which restricts the jobs of surveyor, sampler and ventilation officials on the mines to whites

UOA members occupy these jobs, and one of the conditions set by the UOA for the abolition of Determination No 27 is that members of all races be allowed to join the association

Key mine
union
to admit
blacks

151
ADM 4/8/80

By SIMON WILLSON

A KEY white mining trade union decided at the weekend to amend its constitution so that blacks and coloureds can join.

In doing so, the union — the 14 000-member Underground Officials Association (UOA) — becomes the first mining union to admit blacks and coloureds.

The association's executive removed the last official hurdle to multiracial membership when it adopted a resolution on Saturday to remove the whites-only clauses.

The UOA received Government permission last month to integrate membership, but was unable to open its ranks officially until the executive meeting. Even so, the Government permission has not entitled the UOA to full nonracial status.

It will still have to have separate branches for black and coloured members, and will maintain an all-white executive as controlling body.

Last month the UOA general secretary, Mr Doc Coertze, said that when it finally admitted blacks, it would admit only those who had achieved full underground status.

The UOA decision probably signifies the end of one of the two remaining job reservation determinations still on the statute book.

Council

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DM 5/8/80
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By STEVEN FRIEDMAN
Labour Reporter

THE Union of Johannesburg Municipal Workers, which the Johannesburg City Council has recognised in preference to Mr Joseph Mavi's Black Municipality Workers' Union, had 40 paid-up members when it was granted provisional registration by the Government last Tuesday.

Another 1 000 of the council's 15 000 workers had signed "provisional" union membership forms after the union had addressed all workers at council compounds and work-points, the union's president, Mr Philip Ngwenya, said yesterday.

Mr Ngwenya, a city health inspector, said the UJMW now had 2 000 members and denied it had been set up by the city council or was controlled by it.

He declined to comment on claims by Mr Mavi's union that it had the support of most workers.

The BMWU claims the support of 9 000 workers and 10 000 joined last week's strike.

Mr Ngwenya was interviewed yesterday after first trying to find out whether his departmental head would allow him to speak to the Rand Daily Mail.

He had received permission to talk to an afternoon newspaper but was not sure whether this constituted blanket permission or whether he had to check with his superiors whenever he was approached by the Press.

However, Mr Ngwenya later said he was prepared to talk to the "Mail" because he assumed he had been granted blanket permission.

The UJMW had begun organising workers last October. Union officials had addressed all the council's black workers and 1 000 had filled in provisional membership forms. The union was established on January 23 and was run by an interim steering committee.

He said his union had been recognised by the council and had taken part in talks on closing the wage gap. It had also been informed of the recent increase for the lowest-paid daily-paid workers and had recorded its view that the new rate was "still very low".

"My message to all workers is that unity is strength," Mr Ngwenya said.

Mr Mavi could not be approached for comment. He is still detained under Section 22 of the General Law Amendment Act.

● The Johannesburg Municipality's work force is "almost back to normal" and the cleansing department is working without "mishaps", according to Mr John Bates, public relations officer for the City Engineer's Department. He said all workers who had elected to remain in the employ of the council were working.

Jo'burg's municipal unions in clash

57
139
227
5/1/80

An admission by the Union of Johannesburg Municipal Workers (UJMW) that it had only 2 000 applicant 'provisional' members before its registration last week have been branded as "scandalous" by the rival union

The UJMW — which the Johannesburg City Council has recognised over Mr Joseph Mavi's Black Municipality Workers' Union — was granted provisional registration by the Government last week

Its president, Mr Phillip Ngwenya announced yesterday that only 2 000 of the council's workforce of 15 000 had applied to the union for membership before it was registered

It had a paid-up membership of 40, he said. Mr Gatsby Mazwi, an official of the rival BMWU, described the admission as a "scandal" and "a clear indication that the council was promoting a union without support

"The Industrial Conciliation Amendment Act lays down that registered unions must represent at least 51 percent of the workforce and that the membership must be paid-up," he said

He went on to say that the majority of council workers had "never heard of the UJMW"

"Those who have," he added, "want nothing to do with it"

RECRUITMENT

Mr Mazwi claimed the Council had openly sponsored the UJMW during its recruitment drive earlier this year

Union organisers had been conducted through the municipal compound by a member of the Staff Board, he said, and had been personally introduced to the compound managers

"We have even heard the UJMW uses council stationery," he scoffed

Mr Mazwi warned against the "folly" of negotiating only with unions which are favoured by management rather than those truly representative of worker interests

"You cannot bypass representative bodies," he said "There are only two choices — to talk to them, or to use force"

Council to discuss the strike

Municipal Reporter

Johannesburg's Opposition councillors have been pipped at the post, but they have got what they wanted — a special council meeting to discuss last week's strike by municipal workers

PFP councillors yesterday planned to petition the Mayor, Mr Carel Venter, to call a special meeting to censure the management committee for "gross ineptitude" in handling the strike

But before the PFP could draw up its petition, the management committee itself asked the Mayor for the special council meeting

Mr J F Oberholzer MPC, chairman of the management committee, said today his petition to the Mayor called on the council to instruct the committee about what steps should be taken to ensure continued peaceful labour relations and the safety of all citizens

The special meeting, to be held on Monday will probably end in the council commending the management committee for its handling of the strike

But the PFP is expected to put up a strong fight

WN 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

	Internal	External
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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

are used

Under the candidate liable to disqualification and to possible exclusion from the University

Making sure power is in safe hands

After breaking a strike of up to 10 000 municipal workers last week with methods which are still the subject of simmering controversy, the City Council officially recognised the Union of Johannesburg Municipal Workers (UJMW) as the strikers' legal organisation.
By doing so it rejected the strong claim to majority support of the workers by the rival Black Municipality Workers' Union (BMWU).

whose leader, Mr Joseph Mavi, is detained under Section 22 of the General Laws Amendment Act. DREW FORREST tried to speak to leaders of both the rival unions, to hear their claims for the backing of the city's black work force. But the officials of the recognised UJMW refused to be interviewed. Here are the views of Mr Gatsby Mazwi, committee member of the unrecognised BMWU. . . .

Question: I believe your union was set up in response to the formation of the UJMW. Why did you feel a response was needed?
Mr Mazwi: The UJMW was clearly a Council initiative. Our information was that they simply took the members of the existing liaison committee and transformed them into union officials.

With what purpose?

The Industrial Conciliation Act provides for a measure of black trade-union power. The Council was making sure this power stayed in safe hands.

Mr Phillip Ngwenya, president of the UJMW, said yesterday the union had visited "all compounds and workplaces" in a recruiting drive last year. How active has his union been?
All I can say is that we never saw their faces in the transport section, where I work.

What do you make of Mr Ngwenya's claim that the UJMW had 2 000 applications for membership before being registered last week?
In the first place, I think

it's nonsense. Most of the workers have never heard of the UJMW, and those who have want nothing to do with it. The other thing is why were they allowed to register? The Industrial Conciliation Act says registered unions must represent the majority of the workforce — and there are 15 000 municipal workers in Johannesburg.

You have been consistently portrayed by the Council as "agitators," while UJMW officials are

portrayed as reasonable men. Your comment?
At their first public meeting in the City Hall, the UJMW refused to allow Mr Mavi to speak because, they said, "he belonged to another organisation." That is not the behaviour of "reasonable men." For our part, we just want the Council to talk to us. They cannot say we are unreasonable until they have heard our terms.

The Council wants a "name" union in the UJMW, you say. What

evidence do you have of Council sponsorship?
We know UKMWW organisers were taken through the compounds by a member of the Staff Board, who introduced them personally to the compound managers. We have been barred from the compounds on the instructions of the same officials.

And their relationship with the Press:
Yes, I believe Mr Ngwenya must get Council permission to talk to the papers. As a bus-

driver, I cannot talk to the Press — I have signed an undertaking not to do so. But as a union official, I can. Why doesn't the UJMW have the same freedom?
You say that your sole aim during the strike was to get the Council to negotiate. How serious and persistent were your approaches to Council officials?
Mr Mavi approached the Management Committee more than once, and we wrote to the Council. We

								46										(2)	Internal
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also spoke to the P.F.P. councillor Sam Moss, who promised to ask Mr Oberholzer to give us a private interview. I cannot see what else we could have done.
What is your view of the conduct of the Council during the strike?
Let me put it this way. Council officials failed to convince the workers by addressing them directly. They went to homeland representatives, that also failed. Then the sackings began. Could they not first have said to the workers "Tell us who you want to speak for you?"
What further action is your union contemplating?

Apart from possible legal action against the Council, we plan to register as soon as we can. It seems to be the only way to get anyone to talk to you.

Finally — do you regard the strike as a defeat for your union?
Definitely not. Only the totally intimidated workers will desert us — the arrest of Mr Mavi has shown the others why we failed. Our members are not children, whatever the Council may think.

CANDIDATE MUST enter in the number of each question (in the order in which it has appeared): leave columns (2) and

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communicate with other person except the invigilator. Book is to be torn out. If before leaving the exam-

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Clash looms in labour group

15/8/80 151

13/8/80

By STEVEN FRIEDMAN
Labour Reporter

A CLASH appears to be looming in the white labour movement over the decision by a member union of the South African Confederation of Labour to admit coloured workers

Recently, the SA Technical Officials' Association announced that it had begun recruiting coloured workers after receiving Government permission to do so

The Rand Daily Mail reported at the time that this placed the confederation — to which only white unions may belong — in a dilemma with far-reaching implications for white labour

Now Mr Arrie Paulus, general secretary of the Mine Workers' Union, has warned that his union will leave the confederation if it allows a multiracial union to remain a member

He called on the technical officials to leave the confederation of their own accord before the issue came to a head

However, the Technical Officials' Association's general secretary, Mr Harry Mallet-Veale, said his union had no intention of leaving the confederation voluntarily "We will wait and see what happens," he said

The technical officials' decision to admit coloured members leaves the confederation with two alternatives

It can either expel the union, thus retaining its all-white status, or agree to become *de facto* a multiracial body by turning a blind eye to the technical officials' new status

Railway unions in the confederation have already indicated that they will not object to a multiracial union belonging to the organisation and the mine workers' warning raises the

possibility of a new conflict in the confederation

The confederation's executive will discuss the issue on August 26

In the latest issue of his union's journal, *The Mineworker*, Mr Paulus refers to speculation that his union and the White Building Workers' Union, led by HNP stalwart, Mr Gert Beetge, would leave the confederation if the technical officials were allowed to stay

We do not know what the white building workers will do if multiracial trade unions are allowed unconstitutionally to stay members of the confederation, but the white Mine Workers' Union's position has not changed

Whether it is discrimination or not, we serve and represent the white man and will not belong to a multiracial organisation, Mr Paulus wrote

The confederation's constitution restricts it to white workers and only a congress of the organisation could change that

"The day the technical officials received permission to admit coloured workers they should have realised that they are no longer welcome in the confederation and could not constitutionally belong to it", Mr Paulus said in his article

He appealed to the union to withdraw from the battle with honour by leaving the confederation before the executive meeting

Mr Paulus accused the Press of trying to destroy the confederation and added "These days it is a scandal to be white and the white man is expected to play the scapegoat for all problems in the labour field where those of another colour crop up"

WET OP NYWERHEIDSVFRSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Textile Workers' Industrial Union (S.A.) Besonderhede van die aansoek word in onderstaande tabel verstryk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemansstraat, Pretoria (Posadres Privaatsak X117, Pretoria 0001).

NOTICE 566 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Textile Workers' Industrial Union (S.A.) Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria 0001), within one month of the date of publication of this notice.

No 7176

STAATSKOERANT, 15 AUGUSTUS 1980

TABEL

Naam van vakvereniging—Textile Workers' Industrial Union (S.A.)

Datum waaraan aansoek ingedien is.—23 June 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleendes en Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in diardie gedeelte van die Tekstielnywerheid betrokke by die vervaardiging van sakke uit katoen of stowwe van outweselde plamaardige vesels, garing of draad wat aansluitlik of hoofsaaklik bestaan uit heinep, jute of nylon of enige kombinasie van hierdie materiaal of materiale wat bogenoemde materiale kan vervang, in die landdrostdistrik Paarl

Posadres van applikant—Posbus 4141, Kaapstad, 8000.

Kantooradres van applikant—Industria House 203, Victoriaweg 350, Soutrivier

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(15 Augustus 1980)

TABLE

Name of trade union—Textile Workers' Industrial Union (S.A.)

Date on which application was lodged—23 June 1980

Interests and area in respect of which application is made—Coloured persons and Black persons who are employees for purposes of the Act and who are employed in that portion of the Textile Manufacturing Industry concerned with the manufacture of bags made from cotton or fabrics derived from decorticated vegetable fibres, yarns or threads consisting wholly or mainly of hemp, jute, nylon or any combination of such material or materials capable of being substituted for any of the above materials, in the Magisterial District of Paarl

Postal address of applicant.—P.O. Box 4141, Cape Town, 8000

Office address of applicant—203 Industria House, 350 Victoria Road, Salt River

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(15 August 1980)

STAR (151) (383) 26/8/89 (12/3)
Court action on closed-shop union

A civil dispute with far-reaching implications for South African labour law will be heard today in the Port Elizabeth local division of the Supreme Court

At issue is the right of a Port Elizabeth company, PE Tramways Ltd, to compel employees to join an alleged "in-plant" association, the Bay Busworkers' Union

case are the Transport and Allied Workers' Union (TAWU) — an affiliate of the Consultative Committee of Black Trade Unions — and individual employees of PE Tramways

They allege that the Bay Busworkers Union was created by the company in May this year in response to the organising activities of the TAWU

R10 000 in company funds They also allege that PE Tramways is attempting to "introduce a closed-shop situation" by demanding that workers and prospective employees apply for membership of the company union, on pain of dismissal

Of a total workforce of 550, they say, 330 workers are members of the

Judge ^{S.M.} ^{12/18/80}
dismisses
defamation
claim ¹⁵¹

DURBAN — A Durban judge yesterday dismissed a claim for R4 000 against a Pinetown subsidiary of a UK company and its managing director, in damages for allegedly defaming an unregistered trade union.

The action against Glacier Bearings and the managing director, Mr William Richards, was brought by the Metal and Allied Workers' Union of South Africa, and its general secretary, Miss June Rose Nala.

The action arose out of a comment by Mr Richards to a reporter from the Financial Mail regarding the controversy of whether the union or Miss Nala were representative of the employees.

Mr Richards was alleged to have stated that "some people tell us that they are forced to sign pieces of paper or get beaten."

The union alleged that the statement, which was published on July 28, 1978, in an issue of the Financial Mail, was defamatory in that it meant, and was understood to mean, that the union and Miss Nala used threats.

Mr Justice J M Didecott found that the article had identified no one as being responsible for intimidating workers to join the union.

The claim was dismissed with costs — Sapa

30 Indians sacked by Turf Club

N MEXICO 3/9/50

151

Mercury Reporter

DURBAN Turf Club has sacked about 30 of its Indian staff from its racing stables at Summerveld following allegations by workers that they had been unfairly treated by manager Mr Danie du Toit.

Workers claimed yesterday that they had been told of the dismissals when they had gone to collect their pay from Mr du Toit at the end of August

Workers given two weeks' pay and told 'don't return'

Mr Jurken Dardeo, who had worked at the stables for the past 12 years, said none of those sacked had been given reasons for the dismissal

two families who had lived at Summerveld for many years, had been told to vacate their houses immediately

vegetables for the racehorses at a property leased out to his father by the Turf Club, is convinced that his dismissal would result in him losing the lease

'About 30 Indians were fired at one go,' said Mr Dardeo, adding that they had been given two weeks' pay and had been asked not to return to the stables yesterday

He said Mr Jugnand Garrib and another man had worked for the Turf Club for more than 30 years

'The lease expires soon and it is unlikely that it will be extended,' he said

Mr Harrilal Sewnarain, a driver, told the Mercury that

'Mr Garrib is about 60 years old and he cried when he was told that he had been sacked,' said Mr Sewnarain

Mr Garrib said that some of the workers had heard that the main reason for the sackings was that some men had been found drunk on a number of occasions and also because of recent fires at Summerveld

Mr du Toit confirmed yesterday that the workers had been dismissed but declined to comment

Mr Mervyn Camplon, secretary of the Turf Club, also declined to comment

equal factor is arising on an

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed Receiver of Revenue should be used. Further appreciation in this context includes the investment initial allowances.

First black metal industry union obtains registration

By Sieg Hannig
Labour Editor
The 2 000-strong Electrical and Allied Workers' Union has become the first black union in the metal industry to obtain registration.

This was revealed by Mr Ben Nicholson, general

secretary of the union. He said an application to have the union admitted to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry would be submitted as soon as the registration certificate had been

received.

He hoped for a "big influx" of membership now that the union had been registered. In addition, "quite a number" of employers had promised co-operation once the union was registered.

Mr Nicholson said a meeting of the executives of all three electrical unions would be held soon to elect officials representing them on a "Federation of Electrical Workers' Unions," with more than 30 000 workers.

He is general secretary of all three electrical unions.

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124
127
5/9/80

NEWSDOM
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151

New black union accepted

Labour Reporter

ANOTHER "parallel" black trade union — the Electrical and Allied Workers Union — has been registered by the Government

Only "parallel" black unions — which have been established by non-black registered unions — have been registered so far, and none of the independent black unions which have applied for registration have been granted it thus far.

The new union, with a membership of 2 000, has been established by the SA Electrical Workers' Association, a key union in the Confederation of Metal and Building Unions

It was formed last year in anticipation of the recommendations of the Wiehahn Commission, whose report led to a Government decision to allow black unions to register.

The Electrical Union thus becomes the first black union in the metal industry to win registration

A number of independent black unions in the metal industry have applied for registration and are awaiting the outcome of their applications.

They are the Metal and Allied Workers Union and the Engineering and Allied Workers Union, both of them affiliated to Fosatu, and the Steel, Engineering and Allied Workers Union, which is affiliated to the Consultative Committee of Black Trade Unions.

All black unions in the metal industry were recently granted "stop order" facilities, which allow employers to deduct union dues from union members' pay packets on behalf of the unions.

*D. D. S.P.
9/9/80*

New Ford union

(12)
(15)
(18)

PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five-month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union

The move by Ford workers, who constitute about 90 per cent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive

The workers claim the UAW is pro management at Ford and was ineffective in handling last year's dispute at the company

The dissident workers' new nonracial union, which has been engineered by the Ford Workers' Committee, is to be called the Mottr Assemblies and Components Workers' Union of South Africa (MACWU)

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage

8 black trade unions have been registered

Own Correspondent

JOHANNESBURG. — Eight black trade unions have been registered since the government's new labour dispensation came into effect last October, the Director-General of Manpower Utilisation, Mr Jaap Cilliers, said yesterday

In addition, there are now 40 mixed trade unions — many of whom are believed to have received permission to enrol black members

Approached for figures on the composition of the registered union movement, Mr Cilliers said yesterday that 182 trade unions were now registered

Of these, 80 represented white workers only, 54 coloured workers only and eight black workers. Another 40 were mixed, either for white, coloured and Asian workers or for all four races

This meant, he said, that the

all-white unions were now in the minority

There are no figures available on the number of black or predominantly black unions in the country at present, but it is believed that at least 20 are still unregistered.

None of the black or predominantly black unions affiliated to the two major black union co-ordinating bodies, the Federation of SA Trade Unions and the Consultative Committee of Black Trade Unions, have been granted registration

Labour observers regard the government's reaction to their registration applications as a key test for the new dispensation

Thus far, only "parallel" unions — those with close links to their non-black counterparts — or black "company unions"

have been registered

Recently, several Fosatu-affiliated unions were granted permission by the Minister of Manpower Utilisation, Mr Fanie Botha, to apply for registration on a non-racial basis

Some labour observers have criticized the fact that most of the "independent" unions — those not closely associated to registered non-black unions — have not yet been registered despite the fact that they applied several months ago.

However, its supporters reply that many registration applications took up to a year to process before black workers were allowed to join registered unions

Several black or non-racial unions have decided not to seek registration, arguing that to do so would be to submit to increased government control

CAPE TIMES 10/9/80

Ford workers to launch new non-racial union

Own Correspondent

FORT ELIZABETH — Ford Cortina plant workers who have been involved in a five-month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union

The move by Ford workers, who constitute about 90 percent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive

The workers claim the UAW is pro-management at Ford and was ineffective in handling last year's dispute at the company

The executive has refused to hand over office to the dissidents

Mr John Mke, UAW national and local president, said the Cortina plant workers' effort to unseat his executive was unconstitutional

Since the workers' threatened legal action had not materialized he had expected

them to come back to him to discuss their differences, he said

It was only in Port Elizabeth that there was a split within the union, Mr Mke said. He thought the dispute was based mainly on personal differences

A UAW council meeting last night decided that it would approach the dissident workers in an effort to seal the cracks in the organization

The UAW, an unregistered African union, is a parallel body to a registered coloured trade union, the National Union of Motor Assembly and Rubber Workers (NUMARW)

The dissident workers' new nonracial union, which has been engineered by the Ford Workers' Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU)

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week

He said the decision to form the new union was taken at a meeting last week in the Holy Spirit Church, Kwazakele,

which was attended by about 600 Cortina plant workers

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage

He said MACWU would concern itself with wider issues such as housing and living conditions and implementation of the Sullivan code

The workers' committee claims that there has been widespread worker dissatisfaction with UAW officials over their handling of the Ford strike last year and the bonus issue

Mr Zini said workers felt that the UAW executive was made up of liaison committee members who were "pro-management"

"We have totally rejected liaison committees"

He said another reason for dissatisfaction with the UAW was its failure to resolve the workers' bonus issue

Ford management had said that workers who were not at the plant during its official closedown last year were not

eligible for bonuses. Most of the workers were on strike then

Mr Zini said "We agreed that the bonus issue should be handed over to the union but they did nothing about it. Although union officials claimed that they were negotiating with management, we got no feedback from them"

He said his committee ended up fighting the issue

The national secretary of the NUMARW and technical advisor to the UAW, Mr Freddie Sauls, said if the dispute within the UAW continued it would be a setback for the black worker's struggle for recognition

He said it would be to management's advantage because it would divide the workers at a time when unity was needed most

Ford director of labour relations, Mr Fred Ferreira, said at the weekend that he was surprised at the news of the formation of a new union

He said it was company policy to recognize it if it represented more than half the firm's workers

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arg.

† Nóg inkomste nóg besteding is gelykmatig oor die boekjaar versprei. Sekere groot bedryfsuitgawebetalinge geskied kwartaalliks, halfjaarliks of jaarliks, terwyl kapitaaluitgawebetalinge saamhang met die uitvoering van bepaalde kort- en langtermynkontrakte.
Neither revenue nor expenditure is evenly spread over the financial year. Certain large operating expenditure payments are made quarterly, half yearly or annually, whilst capital expenditure payments are related to the execution of specific short and long term contracts.

(12 September 1980)

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KENNISGEWING 627 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE
REGISTRASIEBESTEK VAN 'N VAKVERENI-
GING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Furniture and Allied Workers of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

gg 7214

12/9/80
NOTICE 627 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Union of Furniture and Allied Workers of South Africa. Particulars of the application are reflected in the subjoined table.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of Furniture and Allied Workers of South Africa

Datum waarop aansoek ingedien is—10 Junie 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die volgende

(a) Die Meubelnywerheid in die landdrostdistrikte Alberton, Bellville, Bethlehem, Bloemfontein, Boksburg, Brits, Die Kaap, Durban, Germiston, Goodwood, Heidelberg, Heilbron, Inanda, Johannesburg, Klerksdorp, Kroonstad, Malmesbury, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Roodepoort, Springs, Witbank en Wynberg.

“Meubelnywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word, en sluit ook die volgende werksaamhede in:

Herstelwerk, stoffeerwerk, herstoffeerwerk, beitswerk, spuitwerk, of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of die sny en/of naai en/of hang van gordyne, en/of die maak en/of herstel van raamveermatrasse en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of herstel van meubels, die poleer en/of herpoleer van klaviere of die vervaardiging van en/of beitswerk, spuitwerk en poleerwerk en/of herstelwerk aan meubels vir teekamers, kantore, kerke, skole, kroee of teaters, kabinette vir musiekinstrumente en radio- of draadloos- of televisiekabinette en ook die vervaardiging van alle soorte meubels vir huishoudelike doeleindes sowel as die vervaardiging, van hout, van oriels, biljartafels en/of koelkaste, en ook die vervaardiging of die proses vir die vervaardiging van beddegoed, wat só omskryf en vertolk moet word dat dit alle soorte matrasse, veermatrasse, beleglae, kussings, peule en stoelkussings insluit, sowel as die werksaamhede wat uitgevoer word op enige perseel waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels; voorts ook herstelwerk, herstoffeerwerk of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die voorbereiding van 'n meubelstuk gedeeltelik of in die geheel uitgevoer word, en die fineerwerk aan gelamelleerde blokbord- of laaghoutdeure wat vir meubels gebruik word, en alle gedeeltes van materiaal wat by die vervaardiging van meubels gebruik word, en die vervaardiging van stoep-, tuin- en kampeermeubels, maar uitgesonderd sowel die vervaardiging van artikels wat hoofsaaklik van mandjiesgoed, gras en/of rottang gemaak word, as die vervaardiging van metaalmeubels met inbegrip van die vervaardiging van metaalkatels.

(b) Daardie deel van die Meubelnywerheid gemoeid met die vervaardiging van televisiekabinette in die

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—National Union of Furniture and Allied Workers of South Africa.

Date on which application was lodged—10 June 1980

Interests and area in respect of which application is made—Black persons who are employees for purposes of the Act and who are employed in the following:

(a) The Furniture Manufacturing Industry in the Magisterial Districts of Alberton, Bellville, Bethlehem, Bloemfontein, Boksburg, Brits, Durban, Germiston, Goodwood, Heidelberg, Heilbron, Inanda, Johannesburg, Klerksdorp, Kroonstad, Malmesbury, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Roodepoort, Springs, The Cape, Witbank and Wynberg.

“Furniture Manufacturing Industry” means without in any way limiting the ordinary meaning of the expression, the manufacture either in whole or in part of all types of furniture, irrespective of the materials used, and shall include the following operations:

Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or repolishing, making of loose covers and/or cushions and/or the cutting and/or sewing and/or fitting of curtains and/or the making and/or repairing of box spring mattresses and/or frames for upholstering, wood machining, veneering, wood turning, carving in connection with the manufacture and/or repair of furniture, the polishing and/or repolishing of pianos or the manufacture and/or staining, spraying and polishing and/or repairing of tea-room, office, church, school, bar or theatre furniture and cabinets for musical instruments and radio or wireless or television cabinets and shall include the manufacture of all types of furniture for domestic purposes as well as the manufacture from wood of organs, billiard tables and/or refrigerators and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, including the activities carried on in any premises where wood machining, wood turning and/or carving in connection with the manufacture of furniture are carried on, including further the repairing, re-upholstering or repolishing of furniture in or in connection with establishments in which the preparation of any article of furniture either in whole or in part is carried on and the veneering of laminated blockboard or plywood doors used for furniture and all parts of materials used in the manufacture of furniture and the manufacture of stoep, garden and camp furniture, but excluding both the manufacture of articles made principally of wicker, grass and/or cane and the manufacture of metal furniture including the manufacture of metal bedsteads

(b) That portion of the Furniture Manufacturing Industry concerned with the manufacture of television

landdrostrikte Alberton, Bellville, Brits, Die Kaap, Durban, Johannesburg, Malmesbury, Pretoria en Wynberg.

(c) Daardie deel van die Meubelnywerheid gemoeid met beitswerk en/of spuitwerk en/of poleerwerk en/of herpoleerwerk aan en/of die heistel van televisiekabinette in die landdrostrikte Alberton, Bellville, Brits, Die Kaap, Durban, Johannesburg, Malmesbury, Pretoria en Wynberg

Posadres van applikant—Posbus 2040, Johannesburg, 2000

Kantooradres van applikant.—Vierde Verdieping, Meubelsentrum, hoek van Kerk- en Mooistraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(12 September 1980)

cabinets in the Magisterial Districts of Alberton, Bellville, Brits, Durban, Johannesburg, Malmesbury, Pretoria, The Cape and Wynberg.

(c) That portion of the Furniture Manufacturing Industry concerned with the staining and/or spraying and/or polishing and/or repolishing and/or repairing of television cabinets in the Magisterial Districts of Alberton, Bellville, Brits, Durban, Johannesburg, Malmesbury, Pretoria, The Cape and Wynberg

Postal address of applicant—P.O. Box 2040, Johannesburg, 2000.

Office address of applicant.—Fourth Floor, Furniture Centre, corner of Kerk and Mooi Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(12 September 1980)

Firm ordered to recognize union

CAPC Times 12/19/80

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Maponya

1980

Own Correspondent

JOHANNESBURG — The new Industrial Court's first test case has ended in a victory for a contract worker, Mr Stephen Maponya and his union, the Metal and Allied Workers' Union (Mawu).

In an out-of-court settlement yesterday, Mr Maponya's former employer, Precision Tools, agreed to pay the union R4 000 and to recognize it.

money at its own discretion and could even pay a portion of it to Mr Maponya as compensation for loss of earnings.

The union yesterday hailed the settlement, saying that it opened up the way for increased black unionization at the firm, a small Johannesburg engineering company.

The agreement accords recognition to the union shop stewards in the factory as well as company recognition of the

union itself.

The company has also undertaken to grant the union "stop-order" facilities, to grant union organizers access to its factory once a week, and to introduce a grievance procedure for workers.

Mr Maponya and Mawu brought the case to the court after the company refused to renew his migrant service contract. They allege that the company did this as a reprisal for

Mr Maponya's union activities.

Although the union had originally asked the court to reinstate Mr Maponya, he has found another job and this issue has thus fallen away.

Last month, the court handed down an historic judgment in the Maponya case in which it found that unregistered trade unions were entitled to bring cases before it.

It also found that unregistered unions were en-

titled to bring cases to the court in which they alleged that their members had been victims of an "unfair labour practice".

This opened a legal avenue to black unions after the Supreme Court had found, in the "Bosman case", that black unions had no right to request an interdict against an employer on behalf of union members who fear victimization.

The Industrial Court also

agreed to allow counsel for Mr Maponya and the union to lead evidence to support their claim that the company had been guilty of an "unfair labour practice" by refusing to renew the contract, even though it was legally entitled to do so.

This was also seen as significant because it raised the possibility that contract workers whose contracts were not renewed and who believed their employer had "no good reason"

to do so could take their case to the court.

This judgment affected only legal issues raised during the case and the court was due to hear evidence this week. However, counsel for the two parties yesterday hammered out a settlement agreement.

The Industrial Court was set up following a recommendation by the Wiehahn Commission and one of its chief functions is

to hear cases in which workers believe they have been victims of an "unfair labour practice". The Maponya case is the first major test case to be heard by the court.

The fact that ended in victory for a worker and trade union may open the way for further actions in the court by black workers and unions.

There is no right of appeal against the court's decisions and it is not compelled to take only legal considerations into account. It is therefore not bound by the Supreme Court decision in the Bosman case.

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STAR 19/9/80

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Ford trade union showdown

By Sieg Hannig
Labour Editor

In a showdown between black consciousness and black trade unionism, nearly a third of Ford's black workers in Port Elizabeth have cancelled their stop orders for union dues.

The move is a sequel to the two-month strike at Ford's Corina plant in which 700 blacks lost their 1979 year-end bonus and the Ford-recognised black United Auto

Workers' Union (UAW) was left out in the cold.

Last week a committee representing the strikers concluded an agreement under which Ford will pay the lost bonus at the end of this year.

Bolstered by the victory, the black consciousness group won the support of 800 motor workers at the weekend for the establishment of a black union in opposition to the UAW.

On Wednesday, the leaders of the proposed union, the Motor Assem-

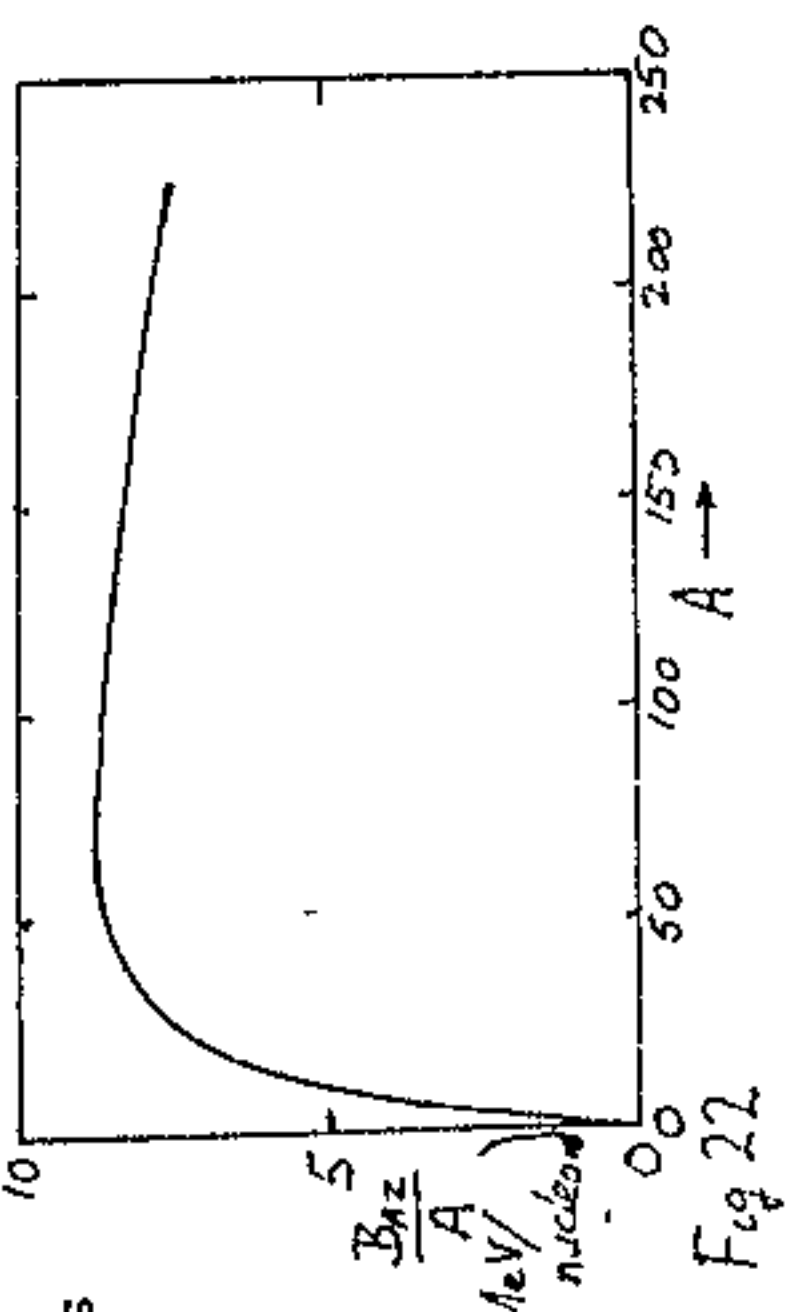
blies and Components Workers' Union of South Africa (Macwusa), submitted 568 stop order cancellations to Ford.

Ford had agreed to stop deductions for UAW subscriptions from its payroll on the receipt of such cancellations, said Mr Dumile Makanda, chairman of Macwusa's interim leadership.

More cancellations were in the process of being signed, and the new union intended to recruit coloured workers as well, he said.

4.8 Fission and Fusion

In the stable nuclei the nuclear binding energy B_{AZ} increases as the nucleon number A increases. To show the rate of increase we plot the ratio (B_{AZ}/A)



versus A in fig. 22. The ratio is approximately constant and reaches a maximum of ~ 8 MeV nucleon $^{-1}$ for "medium" nuclei ($A = 40-120$). The lower values for light nuclei can be attributed to enhanced 'nuclear surface tension'. The lower values for heavy nuclei ($A \geq 120$) can be attributed to the enhanced Coulomb repulsion of the protons in these nuclei.

If we fuse light ($A \leq 10$) nuclei into medium nuclei or if we split (fission) heavy ($A \geq 200$) nuclei into medium nuclei our final system will therefore be more tightly bound than the initial system (fig. 22). In other words, there will be a further release of energy (like latent heat) which will be liberated as the kinetic energy of the reaction products. In order to produce fission one or both of the initial nuclei must have sufficient energy to overcome their mutual Coulomb repulsion, so as to reduce the nuclear separation to within the range of the nuclear force. Fission occurs spontaneously in some very heavy nuclei and is a form of radioactivity in these cases. It may also be induced by a nuclear reaction, for example by bombarding a heavy nucleus as ^{235}U with neutrons (fig. 23). The product nuclei (fission fragments) produced exhibit a range of Z values, average $Z \approx 117$, are initially highly excited and are usually unstable in their ground states and therefore radioactive. Two or three neutrons are also released in the fission process and these are important in the production of self-sustaining fission chain reactions. Most of the energy released in each fission (~ 200 MeV) appears as the kinetic energy of the fission fragments.

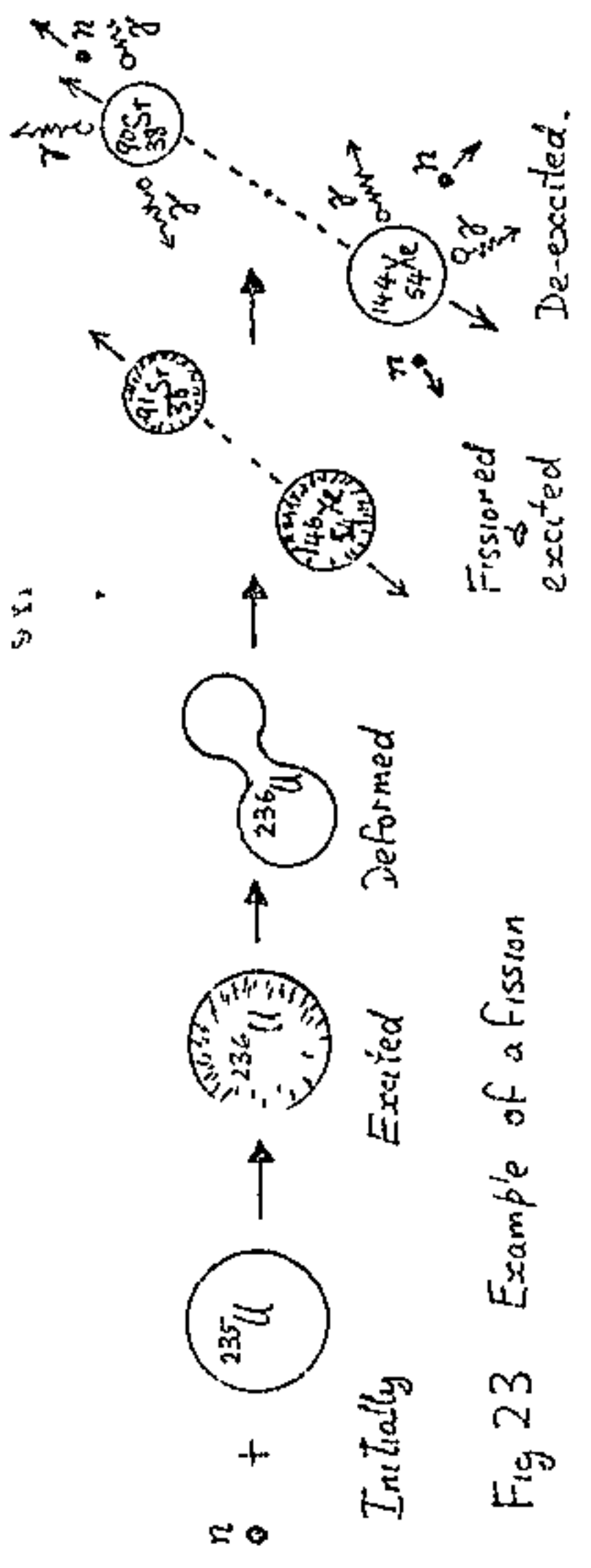


Fig 23 Example of a fission

5. Interactions and Measurements of Nuclear Radiations

We consider only radiations (particles) having kinetic energies in the energy range (between ~ 0.1 MeV and a few $\times 10$ MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose

5.1 Interaction of radiation with matter

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, p, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which may be viewed as a series of collisions between the

6 Fosatu unions registered

JOHANNESBURG - Six racially open or mixed trade unions had their applications for registration gazetted in the Government Gazette yesterday. They are the first unions belonging to the Federation of South African Trade Unions (Fosatu) to be registered. Registration is a prerequisite for a union's admission to industrial councils which are responsible for wage agreements carrying the force of law. In the case of the Fosatu unions - which have faced strong employer opposition in the past - registration is also seen as a test case of the Wiehahn reforms. The six unions are the Paper, Wood, and Allied Workers' Union, the Chemical Workers' Industrial Union, the Metal and Allied Workers' Union, the Sweet, Food and Allied Workers' Union, the National Union of Textile Workers and the Transport and General Workers' Union. The Government Gazette describes them as catering for "all persons" while two other unions are described as being for "black persons".

6 Times 10/9/80 151

a lower velocity than for protons of the same energy - alpha particles less than the proton range for the same incident energy (see tables below and fig 24(a)). Furthermore, for either particle, the velocity decreases, and hence $(-dE/dx)$

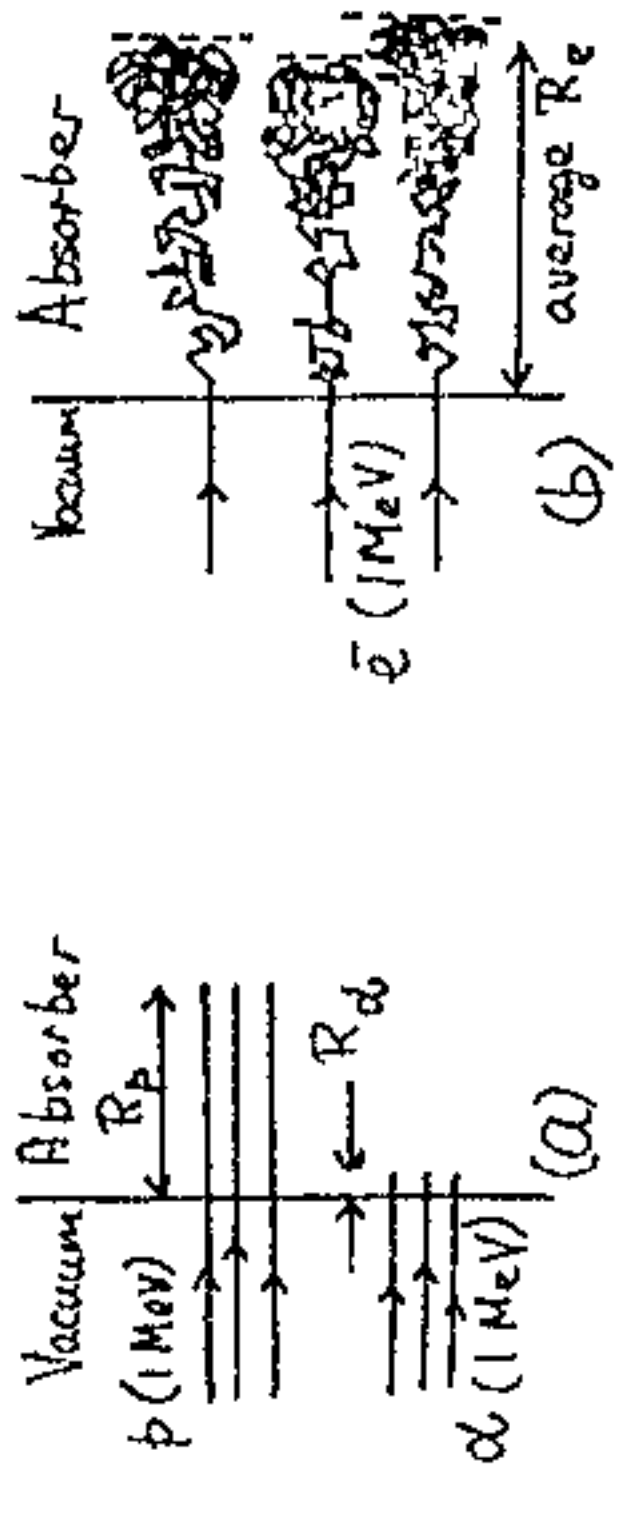


Fig 24

Fig 25

Council jobs open to women

Mercury Reporter

THE Durban City Council has opened all positions above the level of labourer and semi-skilled worker to both sexes, regardless of race. All appointees will enjoy 'full parity of pay and conditions'.

Durban's mayor, Mrs Sybil Hotz, made this statement in an address to the annual conference of the Garment Workers' Union Consultative Committee at the James Bolton Hall yesterday. Mrs Hotz declared that all jobs

would be awarded on merit. 'The Council started intense negotiations to iron out difficulties in the way of achieving complete equality of conditions of service and opportunity for all persons who have the qualifications,' she said

'This was done, in accordance with the council's recommendations to the 1977 Wiehahn Commission and what we have achieved is quite something'

The conference, represen-

tative of allied unions from all over the country, greeted the news with enthusiasm.

Mrs Hotz emphasised the need for trade unions and their importance.

She said the time had come for all people, at all levels, to get the same education in the interests of the future

'We must achieve equality at all levels of education,' she said 'We must not limit our sights to schools which have been in the limelight lately, but look to equality on every level so that the person who is one step away from the labour market is on an equal footing'

She said, the only reason women were discriminated against was because they were a threat to men

'I believe the garment industry is known as the "ladies industry"'. So I emphasise here that because women comprise 50 percent of South Africa's work force, they should be afforded their

due regard and not discouraged by undue discrimination on the base of sex,' she said

She called for creches to be established to aid working women and for pregnancy lay-offs to be reassessed and not regarded as a handicap to a woman seeking employment

The conference decided that the committee should extend a welcome to the presidium of the International Garment Textile and Leatherworks Federation to visit South Africa at the earliest opportunity to study local industry, as much was misunderstood.

The matter of equal education was referred to the Trade Union Council of South Africa conference next week.

Meanwhile it was revealed yesterday that the Natal Baking Industry Employees' Union has successfully applied for permission to enrol black employees of the baking industry as members

NM 20/9/80

End inequality, says mayor

STAR 23/9/80

Black unions clash at Ford car plant

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By Sieg Hannig
Labour Editor

A showdown between black consciousness and black trade unionism lies behind a new trade union which is flexing its muscles at Ford in Port Elizabeth, say informed sources.

The new black Motor Assemblies and Components Workers' Union of South Africa (Macwusa) was formed at the weekend because of "dissatisfaction" with the Ford-recognised black United Auto Workers' Union (UAW).

Macwusa has sprung from black consciousness-backed workers who disrupted work for weeks at Ford's Cortina plant last year, leaving the UAW out in the cold.

CREDIT

And it takes credit for a recent settlement under which, it is understood, the former strikers will receive the forfeited year-end bonuses, probably at the end of this year.

The source said the UAW had strengthened the former strikers' hand in negotiations for the payment of the forfeited bonus by providing them with a letter saying it did not object to bonuses being paid out.

The UAW had not taken up the issue itself because it had been told to keep out of the strike.

NEUTRAL

Ford is following a strictly neutral policy in the confrontation.

The company would recognise any union which was representative of its employees — whether it was registered or not, said Mr Fred Ferreira, Ford's industrial relations manager.

He was not prepared to comment on any dealing the company might have with the new union, he said when asked whether Ford had been approached for Macwusa's recognition.

Unfortunately in their natural function of the changing scheme attempting to tend to buy. This can also function is to kill deliver are often mu

One of the most constant change forecasts of quantity of these costs, situation. rate require or quality of inventories do inventory co

12.3 Inventory

Inventory models

In particular those assets that are consumed and so on.

Some theoretical the production the high costs in inventory. In purchasing department quantity discounts. The marketing to promise quick goods inventories

inventories is the, often make they also affect the sold to minimise with the supplier materials at the over the quantity r cases, the in- ons not only affect for production.

of certain assets. consumed, held,

At this stage our discussion is limited to determining the most economical ordering quantity, (E.O.Q.)

In doing so we shall be concerned with:

- (a) Developing the basic model
- (b) Describing the accounting issues relating to the model's parameters
- (c) Supplying information to implement the various inventory management systems
- (d) Evaluate alternative inventory management systems.

All taken within the context of the simple model and some of its extensions.

12.3.1 Balancing Inventory Costs

Inventory models are designed to achieve two objectives:

- 1 A balance between the cost of acquiring and holding an inventory
- 2 The opportunity cost of not holding an inventory.

Union rights for all supported

5 MAR 23/9/80

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Labour Editor

DURBAN — Two trade unions representing white mineworkers have supported trade union rights for all workers in South Africa — not only South African workers

They are the Mine Surface Officials' Association and the South African Boilermakers' Society, who backed a constitutional amendment at the annual conference of the multi-racial Trade Union Council here yesterday.

The unanimously adopted resolution also dedicates Tuca to opposing "all forms" of discrimination — not only racial discrimination — thus including discrimination on the basis of sex

The implication of the Mining Unions' support of trade union rights for all workers in South Africa is that they will not stand in the way of trade union rights of the mining industry's 240 000 foreign migrant workers

However, the amendment also implies criticism of

the existing law which admits citizens of former parts of South Africa to trade union rights by exemption — not as a right.

Mr Ike van der Watt of the SA Boilermakers' Society said he was fully aware of the implications of the amendments

Mr Robbie Botha of the Mine Surface Officials' Association also addressed the conference, saying it would have been inexcusable for Tuca not to have made the amendments

The conference was split by 51 votes to 65 on a call for Tuca's executive to pursue a resolution adopted last year which condemned the Mineworkers' Union for trying to organise a strike solely to prevent black advancement

The resolution, which also criticised the Chamber of Mines for its labour practices, was submitted to Tuca's executive for further attention but did not receive such attention. However, the majority of delegates opposed the call for the matter to be taken up again

Everybody
and nob
thing.
or acco
your fi
thing i

time co... ~~Now~~ with over and shuffling
paper back and forth, and that's what causes all
the red tape and big staffs... nobody can do anything
without checking with seven other people.

Unions face last battle in bid to register

RBM
23/9/80
(407)
(151)

By STEVEN FRIEDMAN
Labour Reporter

APPLICATIONS for Government registration by six Fosatu-affiliated trade unions have been passed by the Industrial Registrar — but it could be several months before the unions are granted registration.

Tensions and rivalries within the labour movement run deep at present and observers expect the Fosatu applications to prompt objections from rival unions, which could delay the eventual granting of registration by some months.

On Friday, the registration applications of six unions affiliated to Fosatu — the non-racial Federation of SA Trade Unions — appeared in the Government Gazette.

This means the Government's Industrial Registrar has approved the unions' constitutions and that other technical obstacles in the way of their registration have been ironed out.

Earlier this year, the Minister of Manpower Utilisation, Mr Fanie Botha, gave the unions permission to apply for registration on a non-racial basis.

However, rival unions now have the opportunity to object to the application and it is expected that several will do so.

In particular, "parallel" unions which have been registered or are seeking registration are expected to attempt to block the Fosatu applications.

They will attempt to argue that they are more representative than the Fosatu unions in the areas in which these unions applied for registration.

The registration application of another independent black union, the Transport and Allied Workers' Union, which is affiliated to the Council of Unions of South Africa (Cusa), has been held up for several months because of an objection lodged by a rival "parallel" union.

Fosatu's general secretary, Mr Alec Erwin, said yesterday that he expected objections from rival unions, particular in the bigger industries.

However, he added: "We don't believe the other unions will be able to sustain their objections."

In terms of standing practice within the Department of Manpower, the onus is on unions who object to prove their representative standing.

Mr Erwin also disclosed that the registrar had approved the constitutions of the Fosatu unions without asking them to shed members in certain industries.

There had been fears that the registrar would approve the constitutions only for a very narrow range of jobs in particular industries.

The only union which had encountered difficulties was Fosatu's Transport and General Workers' Union, which had not been permitted to register to represent workers in the public sector.

"We were told unions are not legally permitted to represent workers in both the public and private sectors," he said.

Mr Erwin also expressed concern that the application of a major Fosatu registered union, the National Union of Motor Assembly and Rubber Workers, to represent all races, had not yet been approved.

'Winner' for black union

STAR-
24/9/80
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The fledgling black trade-union federation, Cusa, made a significant step forward today with the signing of a formal recognition agreement between one of its affiliates and a subsidiary of the powerful Premier Milling group.

The agreement — concluded between the unregistered Food Beverage Worker's Union (FBWU) and the Springs-based Premier Biscuit Company is among the first to be negotiated by a Cusa member.

It follows a year-long struggle for influence within the company between the FBWU and the Fosatu-affiliated, Sweet, Food and Allied Workers' Union.

According to FBWU secretary, Mr Leonard "Shakes" Sikhakane, the agreement comprises stop-order facilities for the deduction of union dues, the right of access to company premises and formal recognition of the union's branch executive.

The latter would not have wage-negotiating rights, since the biscuit industry is governed by agreement, he said.

Teachers probe men-only ruling

STAR 25/9/80
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 151
 45

By Sheryl Raine, Education Reporter

5. L) The Transvaal's system of reserving teaching posts for men is illegal in terms of the Industrial Conciliation Act, according to a Transvaal Teachers' Association investigation.

About the Tutorial

Although the Act does not apply to any government employees, including teachers, the implications of the Act could prompt the TTA to take their case to the industrial court.

A group of women teachers, headed by Miss J Gemmel, principal of Jeppe High Preparatory School and Miss E Niemeyer, principal of Pretoria Girls' High School, have drawn up a memorandum and will continue their investigations with a view to legal action.

SERIOUS

Mr Peter Mundell, president of the TTA, said the matter had been discussed informally with Dr Hennie Reynders, chairman of the National Manpower Commission.

"We wished to establish from him whether other professional employees were employed along discriminatory lines. Dr Reynders suggested that the matter was of such a serious nature that it ought to be put to the industrial court. He recommended that we wait until the Human Sciences Research Council's enquiry into education had been completed."

The Transvaal Education Department reserves a third of all permanent primary school posts for men and a third for women. The remaining third are filled by teachers of both sexes.

PERMANENT

In high schools, two-fifths of all permanent posts are reserved for men, the same number are reserved for women and the remaining fifth can be held by men or women teachers.

A woman cannot be appointed to a man's permanent post even though there is a critical shortage of men teachers, particularly in English-medium schools.

6. List the Points Why System:

About The Tutorial

STAR 25/9/80 (151)

Putco wages hearing

The Putco dispute came a step nearer resolution today with the announcement of a date for a Wage Board hearing to consider the drivers' three-month-old pay demand.

Drivers in Johannesburg and the Reef struck in July in rejection of management's offer of a 15 percent increase in the

basic wage. They wanted a R35 weekly increase.

The dispute was referred to the Wage Board for compulsory arbitration after subsequent wage talks ended in deadlock.

According to a spokesman for the Transport and Allied Workers Union (TAWU) a Wage Board hearing has been announced

by the Department of Manpower for October 20.

The union was preparing to give written and oral evidence to the board, the spokesman said.

In another development which may lead to sharp inter-union rivalry, the TAWU took up a management offer, made at a meeting today, to organise access to all Putco depots

on the Reef.

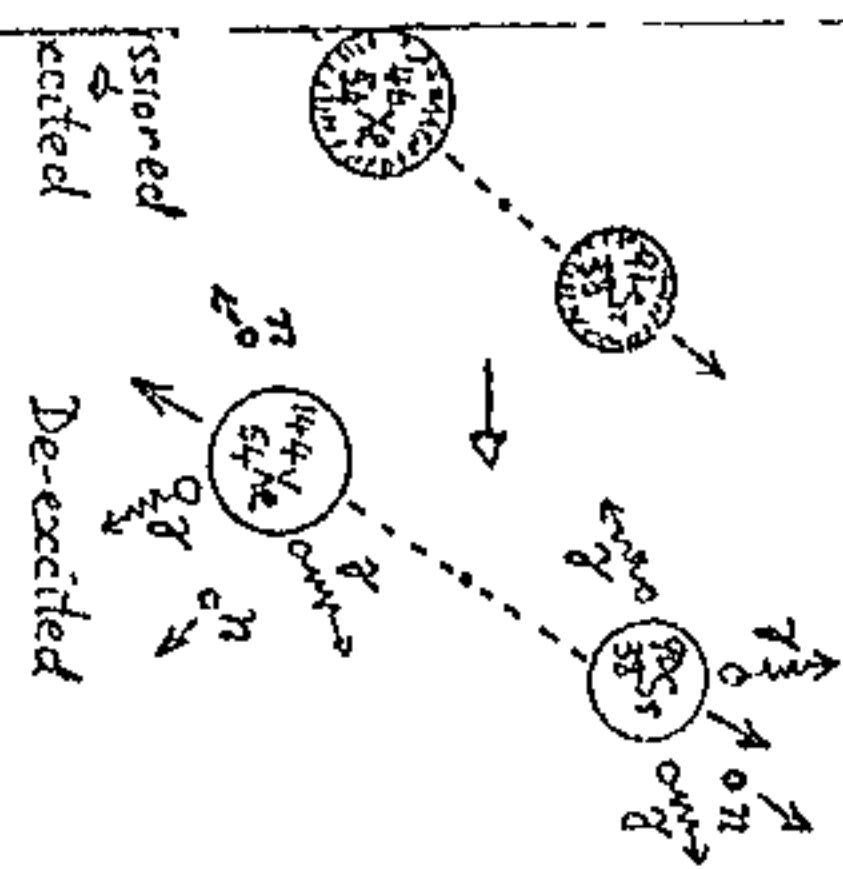
The union would take advantage of this offer to "intensify" its recruitment drive on the East Rand. TAWU secretary Mr Mike Mhohatla said today.

The East Rand and specially Springs, had been claimed as a stronghold by the rival Transport and General Workers Union.

Mr Mhohatla said a draft recognition agreement covering all Putco depots in the Transvaal and Natal had been tabled at the meeting.

According to sources, the TGWU is also in the process of negotiating a national agreement.

Against a background of mounting conflict between unions in Putco and in other industries on the Reef, the Transvaal secretary of Fosatu, Mr Taffy Adler, has pleaded for greater inter-union consultation.



Heavy nuclei or if we split them nuclei our final product will be a further release of energy as the nuclei are liberated. In order to produce fission, so as to reduce the force of the nuclear force. Heavy nuclei and is thus induced as heavy nucleus such as Uranium-235 (fission product nuclei, average $A \approx 117$, which are unstable in their own right). Two or three neutrons are released in these fission reactions. (Average ≈ 2.00 MeV) appears.

50 100 150 200 250 300 A

5.

Interactions and Measurements of Nuclear Radiations

We consider only radiations (particles) having kinetic energies in the energy range (between ~ 0.1 MeV and a few $\times 10$ MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose.

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Interaction of radiation with matter

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, p, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which can be viewed as a series of collisions between the incident particle (e, p or α) and the electrons of the absorber atoms. The particle loses kinetic energy in these processes and it will carry on losing energy until it is brought to rest (assuming that the absorbing medium is thick enough to completely stop the particle). The distance (thickness) required to bring the particle to rest is called the range of that particle (in that particular medium) at that particular incident energy.

The range of the particle therefore depends on the rate at which it loses energy along its path of travel, that is on the energy loss per unit distance ($-dE/dx$) along that path. The energy loss ($-dE/dx$) depends on the density of the medium and the charge and the velocity of the particle. It is higher for a higher charge or a lower velocity. If we compare alphas and protons at the same energy, for example, the alphas have a higher charge and (owing to their larger mass) a lower velocity. Therefore, in a given medium, ($-dE/dx$) is larger for alphas than for protons of the same energy and the alpha range is less than the proton range for the same incident energy (see tables below and fig. 24(a)). Furthermore, ($-dE/dx$) for either particle, the velocity decreases, and hence ($-dE/dx$)

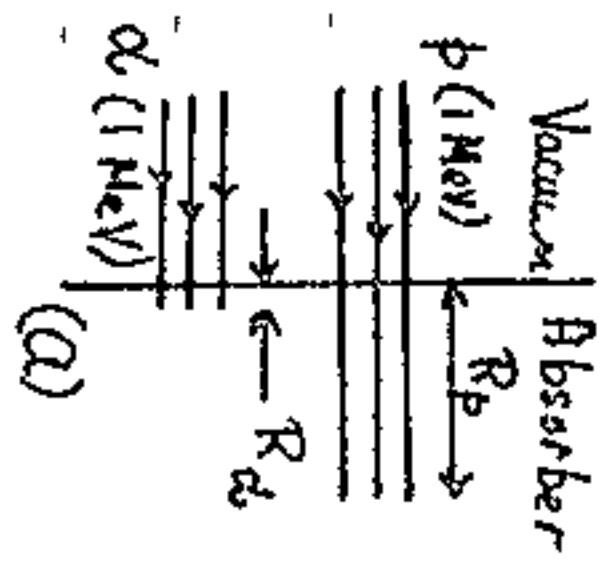


Fig 24

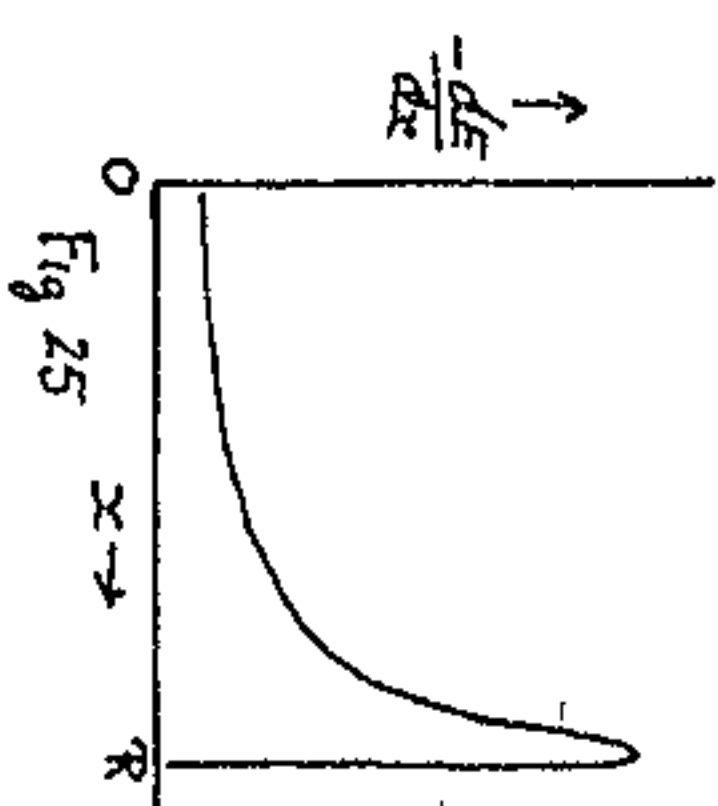
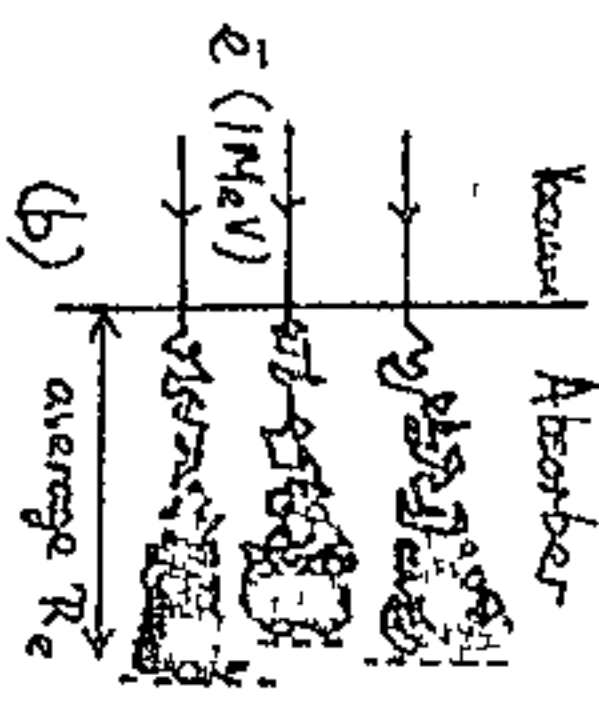


Fig 25

'Give us

NM 25/9/80

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a chance'

Mercury Reporter

PROF Nic Wiehahn, president of the Industrial Court, yesterday appealed to trade unionists to give the new body room to develop and make its contribution to peaceful labour relations in South Africa

Speaking at the 26th annual congress of the Trade Union Council of South Africa being held in Durban this week, Prof Wiehahn said the Court was less than a year old and operated in a controversial and sensitive area in an attempt to preserve industrial peace

He said the Court would apply equity in coming to decisions with basic principles of justice playing an important

part

'But the Court will also look at extra-legal or socio-economic and socio-political factors when it considered a case before it,' he said

'And that is why we cannot expect the Court to be 100 percent right from the beginning'

Prof Wiehahn said the Court had deliberately been given a very wide field of reference. It could build up a history of case law for reference and recommendations could be made to the Department of Manpower regarding labour laws

The Court would also be split up into divisions and Prof Wiehahn said in his opinion a separate division of the

Court would eventually sit in each major region of South Africa

Officers of the Court were full-time employees of the State and the Court would sit throughout the year

It would attempt to deal with cases as speedily as possible and a backlog of cases would be avoided if possible

'As long as the Court has the dynamism of growth within it, I can assure you that it will, in the long term, be the Court that it wants to be

Prof Wiehahn said it would be the first ever to attempt to define fair play in labour practice

No other industrial Court in the world had attempted to define the concept

The Court had jurisdiction over all matters relating to labour relations except for alleged criminal acts which would be dealt with by the normal Courts of law

He said costs would be kept as low as possible so to be available to the ordinary worker

'All people who stand in an employer/employee relationship should appreciate that South Africa now has a specialised Court to handle labour affairs and be patient if it does not meet all present demands made upon it

'The process of perfecting the Court so that it will be beyond criticism is progressing very well' he said

Move to end union 'thieving'

STAR 26/7/80

150A 151

Labour Editor

"Thieves", disguised as trade unionists, were giving trade unionism a bad name and could not be permitted, the Trade Union Council of South Africa was told here yesterday.

Ill-feeling and in-fighting among trade union factions—related particularly to recently formed groups outside of Tucsa—surfaced strongly after a proposal that efforts be made to resolve differences between competing unions.

Mrs Lucy Mvubelo, general secretary of the black

National Union of Clothing Workers, said it was the duty of Tucsa to protect workers against so-called liberals, "who were promising people the moon" but were, in fact, only "fattening their pockets"

The call for conciliatory moves came from Mr Alan Fine of the Witwatersrand Liquor and Catering Trades Union, who said that ill-feeling and competition among unions harmed the labour movement in general and played into the hands of the bosses

He said Tucsa had the

choice of declaring war on other unions or taking the lead in overcoming the conflict.

A former Tucsa president, Mr Ronnie Webb said "It's the free riders who have declared war on us"

Mr Archie Poole, of the Engineering Industrial Workers' Union, pointed out that the South African Co-ordinating Council of the International Metal Workers' Federation ceased to function last year because of differences between unions belonging to the Confederation of Metal and

Building Unions and those belonging to Fosat (Federation of South African Trade Unions), which is predominantly black

After minor amendments, the conference adopted, with only four abstentions, the resolution noting alarm at the establishment of competing unions

The resolution also urged that unions exert every effort to resolve differences by means of discussion and negotiation

The resolution was referred to Tucsa's executive for processing and investigation

TUCSA CONGRESS

Black unions not hindered—official

5 APR 26/9/80 (28)

DURBAN — A total of 11 black trade unions had received registration by the end of last week, the Industrial Registrar, Mr Mat le Roux, told the annual conference of Tucs-a.

He denied "disguised accusations" that his office was deliberately hindering the registration of trade unions. This could, he said, be shown to hold no substance by anybody who read the legal provisions or picked up a telephone to speak to him.

To improve understanding, he had obtained authority to meet trade unionists in the country's major centres in the near future.

In addition to the 11 black unions registered so far — out of a total of 18 applications — Mr Le Roux had also received 12 applications for the registration of new unions who wanted to represent all workers.

None of these had been approved yet because their processing was more complicated.

But the Minister of Manpower Utilisation had given approval in principle to constitutional amendments which would allow 28 existing unions out of the 34 which had applied so far to enrol people of other races.

Mr Le Roux assured Tucs-a that he was not allowed to register purely company unions.

Referring to an earlier reference to the only company union in South Africa, Mr Le Roux said that this union had not been registered.

He explained that the company involved was the only representative of its industry in the area concerned. Therefore it could be argued that it constituted an industry in the area for purposes of registration.

The powerful Geneva-based International Metal Federation (IMF) is to send a delegation to investigate the policies and practices of its South African trade-union affiliates

The IMF visit — which will begin on December 6 — could have “far-reaching implications for the South African labour movement and the country as a whole,” said Mr

Metal Federation to probe SA affiliates

“Ike” van der Watt, chairman of the SA Coordinating Council of the IMF

Other, informed sources say an unfavourable report by the delegation could mean the expulsion

of certain local trade-unions from the IMF. It could also lead the IMF to throw its considerable weight behind international calls for economic sanctions against South Africa. So far, the Federation's

central committee has resisted powerful pressures for support of sanctions and disinvestment, saying it wishes to foster the development of the South African labour movement

The sources also said the delegation would investigate claims that certain metal unions have enlisted management support in their drive for black membership

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(150)

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Transvaal Radio, Television, Electronic, and Allied Worker's Union

Particulars of the application are reflected in the subjoined table Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Transvaal Radio, Television, Electronic and Allied Worker's Union

Date on which application was lodged—26 August 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Radio, Television, Electronic and Allied Industry, in the Magisterial Districts of Alberton, Benoni, Boksburg, The Cape, Germiston, Johannesburg, Krugersdorp, Roodepoort and Springs "Radio, Television, Electronic and Allied Industry" means without in any way limiting the ordinary meaning of the expression, industry in which the employers and employees are associated for the manufactures and/or assembly,

either in whole or in part, and/or operations allied to the manufacture and/or assembly of all types of—

(i) radio transmitters and/or receivers and/or component parts therefor;

(ii) televisions transmitters and/or receivers and/or component parts therefor,

(iii) public address systems, amplifiers, telephones, electronic equipment and/or lamps and or component parts therefor,

including packing, despatching and other operations incidental to or consequent on any of the aforesaid activities, excluding the manufacture of wooden cabinets, and further includes the manufacture of any articles consisting wholly of metal by such employers, if such articles are manufactured in conjunction with the said activities and on the same premises on which the said activities take place

For the purpose of this definition, the expression "lamps" shall mean the manufacture or assembly of any incandescent lamps, hot and/or cold cathode fluorescent lighting or neon signs

Postal address of applicant—P.O. Box 3400, Johannesburg, 2000

Office address of applicant—Fifth Floor, Furniture Centre, 90 Anderson Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

D. R. PRETORIUS, Assistant Industrial Registrar
(3 October 1980)

AANSOEK OM REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van bo genoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Transvaal Radio, Television, Electronic and Allied Worker's Union Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Transvaal Radio, Television, Electronic and Allied Worker's Union

Datum waarop aansoek ingedien is—26 Augustus 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Radio-, Televisie-, Elektroniese en Aanverwante Nywerheid in diens is in die landdrostdistrikte Alberton, Benoni, Boksburg, Die Kaap, Germiston, Johannesburg, Krugersdorp, Roodepoort en Springs "Radio-, Televisie-, Elektroniese en Aanverwante Nywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enige wyse te beperk, die nywerheid waarin werkgewers werknemers met mekaar geassosieer is vir die vervaardiging en/of montering, of in hul geheel of gedeeltes

en/of werksaamhede wat verwant is aan die vervaardiging en/of montering, van alle soorte—

(i) radiosenders en/of -ontvangers en/of onderdele daarvoor;

(ii) televisiesenders en/of -ontvangers en/of onderdele daarvoor,

(iii) luidsprekerstelsels, versterkers, telefone, elektroniese uitrustings en/of lampe en/of onderdele daarvoor,

met inbegrip van verpakking, versending en ander werksaamhede wat gepaard gaan met of voortvloei uit voornoemde bedrywighede, uitgesonderd die vervaardiging van houtkabinette, en sluit verder in die vervaardiging van artikels wat geheel en al uit metaal bestaan, deur sulke werkgewers indien sulke artikels in verband met en op dieselfde persele as voornoemde aktiwiteite vervaardig word

By die toepassing van hierdie woordomskrywing beteken die term "lampe" die vervaardiging en montering van alle gloeilampe, gloei- en/of kouekatode-fluoressensieverligting of neontekens

Posadres van applikant—Posbus 3400, Johannesburg, 2000

Kantooradres van applikant—Vyfde Verdieping, Meubelcentrum, Andersonstraat 90, Johannesburg

Aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.
(3 Oktober 1980)

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Concession Stores and Allied Trades Assistants' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Concession Stores and Allied Trade Assistants' Union
Date on which application was lodged — 1 August 1980

Interests and area in respect of which application is made — White persons who are employees for purposes of the Act and are employed in the Non-White Retail Trade in the Magisterial Districts of Randfontein and Westonaria.

"Non-White Retail Trade" means the Trade carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met (but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house) and includes an undertaking which by virtue of the provisions of section 10 (3) of the said Ordinance is deemed to be such a shop,

(b) an eating-house in respect of which is required the licence referred to in item 8 of Schedule I of the Licences Ordinance, 1974 (No 19 of 1974), of Transvaal;

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site referred to in Chapter XIV of the said Act

Postal address of applicant — P O Box 5347, Johannesburg, 2000

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

D R. PRETORIUS, Assistant Industrial Registrar
(3 October 1980)

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Concession Stores and Allied Trades Assistants' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — Concession Stores and Trades Assistants' Union.
Datum waarop aansoek ingedien is — 1 Augustus 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word — Blankes wat vir die doeleindese van die Wet werknemers is en in die Nie-Blankekleinhandel in diens is in die landdrostdistrikte Randfontein en Westonaria

"Nie-Blankekleinhandel" beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes nagekom word wat uiteengesit word in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal), maar uitgesonderd 'n slaghuys tensy dit verbind is aan en bestuur word op dieselfde perseel as 'n eethuis, en omvat dit 'n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie geag word so 'n winkel te wees,

(b) 'n eethuis ten opsigte waarvan die lisensie bedoel in item 8 van Bylae I van die Ordonnansie op Lisensies, 1974 (Ordonnansie 19 van 1974), van Transvaal, vereis word,

(c) 'n winkel en/of eethuis ten opsigte waarvan 'n handelssertifikaat kragtens Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsterrein in Hoofstuk XIV van genoemde Wet bedoel

Posadres van applikant — Posbus 5347, Johannesburg, 2000

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet:

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

D R. PRETORIUS, Assistent-nywerheidsregistrateur
(3 Oktober 1980)

3/10/80 151

ASBESTOS AND ASBESTOS-RELATED DISEASE IN SOUTH AFRICA

Delays as dissatisfied train drivers work to rule

STAR
3/10/80
(151)
~~(270)~~

By Sieg Hannig, Labour Editor

Passenger trains are running on time but some goods trains are being delayed by a "work to rule" movement among dissatisfied train drivers on the Reef and in Pretoria.

The Railways has denied there has been any disruption as a result of drivers' action which came shortly before today's closure of Transvaal schools.

But some drivers claim there were problems with suburban services on Wednesday night. They also claim that more than the usual number of drivers were off sick today or took time off after working for 12 hours.

Drivers said job evaluations had led to recent pay adjustments for some artisan staff and other categories of railway workers.

Their union, the Footplate Staff Association, had given notice of similar adjustments for drivers.

A notice on a blackboard in the drivers' mess at the Braamfontein locomotive sheds indicated that top-paid drivers would get R751 a month instead of the previous R643, they claimed.

But, on Wednesday the notice had been replaced by another one informing them that the adjustment had been called off.

This was when some drivers decided to take matters into their own hands, it was alleged.

They were entitled to rest periods after working for stretches of 12 hours or more, although often they went on working far longer. Now more drivers were taking more time off than usual, drivers claimed.

A Railways public relations officer, Mr Andries Steyn, said there was no question of a strike and trains were running normally. He confirmed the salaries of certain railway workers had been adjusted after job evaluation.

Soos u allig weet het die Regering reeds begin met die oorweging van 'n nuwe konstitusionele bedeling ingevolge waarvan die onderskeie belangegroepes met vertroue saam die toekoms kan ingaan. U is moontlik reeds bewus daarvan dat plaaslike besture volgens die nuwe bedeling 'n betekenisvolle rol gaan speel. Dit is immers op die vlak van plaaslike

9 black trade unions registered ^{direkte kontak tussen die volk en} (151)

Boland Bureau
STELLENBOSCH — A total of 19 black trade unions have applied to the Government for registration and so far nine registrations have been granted with the remaining applications still being considered the Minister of Manpower Utilisation, Mr S P Botha said here today.

He was opening a two-day seminar organised by the University of Stellenbosch management school on South African industrial relations its problems, issues and prospects.

Mr Botha said that in addition to the 19 applications 10 unions with a mixed membership had also received his permission to apply for registration. These applications were receiving attention and would hopefully be disposed of in the near future.

Another 35 existing registered trade unions which have either been registered on a purely

racial basis or in respect of white and coloured people had approached him for permission to enrol members of other racial groups as well.

'It is gratifying to note that an increasing number of trade unions are reaping the benefits of making use of the formal machinery for the regulation of employer-employee relations.'

He said a dualistic system in which some trade unions used the formal channels while others followed their own informal channels was not conducive to the development of a stable strong and respons-

ible trade union movement nor was it in the interest of the economy.

Mr Botha said that since trade unions were autonomous they were independent from management, and it was therefore not the function of management to organise trade unions.

'Management should not make itself guilty of thwarting this right to organisation.'

'I wish to point out that it has come to my notice that there are companies in South Africa which are trying to evade its role in this regard and which are attempting to

establish company trade unions — the so-called "sweetheart unions" e /...

'Both these approaches do not only hold dangers for management, but also for the maintenance of healthy industrial relations in South Africa.'

'Management therefore owes it to itself, industry and the country to create effective communication channels within the broad framework of our industrial legislation and to use it continuously so that it can keep informed with the wishes, aspirations and achievements of their workers' corps.'

e deel van die drie-vlak regeringstelsel en w... die

koördinasie moontlik gehandhaaf. In die nuwe bestel

veveer 85 persent van Suid-Afrika se totale bevolking

verstedelik sal wees, sal plaaslike owerhede des te meer op

die hoogte van landsbeleid moet wees om sodoende die belangrike

eerste loopgraaf te beman. Koördinasie op alle vlakke van

regering en tussen die verskillende bevolkingsgroepe in 'n

stedelike /...

NOTICE 732 OF 1980

151

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Food Beverage Workers' Union of South Africa. Particulars of the application are reflected in the subjoined table

KENNISGEWING 732 VAN 1980

DEPARTEMENT VAN MANNEKRAAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bo genoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Food Beverage Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

gg 7255 9/10/80

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Food Beverage Workers' Union of South Africa

Date on which application was lodged—24 June 1980

Interests and area in respect of which application is made—Black persons who are employees for purposes of the Act and are employed in the Food and Beverage Industry, which means the industry in which employers and employees are associated for the manufacture of food and/or food products and/or beverages, and which includes the Brewing Industry, Baking Industry, Biscuit Manufacturing Industry, Dairy Trade, Dairy Industry, Cold Storage, Bacon Curing and Small Goods Manufacturing Industry, Fish Processing Industry, Fruit and Vegetable Canning Industry, Liquor Manufacturing Industry; Mineral Water Manufacturing Industry, Meat Trade, Milling Industry, Tea, Coffee and Chicory Industry, Sweetmaking Industry, Sugar Manufacturing and Refining Industry, Edible Oils Industry and Ice-cream Manufacturing Industry, in the Magisterial Districts of Alberton, Benoni, Bloemfontein, Boksburg, Brakpan, Delmas, Durban, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Newcastle, Nigel, Randburg, Randfontein, Roodepoort, Pietermaritzburg, Port Elizabeth, Pretoria, Springs, Vanderbijlpark, Vereeniging, Welkom and Westonaria

"Brewing Industry" or "Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of brewing malt liquor in terms of the Liquor Act, 1977, and/or the manufacture of malt in connection with the brewing of malt liquor

"Baking and/or Confectionery Industry" means the industry in which employers and employees are associated for the purpose of baking and/or making bread and/or confectionery and includes—

(a) the baking and/or making of rolls, buns, currant bread, doughnuts, rusks, mosbolletjies, cakes, pastries, pies, yeast goods, and other products of a bakehouse of which dough or batter forms a component part,

(b) the manufacture of any confectionery if carried on by employers and employees engaged in the activities referred to in paragraph (a);

(c) all activities carried on by such employers which are incidental to, connected with or consequent on the activities referred to in paragraph (a) or the distribution of the product referred to therein, if carried on by such employers or their employees

"Biscuit Manufacturing Industry" or "Industry" means the industry in which employers and employees are associated for the purpose of manufacturing by hand or machine biscuits, wafers, ice-cream wafers, cones, matzos, pretzel sticks, dog and/or puppy biscuits, cakes and Christmas puddings for sale, and includes all operations incidental to or consequent on any of the aforesaid activities

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Food Beverage Workers' Union of South Africa

Datum waarop aansoek ingedien is.—24 Junie 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Voedsel- en Dranknywerheid, wat die nywerheid is waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van voedsel en/of voedsel produkte en/of drank, met inbegrip van die Brounywerheid, Bak- en/of Banketnywerheid, Beskuitnywerheid, Melkerybedryf, Suiwelnywerheid, Koelkamer-, Spekheredding- en Kleingoederenrywerheid, Visverwerkingsnywerheid, Vrugte- en Groenteinmaaknywerheid, Drankvervaardigingsnywerheid, Mineralewaternywerheid, Vleisbedryf, Maalnywerheid, Tee-, Koffie- en Sigareetnywerheid, Lekkergoednywerheid, Sukervervaardigings- en -raffineerijnywerheid, Fetbare Oliesnywerheid en die Roomysnywerheid, in die landdrostdistrikte Alberton, Benoni, Bloemfontein, Boksburg, Brakpan, Delmas, Durban, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Newcastle, Nigel, Randburg, Randfontein, Roodepoort, Pietermaritzburg, Port Elizabeth, Pretoria, Springs, Vanderbijlpark, Vereeniging, Welkom en Westonaria

"Brounywerheid" of "Nywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigermate te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om bier ingevolge die Drankwet, 1977, te brou, en/of mout in verband met die brou van bier te vervaardig

"Bak- en/of Banketnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket te bak en/of te maak, en omvat ook—

(a) die bak en/of maak van broodrolletjies, bolletjies, korintebrood, oliebolle, beskuit, mosbolletjies, koek, fyngebakkies, pastete, suurdeeggebak en ander produkte van 'n bakkery waarvan deeg of beslag 'n samestellende deel uitmaak;

(b) die vervaardiging van enige kommoditeit of bestanddeel wat in bakwerk of die vervaardiging van banket gebruik word, indien dit uitgevoer word deur werkgewers en werknemers wat betrokke is by die werksaamhede in paragraaf (a) vermeld;

(c) alle werksaamhede wat deur sodanige werkgewers verrig word wat gepaard gaan met, in verband staan met of voortvloei uit die werksaamhede in paragraaf (a) vermeld of die distribusie van die produkte daarin vermeld, indien deur sodanige werkgewers of hul werknemers uitgevoer.

"Beskuitnywerheid" of "Nywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om met die hand of deur middel van 'n masjien beskuit, wafels, roomyswafeltjies, keels, matzos, pretzelstokkies, honde- en/of jaaghandjiesbeskuit, koeke en Kerspoedings te vervaardig vir verkoop, en voorts ook alle werksaamhede wat uit enige van voornoemde werksaamhede voortvloei of daarmee in verband staan

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"Dairy Trade" means the trade in which employers and employees are associated for the sale or distribution or the sale and distribution of whole milk and any or all of the articles included in the definition of dairy produce if the sale and distribution or sale and distribution thereof is, or are, in association with the sale or distribution or sale and distribution of whole milk, and further includes all work incidental thereto, but does not include the sale of surplus milk, buttermilk, skimmed milk or separated milk to milk distributors by factories at which dairy produce is manufactured and from which whole milk is not ordinarily sold, and neither does it include farming operations

"Dairy produce" means, without limiting the ordinary meaning of the expression, cream, butter, cheese, buttermilk, skimmed milk, separated milk, cultured milk (including yoghurt), sour milk, sterilised milk, ultra high temperature milk (UHT), eggs, honey, ice-cream and fruit juices.

"Dairy Industry" means, without limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture of butter, cheese (including processed cheese), condensed milk and/or powdered milk or any by-products incidental thereto

"Cold Storage, Bacon Curing and Small Goods Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of carrying on any one or more of the following activities:

(a) The freezing, chilling or storing in cold storage of any article for reward,

(b) the preparation or manufacture of bacon, biltong or raw sausages;

(c) the preparation, manufacture, preservation, canning, bottling or sealing of cooked meat products (the sole or main ingredient of which is meat, but excluding sausage rolls, meat pies or confectionery of a similar nature) marketed in quantity and in a form suitable for sale to individual end consumers without further processing or preparation thereof, including cooked salt beef, cooked sausages, polony, brawn, black pudding, mincemeat, fricadels, meat balls, meat pastes, extracts or other products in which the meat is minced, cut up, chopped or otherwise subdivided into portions as an ingredient in such products;

(d) the preparation or manufacture of salted, smoked, cured or pickled meat or meat products (the sole or main ingredient of which is meat);

(e) the scraping of guts or the manufacture or preparation of sausage or polony casings,

(f) the extraction or rendering of lard, dripping or other animal fats;

and includes all activities incidental to or consequent on any of the aforesaid activities but does not include any of the activities referred to above if carried on incidental to the conduct of a tearoom, restaurant or a retail butchery.

"Melkerybedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die verkoop of verspreiding of die verkoop en verspreiding van volmelk en enige van of al die artikels wat in die omskrywing van suiwelprodukte ingesluit is, indien die verkoop of verspreiding of die verkoop en verspreiding daarvan saam met die verkoop of verspreiding of verkoop en verspreiding van volmelk geskied, en omvat verder alle werk wat daarmee in verband staan, maar omvat nie die verkoop van oortollige melk, karringmelk, afgeroomde melk of afgeskeide melk aan melkverspreiders deur fabriek wat suiwelprodukte vervaardig, maar wat gewoonlik nie volmelk verkoop nie, en ook nie boerderybedrywig-hede nie

"Suiwelprodukte" beteken, sonder om die gewone betekenis van die uitdrukking te beperk, room, botter, kaas, karringmelk, afgeroomde melk, afgeskeide melk, plantjiemelk (met inbegrip van joghurt), suurmilk, gesteriliseerde melk, ultrahoetemperatuurmilk (UHT-milk), eiers, heuning, roomys en vrugtesappe.

"Suiwelnywerheid", beteken sonder om die gewone betekenis van die uitdrukking te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van botter, kaas (met inbegrip van verwerkte kaas), gekondenseerde melk en/of poeiermelk of enige neweprodukte wat daarmee in verband staan

"Koelkamer-, Spekbereiding- en Kleingoederynwyerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig

(a) Die bevriesing, verkoeling of opberging in koelkamers van enige artikel teen vergoeding;

(b) die bereiding of vervaardiging van spek, biltong of rou wors;

(c) die bereiding, vervaardiging, preserving, inmaak, bottel of verseeling van gaar vleisprodukte (waarvan vleis die enigste of die hoofbestanddeel is, maar uitgesonderd worsrolletjies, vleispasteie of soortgelyke banket) wat in hoeveelhede en in 'n vorm wat geskik is vir verkoop aan individuele eindverbruikers sonder verdere verwerking of bereiding afgeset word, met inbegrip van gaar sout beesvleis, gaar wors, polonie, sult, bloedwors, gemaalde vleis, frikkadelle, vleisbolletjies, smere, ekstrakte of ander produkte waarvan die vleis gemaal, opgesny, fyngesny of op 'n ander wyse in stukkie verdeel word as 'n bestanddeel van sodanige produkte,

(d) die bereiding of vervaardiging van gesoute, gerookte, gedroogde of ingelegde vleis of vleisprodukte (waarvan vleis die enigste of die hoofbestanddeel is);

(e) die skoonskraap van derms of die vervaardiging of bereiding van wors- of poloniederms;

(f) die ekstraheer of uitbraai van varkvet, braai-
vet of ander diervette,

en omvat alle werksaamhede wat met enige van voormelde werksaamhede in verband staan of daaruit voortspuit, maar omvat nie enige van bogenoemde bedrywig-hede nie indien dit gepaard met die bestuur van 'n teekamer, restaurant of kleinhandelslagtery verrig word nie.

"Fish Processing Industry" means the industry in which employers and employees are associated for the purpose of carrying on any one or more of the following activities

(i) The bottling, canning, curing, preserving (including preservation by means of freezing or deep-freezing), salting, smoking or drying of fish for human consumption;

(ii) the manufacture of fish products intended for human consumption;

(iii) the manufacture of fishmeal;

(iv) the manufacture or bottling of fish oil;

and includes all activities incidental to or consequent on any of the aforesaid activities

"Fruits and Vegetable Canning Industry" means the industry in which employers and employees are associated in the manufacture of any of the following products.

(a) Jam, marmalade, jellies, preserves, canned fruit and/or canned vegetables, fruit and/or vegetable concentrates, juices and pulp, soups, tomato sauce and cooked spaghetti, meat and/or sauces which are preserved by heat against decay in hermetically sealed containers made wholly or partly of tinplate or glass.

(b) glacé and crystallised fruits (other than dried or minced fruits), dehydrated or similarly processed fruits and vegetables (other than sun or kiln-dried deciduous fruits) packed in hermetically sealed containers made wholly or partly of tinplate or glass or other types of containers and preserved by methods other than those defined above;

and includes all operations incidental thereto or consequent thereon carried on by any such employers or employees.

"Liquor Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing liquor (and the expression "manufacturing" includes blending and mixing) and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—

(a) he sells or distributes or sells and distributes liquor in wholesale quantities,

(b) he sells or distributes or sells and distributes mainly his own manufactured products,

and includes all operations incidental thereto or consequent thereon

"Mineral Water Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of carrying on any one or more of the following activities, namely manufacturing, preparing or bottling—

(a) mineral, carbonated or aerated water, ginger-beer, hopbeer, non-alcoholic cordials, flavour syrups, unfermented drinks or other similar beverages,

(b) fruit or vegetable squashes, concentrates or juices, and includes—

(i) the delivery, distribution or sale from any premises, whatsoever of any one or more of the said products if such delivery, distribution or sale is

"Visverwerkingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig

(i) Die bottel, inmaak, bereiding, preservering (met inbegrip van presservering deur middel van bevriesing of diepbevriesing), insout, rook of droog van vis vir menslike verbruik,

(ii) die vervaardiging van visprodukte wat vir menslike verbruik bedoel is;

(iii) die vervaardiging van vismeel;

(iv) die vervaardiging of bottel van visolie;

en omvat alle werksaamhede wat daarmee in verband staan of daaruit voortspruit.

"Vrugte- en Groente-inmaaknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van enige van die volgende produkte

(a) Fynkonfyt, marmelade, jellie, stukkonfyt, ingemaakte vrugte en/of ingemaakte groente, vrugte- en/of groentekonsentrate, -sappe en -moes, sop, tamatiesous en gekookte spaghetti, vleis en/of souse wat deur hitte teen bederf gevestig word in lugdig verseelde houers uitsluitlik of gedeeltelik van blik of glas gemaak,

(b) glans- en gekristalliseerde vrugte (uitgesonderd gedroogde of gemaalde vrugte), ontwaterde vrugte en groente of vrugte en groente wat op soortgelyke wyse verwerk is (uitgesonderd son- of oondgedroogde sagtevrugte), verpak en lugdig verseelde houers uitsluitlik of gedeeltelik van blik of glas gemaak, of in ander soorte houers, en gepreserveer volgens ander metodes as dié hierbo beskryf;

met inbegrip van alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit, wat deur enige sodanige werkgewers of werknemers verrig word.

"Drankvervaardigingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om drank te vervaardig (en die uitdrukking "vervaardig" sluit ook versnyding en vermenging in) en sodanige drank vanuit enige bedryfsinrigting hoegenaamd te verkoop of te versprei of te verkoop en te versprei, hetsy die werkgewer ook drank wat uit ander bronne verkry word vanuit enige sodanige bedryfsinrigting verkoop of versprei of verkoop en versprei of nie, indien en solank as wat hy—

(a) drank in groothandelhoeveelhede verkoop of versprei of verkoop en versprei;

(b) hoofsaaklik sy eie vervaardigde produkte verkoop of versprei of verkoop en versprei;

en omvat alle werksaamhede bykomstig hierby of voortspruitend hieruit

"Mineraalwaterywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig, naamlik die vervaardiging, bereiding of bottel van—

(a) mineraal-, koolsuur- of spuitwater, gemmerbier, hophier, nie-alkoholiese vrugtestrope, geurstrope, nie-gegistede drankke of ander soortgelyke drankke;

(b) vrugte- of groentekwasse, -konsentrate of -sappe;

en omvat—

(i) die aflewering, verspreiding of verkoop vanuit enige perseel hoegenaamd van een of meer van genoemde produkte indien sodanige aflewering,

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undertaken by the same employer who manufactured, prepared or bottled such products, and

(ii) all operations incidental to or consequent on any of the aforesaid activities.

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"Meat Trade" means the trade in which employers and employees are associated for—

(a) the slaughtering of livestock,

(b) the handling, preparation, preservation, sale and/or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act 59 of 1968), is required to be registered with the Livestock and Meat Industries Control Board, and includes all operations incidental to or consequent on any of the aforesaid activities

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"Milling Industry" means the industry in which employers and employees are associated for the purpose of carrying on any one or more of the following activities

(i) The grinding, gristing or crushing of cereals,

(ii) the production of any raw cereal products by grinding, gristing or crushing,

(iii) except for item (iv) hereof, the production of any processed cereal product or the milling of any processed cereal product, other than—

(a) ready-to-serve breakfast foods, or

(b) cooked or raw macaroni, vermicelli, spaghetti or noodles;

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if done by employers and employees engaged in any one or more of the businesses referred to in (i) or (ii) and in the same establishment as the said businesses are carried on,

(iv) the production of rolled oats or oatmeal intended for human consumption,

(v) the production by mixing, preparing or processing of foodstuffs for livestock if carried on by employers and employees engaged in any one or more of the businesses specified in (i) or (ii) in the same establishment,

and includes all operations incidental to or consequent on any of the aforesaid activities

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"Tea, Coffee and Chicory Industry" means the industry in which employers and employees are associated for the purpose of performing any one or more of the following activities

(a) The packing or wrapping of tea, coffee or chicory or any product used either for blending with coffee or chicory, or for adding to coffee or chicory;

(b) the roasting or grinding of coffee, chicory or any product used either for blending with coffee or chicory or for adding to coffee or chicory,

(c) the manufacture of ready-to-use tea or coffee powder, essences or extracts,

and includes all operations incidental to or consequent on any of the aforesaid activities

"Sweet Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of—

(a) manufacturing sweets;

verspreiding of verkoop onderneem word deur die-
selfde werkgewer wat sodanige produkte vervaardig,
berei of gebottel het, en

(ii) alle werksaamhede wat met enige van voor-
noemde bedrywighede in verband staan of daar-
uit voortspruit

"Vleisbedryf" beteken die bedryf waarin werkgewers
en werknemers met mekaar geassosieer is vir—

(a) die slag van lewende hawe;

(b) die hantering, voorbereiding, preservering, ver-
koop of verspreiding van vleis deur enige persoon
van wie ooreenkomstig 'n proklamasie gepubliseer
ingevolge artikel 14 van die Bemerkingswet, 1968
(Wet 59 van 1968), vereis word om by die Raad
van Beheer oor die Vee- en Vleisnywerheid geregi-
streer te wees, en omvat alle werksaamhede wat met
engeen van voormelde bedrywighede in verband
staan of daaruit voortspruit

"Maalnywerheid" beteken die nywerheid waarin
werkgewers en werknemers met mekaar geassosieer is
met die doel om een of meer van die volgende werk-
saamhede te verrig

(i) Die maal, vergruis of breek van graan;

(ii) die produseer van enige rougraanprodukt deur
maal, vergruis of breek;

(iii) uitgesonderd item (iv) hiervan, die produseer
van enige prosesbewerkte graanprodukt of die maal
van enige prosesbewerkte graanprodukt, uitgesonderd—

(a) klaarbereide onthytvoedsels, of

(b) gekookte of rou macaroni, vermicelli, spa-
ghetti of noedels,

indien dit gedoen word deur werkgewers en werknemers
wat in een of meer van die bedrywe in (i) of (ii) genoem,
werksaam is en in dieselfde bedryfsinrigting waarin
genoemde bedrywe beoefen word,

(iv) die produseer van gerolde hawer of hawermout
bedoel vir menslike gebruik,

(v) die produseer deur meng, bereiding of proses-
bewerking van voedingsmiddels vir lewende hawe, as
dit beoefen word deur werkgewers en werknemers wat
in een of meer van die bedrywe in (i) of (ii) genoem,
in dieselfde bedryfsinrigting werksaam is;

en omvat alle werksaamhede wat met enige van voor-
melde bedrywighede in verband staan of daaruit voort-
spruit

"Tee-, Koffie- en Sigoreinywerheid" beteken die
nywerheid waarin werkgewers en werknemers met
mekaar geassosieer is met die doel om een of meer
van die volgende werksaamhede te verrig:

(a) Die verpak of toedraai van tee, koffie, sigorei
of enige produk wat vir vermenging met koffie of
sigorei, of vir byvoeging by koffie of sigorei gebruik
word,

(b) die brand of maal van koffie, sigorei of enige
produk wat vir vermenging met, of byvoeging by koffie
of sigorei gebruik word,

(c) die vervaardiging van tee- of koffiepoeier, -geur-
sels of -ekstrakte, gereed vir gebruik,

en omvat alle werksaamhede wat met enige van voor-
noemde bedrywighede in verband staan of daaruit voort-
voortspruit

"Lekkergoednywerheid" beteken die nywerheid waar-
in werkgewers en werknemers met mekaar geas-
sosieer is vir—

(a) die vervaardiging van lekkergoed;

(b) manufacturing any commodity or ingredient used in the manufacture of sweets if carried on by employers and employees engaged in the manufacture of sweets,

and further includes all operations incidental to or consequent on any of the activities mentioned in paragraph (a) or (b)

"Sugar Manufacturing and Refining Industry" means the industry in which employers and employees are associated for the manufacture and/or refining of sugar.

"Edible Oils Industry" means the industry in which employers and employees are associated for the manufacture and/or distribution of edible oils

"Ice-cream Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing ice-cream, sherbet, water ices or frozen confectionery, and includes all operations incidental thereto or consequent thereon, and further includes the sale, delivery or distribution from any premises whatsoever of any one or more of the products mentioned above if such sale, delivery or distribution is carried on by the manufacturer thereof

Postal address of applicant—Room 37, Second Floor, 47a Simmonds Street, Johannesburg, 2001

Office address of applicant—Room 37, Second Floor, 47a Simmonds Street, Johannesburg, 2001

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(9 October 1980)

NOTICE 735 OF 1980

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission

Representations in accordance with section 6 (1) of Act 51 of 1949 in support of, or in opposition to, an application should read the Director-General Transport (Civil Aviation Branch), Private Bag X193, Pretoria, 0001 and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the

(b) die vervaardiging van enige kommoditeit of bestanddeel wat by die vervaardiging van lekkergoed gebruik word, indien dit gedoen word deur werkgewers en werknemers wat by die vervaardiging van lekkergoed betrokke is,

en omvat verder alle werksaamhede wat met enige van die aktiwiteite in paragrawe (a) of (b) gemeld, in verband staan of daaruit voortspruit

"Suikervervaardigings- en -raffineernywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of raffinering van suiker.

"Eetbare Oliesnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of verspreiding van eetbare olies

"Roomysnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om roomys, sorbet, waterys of bevrore banket te vervaardig, en omvat alle werksaamhede wat daarmee in verband staan of daaruit voortspruit, en omvat verder die verkoop, aflewering of verspreiding vanuit enige perseel hoegenaamd van een of meer van bogenoemde produkte indien sodanige verkoop, aflewering of verspreiding deur die vervaardiger daarvan onderneem word

Posadres van applikant—Kamer 37, Tweede Verdieping, Simmondsstraat 47a, Johannesburg, 2000

Kantooradres van applikant—Kamer 37, Tweede Verdieping, Simmondsstraat 47a, Johannesburg, 2000

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur

(9 Oktober 1980)

KENNISGEWING 735 VAN 1980

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekend gemaak dat die Nasionale Vervoerkommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor.

Vertoe ingevolge artikel 6 (1) van Wet 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Direkteur-generaal, Vervoer (Tak Burgerlugvaart), Privaatsak X193, Pretoria, 0001 en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoe rig, van plan is om die verrigtings by te woon of om daar verteenwoordig te word

Die Kommissie sal reel dat kennis van die datum, tyd en plek van die verrigtings skriftelik gegee word

Unregistered trade unions — crackdown seems likely

5 TAX 9/10/80

(134) (124) (151) (142)

By Sieg Hannig
Labour Editor

SPECULATION about the chances of a Government crackdown on unregistered trade unions mounted today after a meeting between top Government representatives and employers in East London yesterday.

Asked about the Government's attitude towards unregistered unions, the Minister of Manpower Utilisation, Mr Fanie Botha, said today

"We cannot have two different systems in South Africa. If we want to have order, we must have one system for all people.

"Over the years, there were calls for black trade unions to be recognised and become part of the system.

"Now it is interesting that there are bodies which don't want black trade unions to become part of the system."

Mr Botha confirmed that he met employers in East London yesterday together with the acting head of his department, Deputy Director General Dr P J van der Merwe.

He said the meeting had been called by his department. But he declined to comment on it beyond saying that it was his normal duty to speak to people with labour problems.

Six or more East London companies were involved in labour unrest in East London a few months ago and nearly 1 000 black workers were dismissed.

"VICTIMISATION"

The unions associated with the unrest — the African Food and Canning Workers' Union and the South African Allied Workers' Union — have not sought registration.

Distinguishing features of the East London unrest were that it occurred in the presence of large-scale unemployment and that most of the unrest was not a result of wage demands.

Much of the unrest resulted from alleged employers' victimisation of trade union representatives.

Only a few East London employers are reported to be dealing with the unregistered unions. Most are reported to be siding with the authorities in an alleged common stand against the unions.

New bus strike looms

ANOTHER bus drivers' strike is looming — this time in the East Penn.

A meeting of Davey's bus drivers and their chairman, Mr. Keith S. Johnson, are being held this afternoon at the East Penn headquarters in Allentown.

They wished to join a union. Among the men Eric Vanden Lende, 1, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

believers they are told that student's have to pay the ad's fares, 15 cents, instead of the usual 10 cents. This is seen to some parents as robbery. L. M. Davis, East Penn fuel manager, said that fuel manager agreement had to do something about it.

"After the drivers had decided to form this committee I was called in by our manager, Mr. Keith S. Johnson, and told that as I was no longer a driver but a supervisor I should resign as chairman of the committee. This has

been rejected by the drivers and as they are the people who elected me, I am not going to resign," Mr. Shtosman added.

Manager of the Davey-ton Bus Service, Mr. Keith S. Johnson, was not available for comment.

The dissatisfaction by the Davey-ton bus drivers' service just three months after the Pottsville drivers went on strike, demanding wage



Photo by [unreadable] Shtosman

More likely to join now black union is registered

STAR
14/10/80
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By Sieg Hannig,
Labour Editor

Johannesburg's 1 000-strong black textile Workers' Union in the Transvaal expects an upsurge in membership now that its last obstacle to full recognition has been overcome.

The union has been registered in terms of the In-

dustrial Conciliation Act for the magisterial districts of Johannesburg, Benoni, Germiston, Alberton, Randfontein, Nigel and Springs

"We already have the recognition of most employers in the textile industry on the Reef," said the union's overjoyed general secretary, Mrs Evelyn Seloro.

APPLICATION

"The few employers who refused did so because we did not have registration."

She said she was applying for membership of the industrial council so the union could play its long-denied role as a negotiator for legally enforced minimum wages.

But she did not propose to recruit workers outside the Transvaal where other black or mixed unions are active.

Instead, she hoped to form a federation with the Cape-based Textile Workers' Industrial Union.

Mrs Seloro said her union was established in 1973 as an offshoot of the largest black union, the National Union of Clothing Workers. Both unions are affiliated to the Trade Union Council of South Africa.

She attributed most of her membership to the co-operation of textile firms which allowed her access to their premises for the recruitment of members.

STAK 12/10/30 (151) 189

Union seeks recognition

The unregistered Transport and General Workers' Union has presented a draft recognition agreement to the Putco management — bringing the union a step nearer recognition at the disputed Springs depot.

Only two obstacles now stand between the TGWU and formal recognition, union secretary Mrs Lydia Kompe said yesterday.

A first requirement would be the ratification of the agreement by the executive committees of Putco and the union, she said.

Putco's suggested amendments to the draft would be discussed at a further meeting and the final agreement submitted to the company's executive committee next Wednesday.

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INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Witwatersrand Baking and Confectionery Industrial Union. Particulars of the application are reflected in the subjoined table

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Witwatersrand Baking and Confectionery Industrial Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

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Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Witwatersrand Baking and Confectionery Industrial Union

Date of which application was lodged—18 August 1980

Interests and area in respect of which application is made—All persons who are employees for the purposes of the Act and are employed in the Baking and Confectionery Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging and Westonaria

"Baking and Confectionery Industry" means the industry in which the employers and employees are associated for the purpose of making and/or manufacturing of bread and/or confectionery for sale and includes the distribution by such employers of bread or confectionery, and further includes all operations incidental to or consequent on any of the aforesaid activities

"Confectionery", without limiting the ordinary meaning, includes kitkes, cakes, pastries, rusks, pies, sausage rolls, scones, currant bread, doughnuts, hand made biscuits and any other yeast raised goods (other than bread), but does not include wafers, pretzels or matzohs

Postal address of applicant—P O Box 6649, Johannesburg, 2000

Office address of applicant—329 Africa House, 60 Rissik Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(17 October 1980)

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Witwatersrand Baking and Confectionery Industrial Union

Datum waarop aansoek ingedien is—18 Augustus 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir doeleindes van die Wet werknemers is en wat in diens is in die Bak- en Banketnywerheid in die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging en Westonaria

"Bak- en Banketnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket vir verkoop te maak en/of te vervaardig, en omvat die verspreiding van brood of banket deur sodanige werkgewers, en omvat voorts alle werksaamhede wat gepaard gaan met of voortspruit uit enige van bogenoemde werksaamhede

"Banket", sonder om die gewone betekenis te beperk, sluit in kitkes, koek, fyngebak, beskuit pasteie worsrolletjies, botterbroodjies, rosyntjebrood, oliebolle, handgemaakte beskuitjies en enige ander suideeggebak (uitgesonderd brood), maar sluit nie wafels, pretzels of matzos in nie

Posadres van applikant—Posbus 6649, Johannesburg, 2000

Kantooradres van applikant—Africa House 329, Rissikstraat 60, Johannesburg

Die aandag word gevestig op onderstaande ver-
eistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator

(17 Oktober 1980)

Textile group in new dispute says report

DAK 7 DSP
22/10/80

EAST LONDON — A report received from Johannesburg that the Frame group of textile companies is involved in a new labour row — this time at an East London subsidiary, Consolidated Fine Spinners and Weavers

Yesterday, the South African Allied Workers' Union (SAAWU), an unregistered union, issued a statement to a Johannesburg newspaper which was later also communicated for the Daily Dispatch, detailing worker grievances at the plant and claiming that the company had not responded to union calls to discuss the grievances

The union had taken legal action against the company on one of the complaints it had received, its national organiser, Mr Thozamile Gqweta, said yesterday

He said SAAWU represented 50 per cent of the company's 3 000-odd workers

The Frame group was hit by a week-long strike by about 7 000 Pinetown workers earlier this year

In its statement yesterday, SAAWU claimed there were "serious worker grievances" at the plant and that the union had been inundated with requests from workers to solve these.

Letters from SAAWU to the company had been referred to a company official who had not taken any action and attempts by the union to contact a senior executive of the company had failed, the union claimed

SAAWU also accused the company of encouraging a rival registered union to organise at its plant and SAAWU's general secretary, Mr Samuel Kikine, claimed the Frame

group was "totally anti-union"

It claimed the company had forwarded complaints from the union to the Department of Manpower Utilisation, rather than discussing the grievances with union representatives

According to SAAWU, it has received complaints about the company which related to

- o "Insufficient" medical attention at the plant.
- o "Long Hours" and low wages.
- o Claims that a foreman had assaulted workers,
- o Allegations that workers with long service had been dismissed "without good reason", and
- o Claims that women workers at the company had difficulties in obtaining medical benefits

Asked to comment, the managing director, Mr Sidney Frame, said "My comment is that we do not deal with any unrecognised unions. We have channels of communication of which the workers are fully aware. I am not prepared to comment further" — DDR-DDC

Frame group is in another labour row

By STEVEN FRIEDMAN
Labour Reporter

THE Frame group of textile companies is involved in a new labour row -- this time at an East London subsidiary, consolidated Fine Spinners and Weavers.

Yesterday, the South African Allied Workers Union, an unregistered union whose membership in East London has grown rapidly, issued a statement detailing worker grievances at the plant and claiming the company had not responded to union calls to discuss the grievances.

The union had taken legal action against the company on one of the complaints it had received, its national organiser, Mr Thozamile Gqweta, said yesterday.

SAAWU says it represents 50% of the company's 3 000-odd workers.

Yesterday's attempts to put the allegations to the company's joint managing director, Mr Selwyn Lurie, were unsuccessful.

The Frame Group was hit by a week-long strike by about 7 000 Pinetown workers earlier this year.

In its statement yesterday, SAAWU claimed there were 'serious worker grievances' at the plant and that the union had been manipulated with requests from workers to solve these.

Letters from SAAWU to the company had been referred to a company official who had not taken any action and attempts by the union to contact a senior executive of the company had failed, the union claimed.

SAAWU also accused the company of encouraging a rival registered union to organise at its plant and SAAWU's general secretary, Mr Samuel Kikine, claimed the Frame Group was 'totally anti union'.

It claimed the company had

forwarded complaints from the union to the Department of Manpower Utilisation rather than discussing the grievances with union representatives.

According to SAAWU, it has received complaints about the company which related to:

- Insufficient medical attention at the plant,
- 'Long hours' and low wages,
- Claims that a foreman had assaulted workers,
- Allegations that workers with long service had been dismissed 'without good reason', and,
- Claims that women workers at the company had difficulties in obtaining medical benefits.

Political action in labour issues a disturbing prospect, says expert

By Stieg Hannig
Labour Editor

It is a prospect which would upset the traditional relationship between employers and trade unions in South Africa, writes Mr R V Sutton. "At this point I can see no ready solution to this

problem beyond reducing the number of occasions which can give rise to disputes," he says in the latest edition of the Journal of Labour Relations

Mr Sutton, who serves on the Wiehahn Commission and is president of the Institute of Personnel Management, warns that "massive industrial action" could be taken unless employers act in time.

As in the case of minimum wages, it was in the national interest for employers to take the initiative in the creation of equitable conditions of employment, he said.

Trade unions had an important role to play, but it was management's role to set up the machinery for consultation and prepare relevant programmes.

It would be a national tragedy if equitable employment conditions were allowed to depend on pressure from organised labour, Mr Sutton said. He warned against the removal of industrial relations from the shop floor. And he proposed the creation of works councils — composed of union members and elected members of the employers — to supplement industrial councils.

S-745
23/10/80
151

Labour test case postponed

10/10/80

Labour Reporter

A UNIQUE labour court case which is being heard in the Boksburg Magistrate's Court has been adjourned until Tuesday

The case is a private prosecution brought against an East Rand company, SAG Ceramics,

by a black worker, Mrs Angel Makhanya

This week the court heard Mrs Makhanya's case and adjourned after two witnesses for the company had given evidence. The hearing will resume on October 28

When the case was initially

brought to court, the magistrate, Mr Gideon van Wyk, upheld a defence argument that Mrs Makhanya was not entitled to bring a private prosecution against the company

Mrs Makhanya's lawyers appealed to the Supreme Court which upheld her right to proceed with the prosecution

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Cape Musicians' Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M. W. J. LE ROUX, Industrial Registrar.
(24 October 1980)

aangesien die Cape Musicians' Association gelikwadeer is, sy registrasie ingetrek sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

M. W. J. LE ROUX, Nywerheidsregistrator.
(24 Oktober 1980)

NOTICE 757 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956
CANCELLATION OF REGISTRATION OF A
TRADE UNION.—CAPE MUSICIANS' ASSOCIATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that since the

KENNISGEWING 757 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK-
VERENIGING.—CAPE MUSICIANS' ASSOCIATION

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby ingevolge artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat

Some years ago, an ad man came up with the slogan, "Here's a Ford in your future." He might well have been talking about South African labour unions.

For Ford has a habit of being the first to experience new labour unions. And, just as that company's strike last year craved the country, a battle raging now between two unions at Ford's Port Elizabeth plant may provide pointers for other factories and the country as a whole.

The battle is heated and, sparked claims on both sides. It is being watched with interest, for it may well point to a new union militancy.

One of the unions is the United Automobile and Rubber Workers Union (Law), which is affiliated with the Federation of SA Trade Unions (Fosatu). It was recognised by Ford some years ago.

For long, this union, like her Fosatu unions, was regarded as dangerously radical. Ford's decision to recognise it was hailed, however, as a sign of the company's willingness to deal with genuine worker representatives.

The other union is the Motor Assembly and Component Workers Union (Macwusa), which was officially launched at a meeting earlier this month.

It was formed by disenchanted workers at the Ford Cortina plant, who felt that the Law was too "pro-management" — a charge that Law men hotly deny.

Its chairman, Mr Dumile Makhanda, a clerical worker at Ford, claims that the Law "simply transmits management's decisions to the workers".

But Macwusa men stress that Pecco played no part in launching the union.

An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions.

Thus far, Macwusa has recruited about 600 of the 900-odd black workers at Ford's Cortina plant, about 500 of whom have resigned from the Law.

It has also been active at two other neighbouring plants, General Motors (which also deals with Law) and Feltex, a textile company which makes motor car fittings. Both companies have representatives on its interim executive.

It aims to win recognition at Ford, thus supplanting the Law, and then to go on to other motor and component plants and perhaps to other industries.

For its part, Ford has prudently opted to stay out of the battle. It has said it will recognise any union with majority membership and has withdrawn to watch from the sidelines. Company spokesmen refuse to discuss the dispute.

The breakaway has its origins in last year's strike, which threw up tensions between the Pecco-linked Ford workers' committee and the Law.

It is generally acknowledged that one reason for the strike was

151 24/10/80 HOLLAND'S MILITANTS OF YESTERDAY BECOMES MODERATES OF TODAY

STEVEN FRIED. MAN examines the claim that Ford in Port Elizabeth has a habit of being the first company in South Africa to experience new labour trends.

the fact that Ford's recognition of the Law had been channelled, through mutual consent, through the government's liaison committee system.

The union remained weak on the factory floor and the workers' committee saw it as "pro-management".

The union's image was dented when its president, Mr John Mke, agreed to interpret for management during the strike — a move which the Law now concedes was a mistake.

Macwusa men charge the Law with not negotiating toughly enough during the strike and of not winning back strikers' bonuses when they returned to work.

Law spokesmen insist they intervened only when requested to do so by workers and that the union played a significant role in hammering out the settlement that brought workers back to work.

The post-mortem after the strike led to significant changes at Ford. Both the company and the Law recognised the need for a strong union presence on the factory floor and both worked to bring this about.

Several changes were introduced, culminating in an agreement that the union's members could elect full-time shop stewards, whose job it would be to take up worker grievances and do union organising work at the plant.

But the dispute between the two factions continued. Earlier this year, a Law meeting, attended chiefly by Cortina plant workers, voted Mr Mike and his Port Elizabeth branch executive, out of office and elected their own committee, made up of worker representatives.

But the meeting was unconstitutional and the executive remained in office.

The reasons for this are significant. Cortina plant workers are younger and have a higher standard of education. We are more worried about exploitation," say Mr Makhanda and members of his executive.

In other words, younger, more articulate, workers with higher expectations are coming into the factories and they are

has made some headway at GM and Feltex. It believes it can expand further.

The Law concedes Macwusa has support in the Cortina plant, but insists it has little worker backing outside it.

"At best, they could win a majority in Ford as a whole. That would make them, in effect, a company union. But they have little support outside Ford and they aren't likely to gain any," says Mr Veehof Ah Shene, a Law organiser.

Labour observers in the area are not so sure. They see Macwusa as a growing force and expect it to win majority support at Ford. This, support, they argue, could spread to other companies in the area.

Ford has two plants in Port Elizabeth besides Cortina. But worker militancy has always stemmed chiefly from Cortina.

The shop stewards are elected by Law members, and Macwusa members may reject them. They could thus be unable to channel grievances because they are shunned by grassroots workers.

What does Macwusa stand for? Macwusa men stress

to fulfil all the traditional functions of a union. Their complaint, they say, is simply that Law hasn't been tough enough.

Their union, they claim, is non-racial, a "people's union". But Macwusa members say tensions between black and white workers at Ford is high and they have doubts about coloured workers.

"We're not sure whether we can trust them. They have been given some of the crumbs of apartheid and they don't always identify with us."

But they stress that they are prepared to recruit workers of other races who "identify with the struggle".

Macwusa rejects also government registration, which Law has accepted. "Registering means becoming part of the system," its executives say.

But one of the chief divides remains the issue of community involvement. Law men argue that unions cannot be involved in community political issues. Their role lies in the factory, they say.

But Macwusa men want their union to be actively involved in community issues. "You can't separate a worker's work life and his home life. Everybody who pays rent in the township is a worker," says Mr Makhanda. Organisations like Pecco "need a helping hand" from unions.

The government, of course, is concerned to prevent unions from community involvement, although only direct links with a political party are

Indeed, Mr Brian Matthew, director of the Midland Chamber of Industries, argues that some level of community involvement by unions is inevitable, and employers will have to come to terms with it.

The Law's leadership are skilled unionists, and there's no doubting their commitment to unionism. Interestingly the union is making significant strides in Uitenhage, where it enjoys the support of key Ubcu members.

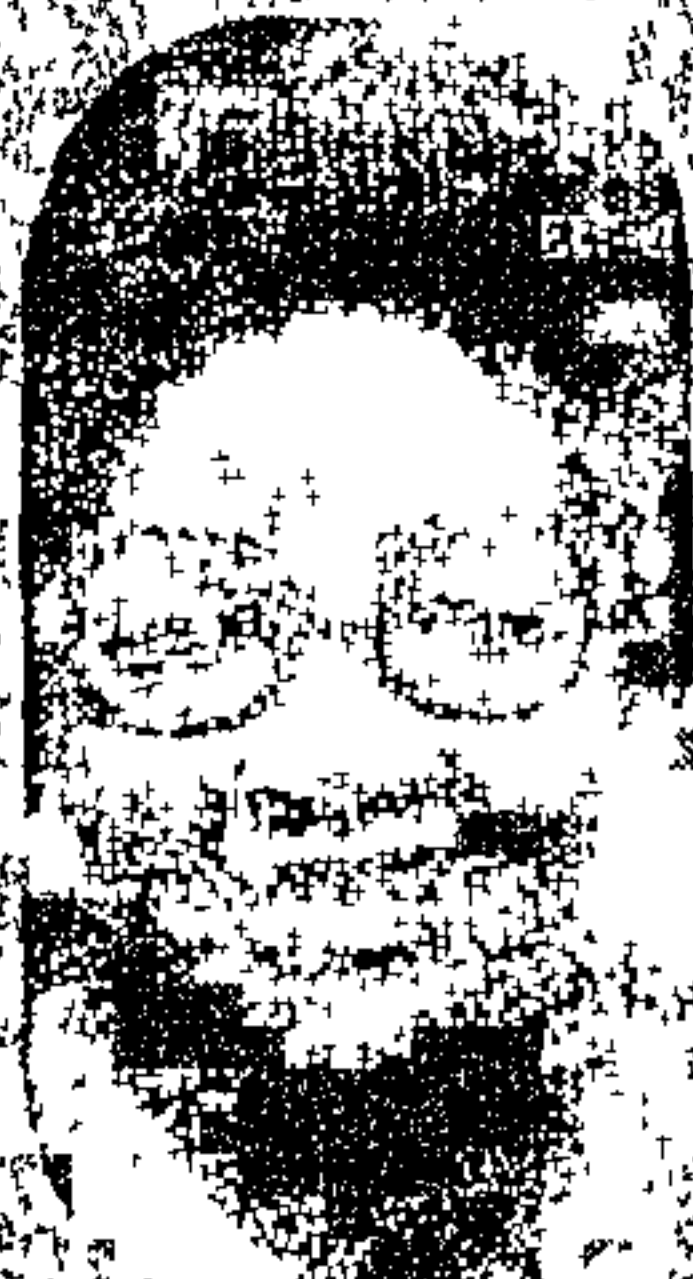
Macwusa has no traditional union background but it has support. Whatever its future, its emergence is important.

Labour relations take place in a political context and, particularly in South Africa, political tensions are felt on the factory floor.

In such a situation what appeared to be militant yesterday is likely to seem moderate today. The backing of black worker grievances is sufficient to ensure that

As black workers become better trained, better educated, and as they win rights in the factories, militancy seems certain to increase. Other new and more militant unions have shown remarkable growth — in East London for example.

Letters — Page 2



LUCY MYUBELO

I back evolution, says Myubelo

S.A.M. 29/10/80

Own Correspondent

PARIS — Trade union leader Lucy Myubelo backed "evolution" instead of "revolution" during her visit to France as part of a four-nation European fact-finding tour.

At a Press conference in Paris she rejected suggestions that she was a "female Bishop Muzorewa".

She said she had met with similar criticism in Amsterdam earlier in her tour.

"I have chosen evolution instead of revolution," she retorted.

She accepted that similar criticisms were sometimes made against her by young people in Soweto, but said they were a "minority".

"Many others come to me to thank me for getting them a job," she added.

CRITIC

Mrs Myubelo said she had told her Amsterdam critics "I am proud of my record".

"We do not want to get handouts as though we were cripples. We want to work — and I organise work."

Mrs Myubelo, who is vice-president of the International Textile Federation, represented her 21,000-strong National Union of Clothing Workers at the federation's annual conference in Vienna.

Mrs Myubelo was yesterday continuing to pursue her contacts in Paris.

She is meeting French trade union leaders and businessmen.

She will also have talks with the French government planning trips to South Africa.

She leaves Paris at the end of the week for the last leg of her European tour.



PS 57
29/10/1970
JOURNALISTS

JOURNALISTS yes-
terday turned into
newsmakers when
the strike at the Cape
Herald completed its
fifth day and journa-
lists in Johannes-
burg and Durban pic-
keted newspaper of-
fices before being
granted pay increases
from January 1 next
year.

Last night as fears of
newspaper strikes spread
growing, management
in the Newspaper
Conciliation Board agree-
ed to give the Southern
African Society of Jour-
nalists pay increases of
12 percent across the
board plus four percent

management increases with ef-
fect from next January
1.

Management also
agreed to pay a mini-
mum of R350 to a jour-
nalist in his first year,
rising to R700 in the
fifth year.

The management at
the Herald, a unit of
the Media Workers As-
sociation of South Afri-
ca (Mwasas), still refus-
es to talk to the strik-
ers until they go back
to work.

Strikers got their pay
cheques for October yes-
terday, but R2174 was
deducted from the mar-
ginal of 28 workers. The
workers have been ex-
pecting their pay on
Monday.

The manager of the
Cape and the Argus

Herald, Mr L. Williams,
said the workers were
paid up to the day they
went on strike.

The staff at POST in
Industrialia will hold emer-
gency meeting this morn-
ing to discuss the situa-
tion at the Cape Her-
ald.

In Johannesburg,
where the Newspaper
Conciliation Board was
sitting to discuss next
year's pay for SASJ
members, nearly 100
white journalists picket-
ed in front of the of-
fices of the Star in
Sauer Street.

More placard-carrying
journalists were in the
basement and on the
6th floor of the build-
ing — wavying man-
agement representatives
on the Conciliation

Board.

The SASJ had origi-
nally asked for a 14 per-
cent across the board
increase for all journa-
lists — but this is be-
lieved to have gone up
to 16 percent.

Only one journalist
carried a placard refer-
ring to the Herald
strike in Cape Town. It
read: "Don't Starve Out
Cape Herald".
In Durban 80 journal-
ists also picketed in
front of the offices of
the Daily News.

Sources close to the
SASJ said they believe
if there was no satis-
fying agreement with the news-
paper it was produced
before an early settle-
ment is reached.

One placard that threatened a strike
by referring to the one by workers on
POST earlier this year.

Wage rise to striking newsme...

factory settlement, POST Natal might have gone on strike today; Daily News and Sunday Tribune started a go-slow strike; and other chapels were getting ready for emergency meetings.

Major shareholders in the Argus and the South African Associated Newspapers yesterday got tel-exes asking them to support the journalists' pay demands.

The Action Committee at the Herald met the manager briefly yesterday morning, but the discussions ended in deadlock.

Support for the workers on the Herald,

which is owned by the giant Argus company, is mounting. The Action Committee has received several letters and telegrams of support from all over the country.

The Western Cape Region of Mwasas, as well as the association's national executive committee, also expressed their solidarity.

The regional council of Mwasas said it had noted with dismay the arbitrary actions of the Argus management "against our colleagues on the Cape Herald."

"Our colleagues submitted a memo which detailed their dissatisfaction with the low salaries, wages, and the poor working conditions.

"They were forced to go on strike when the management failed to meet the deadline stipulated in the memo.

"Management responded by ignoring the lines of communication opened by our colleagues and issued a Press statement.

"We trust that the management will meet the demands of our colleagues immediately and as set out in the memo."

In a strongly-worded statement, the Western Cape Trader's Association said they would recommend that all businesses under their control (numbering about 2000), would not sell the Herald and would refuse to place advertise-

Handwritten marks and scribbles in the top right corner of the article.

(50 marks - 60 minutes)

(F.O.E. - 1978)

(12 marks)

calculate the amount on which a deferred tax asset or liability may arise at 30th June 1977.

(b)

To discuss the tax implications of this transaction, and

4. (a)

(14 marks)

3. To draft the accounting policies, long term liabilities and fixed assets notes to the financial statements in so far as they appertain to the above lease specifically.

(12 marks)

2. To draft journal entries dealing with the capitalisation of the lease for the financial year ended 30th June 1977. All payments have been debited to "Leasing charges" and no other entries have been made. Full narrations should be given.

GENERAL 1

New ^{ADM} policy ^{30/10/80} on ~~37~~ trade ~~24~~ unions ¹⁵¹

Labour Reporter

THE Association of Chambers of Commerce (Assocom), representing organised commerce throughout the country, has issued controversial new labour guidelines which slightly soften its approach to unions but are certain to attract strong criticism from trade unions.

The revised guidelines endorse the Government's works and liaison committee system and do not specifically encourage employers to recognise unions.

They also strongly support the Government's registration system for unions, advise employers to talk to unregistered unions only if they agree to apply for registration and express support for racially integrated registered unions.

The Assocom guidelines are similar in some respects to those issued recently by the Federated Chamber of Industries. Some observers believe the two documents indicate an emerging approach to unions among commerce and industry.

This is to encourage union registration while holding out the possibility of "conditional" talks with unregistered unions.

Recently, Assocom announced that it was reviewing its 1975 labour guidelines "in the light of recent developments".

Observers expected this to lead to a marked softening in Assocom's approach to unions.

Last night, however, Assocom issued a new policy statement on labour issues in which it softens its approach to unions but are likely to evoke union criticism.

The 1975 guidelines totally oppose the recognition of unregistered unions.

Last night's statement, however, accepts that "circumstances may arise where management is satisfied that an unregistered union truly represents the majority of its workers".

In these circumstances "it sometimes may be necessary for management to negotiate conditionally with the representatives of such union".

The conditions are that the unions must agree to apply for registration and that the negoti-

ations ~~will not undermine the~~ official industrial council system

Assocom says it remains opposed to recognising unregistered unions because this could lead to a "proliferation of unions within the same industry with resulting difficulties in deciding who to negotiate with".

Another reason, it adds, is that there is no legal obligation on employers to negotiate with an unregistered union.

Unionists have slammed the committee system arguing that it is ineffective and increases the prospects for conflict on the shop floor.

Assocom's statement reiterates its support for racially integrated, non-racial unions

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4.12 31/10/80
Mixed union for
hotel employees

Own Correspondent

Hotel employees in Pretoria have voted in favour of forming an all-race trade union

A meeting yesterday of the existing white Pretoria Liquor and Catering Trade Employees, which up to now has represented whites, coloureds and Indians, voted in favour of accepting black members as well.

An application to register as a multiracial trade union was sent to the Minister of Manpower Utilisation, Mr Fanie Botha, immediately after the meeting

If accepted it will become one of the first mixed unions in the city

The move is in direct contrast to Johannesburg, where employees have apparently decided not to accept one union

The existing white union has about 400 members of which 48 are coloureds or Indians.

Moves to form one union started some time ago, and earlier this month 350 of the estimated 1500 black hotel employees voted in favour of joining the "white" union

Business wants changes in labour policy

JOHANNESBURG — Overseas opposition to the government's new labour dispensation is mounting

This is one of the key reasons for demands from business organizations that the government makes substantial changes to its official labour system

Overseas reaction to the new dispensation was disclosed in a report on a recent meeting of the International Employers' Organization quoted at last week's Assocom conference

The report was written by Mr Chris du Toit, president of the Federated Chamber of Industries (FCI), and a member of the Wiehahn Commission.

His remarks indicated the growing level of overseas scepticism of the government's new dispensation as well as growing business concern about the need to change the labour system

Mr Du Toit said in his report that all the "mileage" which South African business could have gained from the new dispensation had been negated by a statement from the Minister of Manpower Utilization, Mr Fanie Botha

Mr Botha had said that the purpose of the new dispensation was to bring black unions under statutory control

This statement, said Mr Du Toit's report, had led "South Africa's detractors" to see the changes introduced after the Wiehahn Commission report as "a sophistication of the policy of apartheid"

"Grave suspicion" had also been created by the fact that the government's decision to extend registered union rights to migrant workers and "commuters" had been embodied in a proclamation, rather than in a change, in the law

This had led to the belief that the extension of these rights could be arbitrarily withdrawn by the government at any time

Suspicion of the new system was also shared by many black unionists, Mr Du Toit's report went on

It was essential for unions to register and thus to be brought into the official system The alternative was "a proliferation of unregistered unions and dog-eat-dog industrial anarchy"

The government would thus have to draw black unions into the system by making it more attractive to them.

Botanical that Africa

7. ZOOLOG

The study their subs throw zoo initiated e project breeds in Africa.

8. CHRONOLOGY

Chronology little value of Relative change for example exactly A task place

A number of placing of h Historians who discover relies on the clay a few million would have in rate fossilized

according to the rate of carbon 14 fully used for

We have already mentioned that sherds in Africa

From this regular rate, which is known to physicists, who can work out ago a particular piece of pottery was made.

Where different layers of earth material rest in sequence and are clearly distinct

By studying vocabulary and grammatical changes in languages, linguists have contributed to the establishment of a relative chronology. A recent linguistic theory argues that the rate of change in the vocabulary and grammatical construction of languages is sufficiently constant to obtain an absolute chronology within a margin of error. This technique, called glotto-chronology, so promising at first, has not stood up to empirical tests.

Room 4 11 50
151

Unregistered unions to have Govt talks

By STEVEN FRIEDMAN
Labour Reporter

THE Government's National Manpower Commission is to hold talks with unregistered black and non-racial trade unions, including those union groups which have refused to register under the Government's new labour dispensation.

This was confirmed yesterday by Dr Henne-Reynders, chairman of the NMC, at a Press conference in Pretoria.

The NMC was set up following a recommendation by the Wiehahn Commission. It is an official body — composed of employers, Government officials and registered union representatives — whose job it is to advise the Government on labour issues.

Its plans to meet unregistered union groupings are seen as an indication of top-level concern at the refusal of some unions to register and thus join the Government's new labour system.

The Government is planning changes to labour legislation in an attempt to make registration more attractive to unions and the NMC's move may form part of this approach.

There has been speculation

for some time that the NMC was planning to meet unregistered union groups which refused to register in an attempt to discover why they refused to join the Government's new system.

Dr Reynders yesterday confirmed reports that meetings with unregistered unions were planned but denied that the purpose of these meetings would be solely to discover why unions refused to register.

He said the talks would be part "of an effort to canvass the full spectrum of employer and employee opinion". He added, however, that unions' reasons for rejecting registration were certain to be discussed.

Dr Reynders declined to furnish the names of unions with which the commission would be meeting.

He said individual unions had not yet been informed and he would therefore be unable to provide names.

However unions which have refused to register include the South African Allied Workers Union, a growing force in the East London area, the Western Province General Workers Union, and the African Food and Canning Workers Union.

It is believed that the com-

mission is likely to attempt to arrange meetings with at least some of these unions.

At yesterday's Press conference, held after the NMC's last meeting of the year, Dr Reynders also gave other details of the commission's work at present.

He said the commission was engaged in a study on the laws hampering the development of small businesses. This would include a look at the "informal sector" — hawkers, shebeens and other activities which are technically illegal but which play a major role in black economic activity.

Some moves to legalise aspects of "informal sector" activity seem likely.

The NMC also discussed labour implications of the draft legislation released last week by the Department of Co-Operation and Development, Dr Reynders said.

It had appointed a sub-committee to examine the legislation which could submit recommendations on it.

It had also discussed the merits of granting exemptions from military training to artisans on the same basis as the exemptions provided for students.

Workers vote in favour of union

EAST LONDON — The South African Allied Workers Union (SAAWU) won a major breakthrough here yesterday when more than 95 percent of the workers at Chloride voted in a referendum in favour of being represented by the union.

Support exceeded 90 percent in each of the four departments, and 95,2 percent of the total of 481 votes were in favour of representation by the

union, a joint statement issued by Chloride and SAAWU said.

The move by Chloride makes the company the second in South Africa to state publicly that they will be negotiating with an unregistered trade union. The decision taken was that the company would negotiate with trade unions which approached it, regardless of whether they were registered.

— Sapa

CAPE TIMES 7/11/80 (128) (139) (151)

Dismissal threat to white newsmen

Own Correspondent

JOHANNESBURG — White journalists yesterday defied a warning from management of South African Associated Newspapers (SAAN) that they could be "dismissing themselves" if they refused to do the work of black colleagues presently on strike

Journalists from SAAN newspapers resolved to continue their refusal to do work normally performed by their black colleagues till the strike had been settled

The resolution passed by the SAAN chapel blamed the crisis in the newspaper industry on "the failure of managements to recognize the needs and aspirations of black journalists and to create adequate channels for black advancement"

Earlier Mr Raymond Louw, general manager at SAAN, warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from their editors and be in conflict with the Conciliation Board agreement

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a meeting of the SAAN chapel of the SASJ

Black members of the newly-formed Media Workers' Association of South Africa continued their strike yesterday at 12 newspapers and the South African Press Association. The strike was sparked off by wage demands at the Cape Herald on October 24, owned by the Argus company, and spread to other newspapers as an expression of solidarity

Yesterday black journalists were still on strike at the Argus-owned Post, Sunday Post, Star, Cape Herald, Sunday Tribune, Daily News and Sowetan, and the SAAN's Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail and Soweto News, as well as the South African Press Association

Mr Louw said an emergency meeting of the Conciliation Board would be held on Monday

Tough law to curb strikes

By Drew Forrest

The Government is drawing up tough new laws to curb the wave of illegal industrial strikes.

Also planned are reforms to make union registration and the official bargaining system more palatable to black unions. The proposed changes announced by the Minister of Manpower Utilisation, Mr Fañie Botha, in a policy speech in Johannesburg yesterday will form part of a single consolidated law on labour relations to be introduced during the next parliamentary session.

Details of the legislation were still being sifted by the National Manpower Commission, Mr Botha said.

He told a large group of top businessmen that the Government had to uphold the "principle of order and discipline in the manpower field" to

this end legislation curbing illegal strikes would have to be introduced.

The Government would seek bilateral agreements with independent black states providing for the immediate deportation of contract workers from these states.

Tighter controls would be imposed on union strike funds, he said.

The "subsidisation of strikes by external forces and homes" would have to stop.

The Government was considering ways of extending control over strike ballots so that ballots could not be conducted by those who instigated strikes. Although he did not give details, the Minister said that measures aimed at curbing union political activities were likely.

New laws would also take account of the views of some black unionists and progressive employers who felt that the current framework of labour law

was too restrictive. Among reforms envisaged are:

- The right of unions to set conditions for membership and the appointment of executive members. At present unions need ministerial permission to register on a non-racial basis.

- An end to the discretionary powers of the Minister and the embodiment of trade union law.

- The extension of registered union rights to foreign contract workers.

On the issue of whether employers should deal with unions which reject registration, Mr Botha said unions would not be forced to register. But he made it clear that in the interests of "good order" all unions should be brought "under the discipline" of the proposed law.

Employers should use their "leadership qualities" to guide unions to registration, he said.

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Because Fanyana had to leave the following morning we started the proceedings

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EAST LONDON — The Minister of Manpower, Mr Fanie Botha, has been asked to intervene in the detentions of 13 trade union officials in the Ciskei.

13 detentions: UNION asks GOVT to act

16/11/80

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This was disclosed yesterday by the secretary of the African Food and Canning Workers' Union, Mr Jan Theron, who spoke to Mr Botha on Saturday.

The men were detained by South African and Ciskeian police at the entrance to Mdantsane near here at about 10.30 on Friday night.

Brig Charles Sebe, the highest-ranking police officer in the Ciskei, was reported to be present when the arrests were made along with members of the South African Security Police.

The men are all officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union.

it was suggested SACHED obtains sponsorships for In principle there are no objections to accepting companies. However, because of Cape Town's insu have to square ourselves with the community, wh specific objections to such acceptance of funds front page of Learning Post stating the funding example of what would be unacceptable in Cape T seriously prejudice SACHED's Cape Town centre.

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The men are all officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union, and the Western Province General Workers' Union

Mr Theron said yesterday when he asked Mr Botha to intervene, Mr Botha referred him to the Chief Minister of the Ciskei, Chief Lennox Sebe

He said Chief Sebe told him he was not prepared to allow trade union officials to organise Ciskei workers "and lose them their jobs"

Speaking on behalf of the three trade unions involved, Mr Theron said "We are outraged by the arrest of 13 trade unionists travelling home on Friday night along with the arrests last week of two other trade unionists.

"We are convinced that this is a full-scale attack by the State on trade unions in East London. We are also convinced that the Ciskei authorities are being used by the South African authorities to do their dirty work for them. The fact that a captain and other officials of the South African Security Police were present at the time the arrests were made bears this out.

"Claims that these men are connected with schools unrest in Mdantsane or any other disturbances are patently ridiculous. Four of the arrested men have been in East London only since

and because of the acceptance and recognition being gained from employers that the South African state has now resorted to such crude victimisation," Mr Theron said

The detained men are Mr Wilson Sidina, an official of the Western Province General Workers' Union, Mr Alfred Noka, national vice-president of the African Food and Canning Workers' Union, Mr Dan Welile Mzozoyana, chairman of the East London branch of the African Food and Canning Workers' Union, Mr an Graan, national president of the African Food and Canning Workers' Union, a Mr Kwesha, a member of the African Food and Canning Workers' Union, Mr Xolani Kota, Mr Robert Gqweta, Mr Lawrence Tulula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mpakati and Mr Oria Ndingayi, all of the South African Allied Workers' Union, and Mr Kalie Scheepers of Cape Town

Six women who were in the company of the detained men were kept in custody for a few hours before being released and told to report to the headquarters of the Ciskeian Security Police in Zwelitsha today, Mr Theron said.

Attempts to contact the South African Security Police for comment were unsuccessful last night. —
DDR

Herald strike could end today

CT.
12/11/80
(151)

Reporter
THE Cape Herald strike could end if proposals put forward by the staff association after meeting yesterday with the manager of the Argus which runs the Herald, Mr L P Willis, are accepted by the Argus management.

This was contained in a statement released by the staff association after a 35-minute meeting with the Cape Herald manager Mr Willis could not be contacted last night.

The strikers said in the statement they believed they were close to reaching a settlement.

The strikers had already "conceded to two of the three stumbling blocks standing in the way of a settlement and have asked management to concede to one."

It is understood that the "stumbling blocks" referred to include the date for the implementation of new salary scales and pay for the time they have been on strike.

Black support

The Herald strike has subsequently been supported by the Media Workers Association of South Africa (Mwasa), which aims to represent all black, coloured, and Asian media workers, including non-journalists.

The strike by black journalists at other newspapers throughout the country continued yesterday.

Meanwhile, the managements of newspapers which are signatories to the SA Newspaper Press (Editorial) Conciliation Board were warned that if the current dispute with black journalists was not speedily resolved the long-term damage could be "irreparable".

At a four-hour meeting with a delegation from the Southern African Society of Journalists in Johannesburg the managements were told there could be "international repercussions" if they were seen to be forcing white journalists to do the work of their striking black colleagues.

A statement released by the SASJ after the meeting urged managements to take "far-reaching and imaginative steps" to come to terms with Mwasa.

Argus 'no' to call for strike pay

Staff Reporter

THE PROSPECT that yesterday would have seen the end of the three-week long strike at the Cape Herald disappeared when the Argus management rejected a proposal that the striking workers be given strike pay

The Argus management also informed the Cape Herald workers that it had decided to proceed with the production of next week's issue of the newspaper, as well as the Mitchell's Plain supplement, the Plainsman

The payment of salaries for the 14 striking Cape Herald members was the last remaining issue in dispute

In a statement yesterday, the Cape Herald staff association said the 14 striking staff members had asked that they be paid for the duration of the strike and were in turn willing to concede their two other demands — that the new salary scales be implemented from November 1 and that the messenger scales go up to the 13th year instead of the present five years

"Management acceptance of the proposal could have ended the strike locally as well as nationally," the statement said

The management letter containing the rejection of the staff association proposals was signed by the manager of the Argus and the Cape Herald, Mr L P Willis.

It read "We have studied your memorandum on the question of strike pay but we regret that it does not change our minds on the issue. As we have said on numerous occasions in the past we are totally opposed to paying salaries to people who are on strike although we are prepared to regard their period of absence as leave if this is their wish"

The letter said this view was firmly supported by the managing director of the Argus Company, Mr Hal Miller, and added that production of the newspaper would proceed "now that the majority of Cape Herald staff have indicated that they wish to work". "We hope it will not be too long before the 13 staff members who are on strike see their way clear to resuming their duties," the letter concluded

A staff association spokesman denied that most Cape Herald workers had indicated they wanted to return to work and said 14 members were on strike and not management's figure of 13

The spokesman attacked the way in which he said the Argus newspaper had been reporting on the strike and said it had been publishing "distorted reports"

Strikers' plea for a compromise

"We asked them (management) to compromise on the strike-pay issue. Their acceptance of the proposal was the only way in which the strike could have been called off nationally," the spokesman said

Responding to the claims of "distorted" reporting, the editor of the Argus, Mr J O'Malley, said last night "We merely reported the statements by the manager and managing director accurately and fully. Nothing has been distorted"

The manager of the Argus, Mr L P Willis, could not be contacted last night

• The Athlone Business and Professional Association, the president of the South African Council on Sport (Sacos), Mr Hassan Howa, and the Islamic Council of South Africa (ICSA), expressed their support for the Cape Herald strike

• Two black reporters working for the Eastern Province Herald in Port Elizabeth have decided to go on strike in sympathy with other members of the Media Workers' Association of South Africa

The editor of the newspaper, Mr Harry O'Connor, said the reporters had told him yesterday they had no complaints about salaries or working conditions, but had been pressurized by Mwasa to strike in support of their colleagues

• Britain's National Union of Journalists (NUJ) decided yesterday to support the strike by South Africa's black journalists

Members of the NUJ are to picket the London offices of Argus newspapers and the South African morning group today. They will distribute pamphlets and parade with placards condemning aspects of "the white press"

• The chairman of the Western Cape Traders' Association (WCTA), Mr Dawood Khan, said late last night that the association's 2 300 members would refuse to sell the Cape Herald if it was published on Monday

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Labour sceptical on all-race unions

STAR
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By Drew Forrest

The Government's intention to give registered trade unions complete freedom to enrol members of all races will be "hollow" without far-reaching changes in union registration procedure

This was the feeling of a number of unionists who were briefed yesterday on proposed new labour legislation by the Minister of Manpower Utilisation, Mr Fanie Botha

In a series of closed meetings with leaders of registered trade unions, Mr Botha said the Government proposed to amend the present law in the interests of "trade union autonomy."

Unions would be able to enrol workers of all races and integrate their bran-

ches and executive committees without ministerial permission, he said

The Government would also amend the definition of "employee" in labour law so that "all people who work in South Africa" — including foreign contract workers — could be enrolled as members of registered trade unions

But some of the trade unionists later interviewed by The Star said they feared these changes might be insufficient to ensure full union autonomy

They pointed out that under present procedures, some unions wishing non-racial registration might be precluded from it

Established registered unions, with majority sup-

port among workers of a particular race, could block applications, they said.

The unionists were satisfied that the provisions of the intended law designed to curb illegal strikes would not make legal strikes more difficult. The Minister had conceded that the power of unions rested on the strike-weapon they said

In what appears to be a concession to black unions, Mr Botha also announced that provisional registration would be abolished

Those of the ~~South~~ grouping had rejected this procedure, introduced last year, because of the sweeping discretionary powers it gave the Registrar of Unions

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Registration brings only woe to union

Far from making employers more amenable, registration under the Industrial Conciliation Act has brought nothing but woe to the Textile Workers' Union (Twi), according to the union secretary, Mrs Eveleyn Seloro.

Since registration, the union had looked forward to widespread employer recognition and a sharp increase in membership, but three textile companies had since ceased to recognise the union.

In the past, the TWU had had a "gentleman's agreement" with these companies, Mrs Seloro

said providing for the deduction of union dues and funeral insurance premiums.

Now these facilities had been withdrawn on the instructions of the National Industrial Council for the Textile Industry.

Mrs Seloro accused the Industrial Council of "stalling" on her application for membership, and of helping create confusion among workers which could lead to industrial unrest.

"I am already having difficulty in stopping workers from causing strikes and conflicts," she warned.

Fattis writes new chapter for the unions

By STEVEN FRIEDMAN
Labour Reporter

THE unregistered union movement has passed another milestone — Fattis and Monis, hit by a protracted strike and consumer boycott last year, has signed a non-racial recognition agreement with two unions, the Food and Canning Workers' Union and the African Food and Canning Workers' Union

According to the unions, the agreement "goes a lot further" than other accords between companies and unregistered unions, because it lays down wages and working conditions, rather than simply recording recognition of the union

The agreement affects not only the company's Bellville plant, the site of the 1979 strike, but a plant at Isando, near Johannesburg, as well

It is accompanied by a wage agreement which raises the firm's minimum wage to R40 a week

According to a statement issued by the two unions yesterday, the agreement makes no distinction between the registered (coloured) union and its unregistered counterpart

The two unions work closely

together, and AFCWU is one of those black unions which have refused to register under the Government's new labour dispensation. Few employers are prepared to deal with these unions

In a joint statement, the two unions say the agreement is "of significance for progressive employers and the trade union movement".

The statement also paid tribute to the company and its managing director, Mr Peter Moni

"It has been a brave step for them to negotiate this agreement with the union, particularly in view of the fact that the majority of its workers are Africans belonging to an unregistered union

"They have also been willing to go a lot further than the other employers negotiating with an unregistered union, in agreeing on wages and working conditions and recognising a union committee."

The company was hit by a seven-month strike and consumer boycott last year after union members were dismissed at its Bellville plant. The strike was settled when the company agreed to reinstate all strikers

However, no recognition agreement was signed at the time and no negotiations took place on workers' demands on wages and working conditions.

In terms of the new agreement, Fattis have recognised the two unions "for an indefinite duration"

The agreement provides facilities for the unions and for the recognition of a union committee which will replace the company's "discredited" works and liaison committees

A second part of the agreement lays down wages and work conditions. From the beginning of this month, minimum wages for general workers will be R45 a month (for men) and R40 a month (for women).

The unions said it had begun organising anew at the Bellville plant after the strike, and had also organised workers at the Isando plant.

The agreement had been signed because the unions had demonstrated "overwhelming" worker support at both plants and because workers "decisively rejected" the official works and liaison committee system in both factories

He has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and

Klaas van der Poel

CURRICULUM VITAE

rom 15/4/80

Black union wins right to sue PE firm

By STEVEN FRIEDMAN
Labour Reporter

IN A decision which could have far-reaching implications for employers who encourage "company" or "parallel" unions, a black trade union has won the right to sue an employer who, it alleges, forced workers to join a "company" union.

The Transport and Allied Workers Union instituted the action against a Port Elizabeth company, PE Tramways, a subsidiary of the Tollgate Holdings Group.

It alleges that the company has forced workers to join two company unions, one for black workers and the other for coloured workers.

They claim that the company makes it a condition of employment that workers join these two unions and that there is a substantial number of workers who wish to resign from the two unions to join TAWU but who fear that they face dismissal.

The company denies this. Thus far the case has been taken up with legal argument.

Counsel for the union argued that, if the company had acted in the way the union alleges, it was infringing workers' freedom of association and that workers were entitled to take action against it.

Counsel for the company argued that workers or unions

had no legal standing to bring such a case to court.

This week, the Cape Provincial Division of the Supreme Court found that the union did have the right to ask the court to intervene in such cases.

The union and the workers who allege that they were prevented from joining TAWU and forced to join the company unions are now able to go ahead with the case, which will depend on whether the plaintiffs can prove the facts are as they allege.

Labour lawyers had not had an opportunity to study the court's judgment yesterday, but they said it could open up new avenues for unions who claim that employers are attempting to keep them out of factories by backing company or other unions.

Independent black trade unions have consistently complained that some employers establish company unions or give active assistance to rival mixed or parallel unions in an attempt to avoid talking to representative unions.

If the judgment is as wide as lawyers believe it to be, unions could have grounds for legal action against these employers if they can prove that workers believe they could lose their jobs by refusing to join an employer's favoured union.

170 dismissed after dispute at EL factory

EAST LONDON — About 170 black workers at East London Furniture Industries here were dismissed when they returned to work yesterday after downing tools on Friday, according to the South African Allied Workers Union (Saawu)

The decision to down tools came after the workers and management were involved in a dispute about the workers joining a parallel furniture workers' union, the union said

Most of the dismissed workers belonged to the Furniture and Allied Workers Union initiated by Saawu

Yesterday Mr Xolani Kota, the branch secretary of Saawu in East London, said Saawu condemned the action taken by management and said they had not considered grievances listed and presented to them

He said workers were forced to sign membership forms of the parallel union for fear of dismissal and that this amounted to intimidation

Two of the dismissed workers, Mr Siphon Dlutu and Mr Elvis Salman, said

they both belonged to the Furniture and Allied Workers Union. Mr Dlutu had 12 months' service at the company and Mr Salman five months

They said management forced them to join the parallel union by calling workers in one by one and threatening them with dismissal if they did not sign the membership form

Within two weeks of signing they received a membership card, and the constitution was explained to them at the meeting. They did not feel "at all satisfied with it"

He said workers gave their membership cards to their own union officials who suggested they present their grievances to management. They did that and management objected because Saawu was involved. Management also suggested the workers select a committee of five. This was done and the committee presented the workers' grievances.

Mr Dlutu said management did not accept the grievances. He said management then offered to listen to their grievances again and they

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were called in one by one. Management listened to the grievances, but did not do anything about them.

Mr Dlutu said workers felt dissatisfied and decided to stay in the restroom where the meeting was held. They then phoned Mr Kota, who suggested they go back to work. They were on the verge of doing this when three representatives of the Department of Labour arrived

The workers were told that it was an offence to strike and Mr Dlutu said after this it was decided not to go back to work.

When they went home later in the afternoon, they were told by a management official to get their wages

They were also told that when they came to work yesterday some would be re-employed selectively. Mr Dlutu said when workers arrived at the factory yesterday at 7 am they were told they had been dismissed. They were also told to collect their holiday pay this afternoon

The managing director of the company, Mr P W Mackie, declined to comment yesterday — DDR

Management 'running away'

Own Correspondent

CAPE TOWN — The management of East London Furniture Industries was yesterday accused of "running away" from negotiation after dismissing 170 black workers on Friday

The secretary of the South African Allied Workers Union (Saawu), Mr Xolandi Kota, said the union was trying to negotiate with management to get the fired employees

back to work. "I have been trying to put out feelers for two days now, but the managing director, Mr P W Makie, has been unavailable for this time

"We have telephoned, called and left messages, but management refuses to answer them"

Mr Kota said the workers had refused to collect their pay because they did not regard themselves as dismissed. He

denied the workers had gone on strike. They had only held a grievance meeting on the factory's premises

They were about to return to work, when officials from the Labour Department arrived and threatened them with prison or fines for striking illegally, he said

The workers then refused to return to their jobs

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Putco recognition for unregistered union

The long-awaited recognition agreement between Putco and the Fosatu-affiliated Transport and General Workers' Union was signed yesterday.

The conclusion of the agreement — which has taken close on four months to thrash out — represents a further victory for independent unions and their strategy of negotiation from shop-floor strength.

Its key provisions are:

- Recognition of the union at all Putco depots where majority worker

support can be shown.

- Negotiation on all matters, including wages

- Worker representation through union procedures rather than solely through traditional company "indabas"

- A commitment to continue negotiating with the T.G.W.U. even if Fosatu-affiliated unions withdraw their applications for registration

The agreement was "procedural", a spokesman said, and a fuller accord would be negotiated at a later stage.

DD 191180 (11)
EL firm (51)
explains (12)
stoppage

EAST LONDON — The work stoppage at East London Furniture Industries came about because workers refused to allow a meeting to take place between their representatives and management, according to the company.

About 170 workers were dismissed, and yesterday the firm's managing director, Mr P. W. Mackie, released a press statement of events leading to the dispute.

The statement sketched the firm's methods of liaison with its workers in the past and said the present situation was inexplicable. — DDR.

Full story, page 13.

Action pledge as security personnel complain

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20/11/80

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By Deon Delport

A major building society employing security guards has promised swift action after complaints by the guards to The Star and the company

The guards, who work for the SA Permanent Building Society, complained of long working hours, without lunch or tea breaks, no overtime pay and 12-hour shifts at weekends.

The situation was aggravated by a white supervisor who allegedly swore at them and insulted them while carrying a firearm, the men claimed in a letter to The Star

An acting general manager of the building society and manager of the inspectorate, Mr C J Williams, said the complaints were justified and that

the company was dealing with these after receiving a similar letter of complaint a week ago

"I only assumed the portfolio on November 1," Mr Williams said

"The security department, which has grown from four to at least 30 men in the last 18 months, has not been controlled in the correct manner"

Mr Williams agreed that the hours guards worked were not what they should be and that the men should have lunch and tea breaks

The company was studying proposals to improve their working conditions and the security of the company.

Changes were expected within a few weeks, he said.

Nationwide boycott planned by union

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By Drew Forrest
The South African Allied Workers' Union (SAAWU) is to stage a nationwide boycott of an East London furniture group which has refused to negotiate on the reinstatement of its black workforce, dismissed after striking last week.

Union members throughout the country would be asked to boycott the products of East London Furniture Industries (Pty) Ltd over the Christmas period. SAAWU general secretary Mr Sam Kikane said yesterday.

The union would also seek the support of community organisations, churches, trade unions and foreign labour groupings such as the Zimbabwe Congress of Trade Unions, Mr Kikane said. A large proportion of the furniture produced by the factory is exported to Zimbabwe.

Drastic measures had become necessary, he stress-

ed, to "show management that SAAWU is not a union to be fooled around with."

Mr Kikane said that since the 176 workers had been dismissed last Friday management had "dodged" all union overtures to discuss their reinstatement.

Central to the workers' grievances is the claim that they were forced to join the National Union of Furniture and Allied Workers' of South Africa (NUFAW) — a registered body affiliated to Tucsa.

In a Press statement, NUFAW assistant secretary Mr A J M Groenewald said that in terms of a registered "closed shop" agreement the company could employ only members of his union.

"The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry to discuss terms with them," he said.

Battle over open union registration hits State policy

STAR 20/11/20 (151)

By Drew Forrest

"Why give trade unions the right to have racially open constitutions, when they will end up with racial registration certificates?"

This comment by a labour observer highlights a deep flaw in recent Government proposals to "desegregate" South Africa's labour structures.

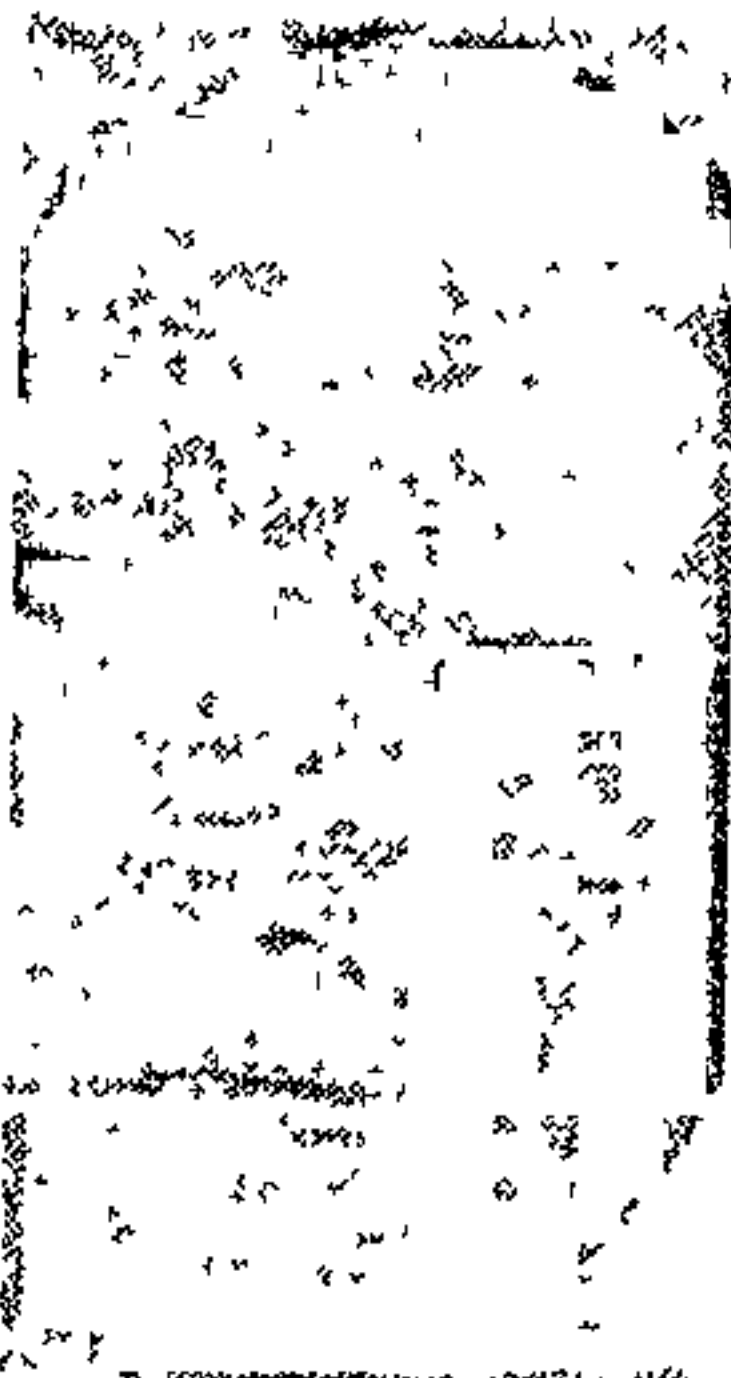
Under the Industrial Conciliation Act, trade unions wishing to register in respect of different race groups need the Minister's nod. Legislation giving unions a free hand in deciding their own racial make-up will be introduced in the next session of Parliament, Manpower Minister Mr Fanie Botha has promised.

But the race factor is so deeply ingrained in the country's labour practices that nothing short of a drastic revision of registration procedures will be needed.

The experience of six unions affiliated to the Federation of South African Trade Unions (Fosatu) brings this into sharp relief.

Although representing mainly black workers, Fosatu has told the Government in effect that the federation's affiliates will accept non-racial registration or nothing at all.

After long delays, Fo-



Mr Fanie Botha . . . free hand for unions.

satu has obtained exemption from the racial clauses of the Industrial Conciliation Act. Now there appears to be further official heel-dragging in granting registration itself.

This is puzzling, given the State's ardent desire to bring all employer-employee relations "under the discipline of industrial law."

According to official sources, the problem lies in Fosatu's insistence on non-racial registration — a policy which threatens the interests of established registered unions in the same industries.

Fosatu unions have sought registration for all

racials in a wide range of undertakings — even those in which registered unions have the support of a superstratum of skilled white and coloured workers. The Fosatu argument has been "Unless one regards race as a valid trade-union interest — which we refuse to do — no union can lay claim to these industries as their territory. The mass of workers in them are black and have still to be organised."

Fearing a loss of influence in traditional strongholds, the registered unions have responded with a barrage of objections, which not a single Fosatu union has escaped, it is understood.

The Fosatu policy on registration, and the backlash from the registered unions have impaled the Government on the horns of an agonising dilemma.

If the Industrial Registrar continues to view race as a legitimate trade-union interest, and upholds the objections, Fosatu may well withdraw from the whole registration exercise.

This would be a disaster for the State's new labour dispensation, and for its credibility on the international stage.

But if the State makes non-racial unionism a reality by overruling the registered unions, it will arm its right-wing opponents.

Black unions conflict worsens

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South Africa's largest black trade union grouping — the Federation of South African Trade Unions — has launched a blistering attack on its registered trade union rivals.

This latest round in an ongoing conflict poses a dilemma for the Government, which seeks the support of both groups, but will have to side with one of them.

In a Press statement released today Fosatu accuses a number of registered unions of "obstructing" the registration of its affiliates. Six Fosatu unions, representing about 10 000 black workers in a range of industries, have applied for registration, on condition that it is non-racial.

However all the applications were being held up by objections from unions already registered, the statement says.

Under present procedures, registered bodies may object to the registration of newcomers in industries where they consider themselves representative.

The objections, says Fosatu, are "frivolous" and "racially styled". In many cases, they rested on claims of majority support among workers in a particular race category.

This exposed the "bankruptcy of the professed nonracialism of these unions," the statement says. "It is totally inconsistent to profess a nonracial stand — while attempting to use racial provisions to prevent nonracial unions from registering."

The activities of the registered bodies were a "disservice to trade unionism," it adds.

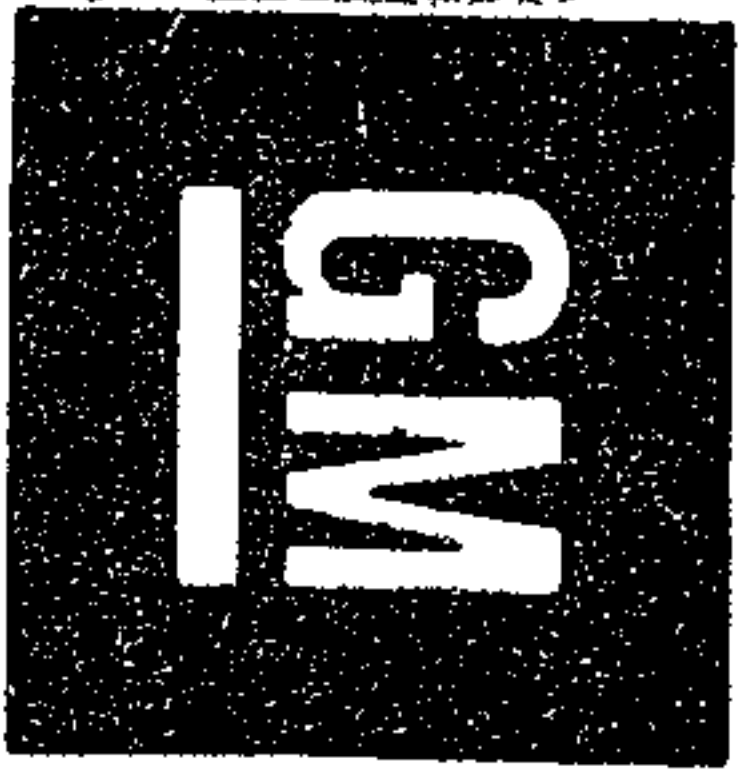
The statement calls for the rejection of race as an industrial interest, and for the objections to be ignored.

● The Minister of Manpower Utilisation, Mr Fanie Botha, will meet with unregistered unions on the intended labour legislation on Thursday.

Firms accept rerepresentation right

Industrial Reporter
FIRMS participating in the Cape Times employment survey recognize the right of employees to establish the form of labour representation

made by any unions to organize our employees or for access to worksites," the company said. It was willing to engage in collective bargaining with non-white labour unions provided they were representative of "the common interest groups" on whose behalf they present themselves.



They wish but answers to the questionnaire reveal that this does not always mean unions. BP, for example, pointed out that there are no recognised trade unions in the oil industry in South Africa. "No requests have been

Groups Areas Act, etc. — BP said this was handled by personnel officers in each region. "All employees are free to discuss matters requiring legal assistance with the company's

In the forth and final report on the Cape Times survey of employment practices, based on a United States Export-Import Bank questionnaire, Industrial Reporter GORDON KLING looks at firms' willingness to

engage in collective bargaining with labour unions and their facilities for assisting employees to overcome problems caused by laws and regulations relating to race.

legal advisers". Ford said that it dealt with these problems through labour relations or personnel services departments, mainly by counselling. The motor company recognised and negotiated with three unions, one each for blacks, coloureds and whites. All its employees were eligible for representation by unions and this representation was initiated by both employee representatives and industrial relations management. Tollgate Holdings, as mentioned in earlier reports, cited historical legal restrictions on the admission of blacks to registered trade unions as making it difficult to give full effect to

collective bargaining with unions. Coloured staff had always been members of the appropriate unions and, in effect, blacks had automatically bene-

fitted from union negotiations in the same way as their coloured colleagues. Social Welfare officers provided help with difficulties created by the country's race laws. Barclays National Bank recognised the National Union of Bank Employees (Nubesa) as the trade union for its coloured and Asian workers in 1973, and the SA Bank Employees Union (Sabau) was recognised as the trade union for its black employees in 1977. No ballot was taken.

Sabau was formed by the black employees, who did not approach management for authority to form works and

liaison committees and the bank deduced that they were not wanted. It was policy to encourage members of the unions to take an interest in union matters

Negotiations were conducted jointly between the banks and the three unions. The bank was agreeable to the collection of union fees by debit order system and paid leave for union dues and for courses run by the Institute of Industrial Relations. It also agreed to the display of union notices on bank premises, and free access to employees to counsel and enroll members.

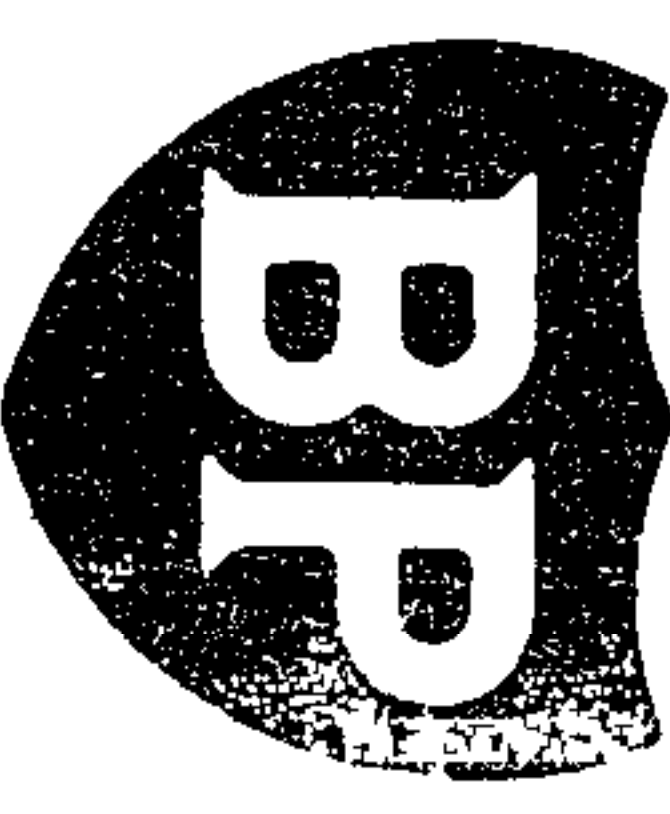
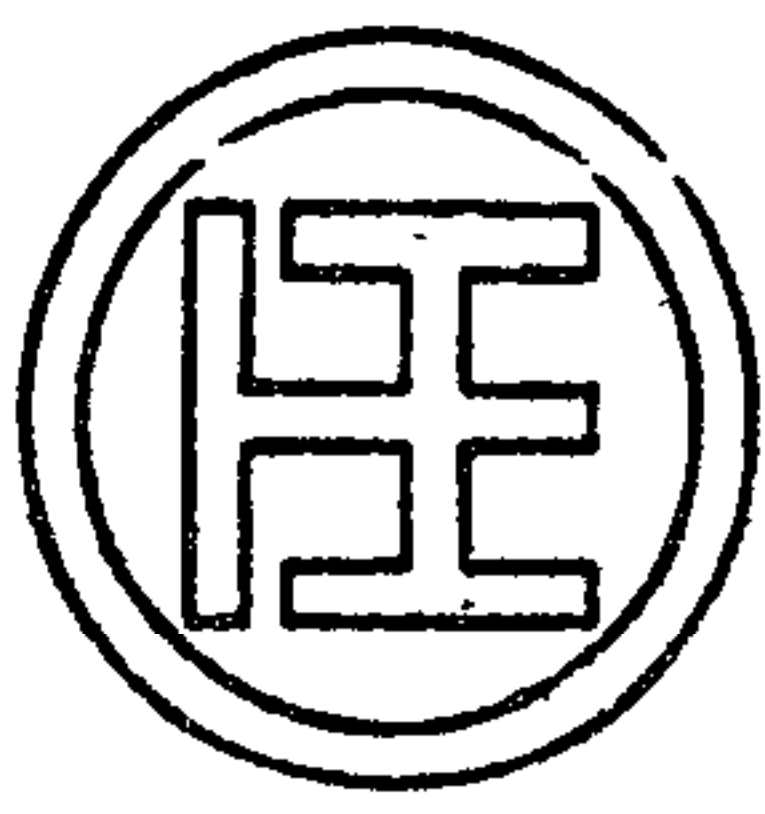
Machinery for negotiation was the standing joint committee comprising representatives from Barclays Standard Bank and the three unions. Meetings of the standing joint committee could be called either by the

banks or the unions and the minutes of these meetings formed the agreements with the unions. "It is known that there is no limit to the extent which the bank will offer or provide assistance," said the bank with regard to employee problems arising from race laws.

Pick 'n Pay granted the same level of recognition to the National Union of Distributive Workers, the National Union of Commercial and Allied Workers, and the Commercial, Catering, and Allied Workers Union. "Our staff may join unions and union representatives may meet with our staff in our canteens, during their lunch and tea breaks."

Non-white workers were represented by a works committee, elected once a year. "This committee, as a body has the right of completely free speech. At no stage will any member of staff be victimised for reporting anything to the works committee or the works committee members raising it with management." Periodically union representatives had approached staff

members in their canteens at the individual stores, a few staff members had joined but had recently allowed their membership to lapse. Pick 'n Pay said that its per-



sonnel department was continually liaising with the Department of Manpower and with Coloured Affairs in an effort to help employees wherever legally possible in the lines of employment and housing.

Unregistered unions 'blocked by others'

By STEVEN FRIEDMAN
Labour Reporter

A ROW in which registered trade unions are accused of blocking attempts by unregistered unions to enter the official bargaining system could have important — and embarrassing — implications for Government labour policy

Yesterday, the non-racial Federation of SA Trade Unions claimed that all its affiliates' attempts to gain Government registration were being blocked "on racial grounds" by registered unions

These unions were doing this by submitting "racially styled" objections to Fosatu registration applications, it said

Most of the objecting unions are affiliated to two major groups, Tucsa and the Confederation of Metal and Building Unions

Tucsa and CMBU spokesmen confirmed yesterday that member unions had objected to the Fosatu applications. But they added that the objections were "entirely legitimate" and would not stop the federation's unions gaining registration

Fosatu unions have received Government permission to register on a non-racial basis. But a federation statement yesterday

alleged that registered unions are disputing the right of its unions to register for particular racial groups

In its statement, Fosatu said this had shown "the bankruptcy of the alleged non-racial stand which certain of these unions take"

A Fosatu spokesman added that some unions were "using totally frivolous devices" to block its unions' registration applications

"Some have even tried to block our registration because they object to the names of some of our unions," he alleged

In terms of labour law, any registered union can object to a new union's registration, thus delaying it for several months or blocking it entirely

Unions can, for example, object to the right of another union to represent white workers because they are already catered for by the objecting union

The issue is finally decided on unions' representativeness, but Fosatu unions have demanded the right to remain open to workers of all races, even if they do not represent a majority of a particular race

Fosatu now fears that this right will be thwarted by the

objections

The Government recently announced that registered unions would be granted the right to go fully non-racial next year

But unionists claim this promise is "hollow" as long as these procedures remain unchanged. The row, coming as it does so soon after the announcement, could embarrass the authorities by focusing attention on the issue

Tucsa's president, Mr Andre Malherbe, said yesterday that Tucsa unions "could well have" objected to the Fosatu applications. But he added "Unions already operating in an industry have a right to defend themselves"

Mr Malherbe disputed Fosatu's contention that the objections were made on racial grounds. "Any racial objection would be thrown out by the department immediately. Unions can object only because they believe a new union is not representative of a particular group"

The CMBU's director, Mr Ben Nicholson, said CMBU objections would not prevent Fosatu unions from registering. "All we are seeking to do is to prevent them speaking for certain groups they do not represent"

He added that Fosatu unions chiefly represented black workers and "if they had applied to represent blacks only this would not have been a problem"

But he complained that Fosatu unions were seeking registration for groups of workers "who do not belong to those unions."

The problem had been created by defects in the registration system which should be removed, he added

In its statement Fosatu says it is "totally inconsistent to profess non-racialism and then attempt to use racial provisions to prevent a truly non-racial union from registering."

It claimed that the objections were designed "to delay and obstruct" and said that they would "jeopardise the building of an independent labour movement and any prospect of stable industrial relations"

Fosatu added "The task now is to build an independent labour movement, not to make use of race to protect vested interests."

It said the registrar should ignore the objections, which were "frivolous."

Ease the register says top unionist

Labour Reporter

A PROMINENT registered trade unionist yesterday called for a change in Government registration procedures which would make it easier for non-racial unions to register

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said the change had been suggested to the Minister of Manpower Utilisation, Mr Fanie Botha, at a meeting last week

At present, no union can register before rival unions have had the opportunity to object

If unions object to a new application, the union which is applying must show that it has "an interest" to represent the workers it seeks registration to represent

If the registrar finds that the new applicant does not represent enough workers of a race group, it could be denied registration for these workers

It would then be prevented from operating non-racially in practice

Mr Nicholson said yesterday that the problem could be solved by allowing any bona fide union to register

No rival union would then have the right to object to an application. "Anybody with a non-racial constitution would thus retain the right to be open to all and to recruit all races and still win registration," he said

But unions would then only be allowed onto industry-wide industrial councils once they had proved they were representative of a particular group and they could only speak on the council for that group

Legal history in
STAR 28/11/80
victimisation case

Legal history was made in the Boksburg Magistrate's Court today with the success of South Africa's first private prosecution of an employer for victimising an employee.

William Steward Bailey, general manager of the Boksburg company, SAG Ceramics, was found guilty under the Wage Act of illegally dismissing Mrs Angel Makhanya, a nursing sister formerly employed by the company.

Mrs Makhanya had argued that her dismissal in August, 1978, was a direct consequence of her membership of the unregistered Building Construction and Allied Workers' Union. The defence claim was that she had been dismissed for dereliction of duty.

Upholding the prosecution's case, the magistrate, Mr G van Wyk, said Mr Bailey had failed to rebut a presumption of guilt in the Act.

It was "peculiar" that the only two entries in Mrs Makhanya's record card directly preceded her dismissal, whereas earlier complaints against that she had "influenced" led, he said.

He also took account in his judgment of a letter sent by the company to the Department of Manpower Utilisation which justified Mrs Makhanya's dismissal on the grounds that she had "influenced" workers.

A fine of R100 was imposed, and the State was ordered to pay the costs.

STAR 28/11/80

Boycott of black buses

in Bloem

Own Correspondent

BLOEMFONTEIN — Residents of Mangaung Townships this morning launched a community-council endorsed boycott of municipal buses — and thousands of workers walked to work through the rain.

The boycott is a direct result of the white city council's decision to dismiss 75 black and coloured bus drivers earlier this month. At least one incident of stone-throwing had occurred by mid-morning and it is believed a number of suspects were detained.

Official police sources said they had no knowledge of any police action, but residents of the area reported a substantial police presence.

The community council and the coloured management committee came to a deadlock in their discussions with the white body, and Mr David Tsing, chairman of the council, said the city officials were told the matter would now be taken to the community.

"We wanted a mandate from the community in support of the bus drivers and when we addressed our separate meetings it became clear the community would support such an action," he said.

City Council spokesmen were "in conference" this morning and could not be reached.

A black freelance journalist working for *The Friend*, was detained briefly at Batho Police Station this morning, and his film confiscated.

STAR 28/11/80

Two unions officially registered

The first two members of the independent trade union movement have been granted official registration under the Industrial Conciliation Act.

They are the SA Chemical Workers' Union and the SA Laundry, Dry-Cleaning and Dyeing Workers' Union, both of which are affiliated to the Council of Unions (Cusa).

Five other affiliates of Cusa, which was formed in September this year to advance the interests of black unionism, are awaiting registration.

The SA Chemical Workers' Union is believed to have been registered in respect of black workers on the East and West Rand, in the Vaal area and in Port Elizabeth, union chairman Mr Isaac Mosenthal said.

The Laundry Workers' Union has been registered in respect of black workers in Johannesburg and Port Elizabeth, according to a Cusa source.

2017
Two Cusa
unions
registered
by Govt (1st)

Labour Reporter

TWO black trade unions affiliated to the Council of Unions of South Africa have received Government registration — thus becoming the first two members of the independent black union movement to be registered. Thus far, only "parallel" and company unions have been registered by the Government and observers have been awaiting a Government decision to register one of the independent unions.

Such a move has been expected and labour observers believe the recognition of independent unions is a key test for the Government's new labour dispensation.

Although one of the two unions which have been granted registration does have close links with a registered trade union, the fact that both are affiliated to Cusa means that they are identified with the independent union movement.

The two unions are the SA Chemical Workers Union and the Laundry, Dyeing and Dry-Cleaning Workers Union.

The SACWU's general secretary Mr Dan Tau, said yesterday that his union had received registration for the entire chemical industry.

Firm is fined R100 for victimisation

Staff Reporter

A COMPANY was found guilty by the Boksburg Magistrate's Court yesterday of victimising a worker, and fined R100. It is understood to be the first successful private prosecution over victimisation.

The prosecution was brought by Mrs Angel Makhanya, a nursing sister of Daveyton, against her former employer, S A G Ceramics, after the Transvaal Attorney-General declined to prosecute.

The magistrate, Mr G van Wyk, ordered the State to pay Mrs Makhanya's costs. These are likely to be considerable, because she launched the prosecution more than a year ago, with the aid of the Federation of South African Trade Unions.

Besides fining S A G Ceramics R100, Mr Van Wyk ruled that the firm should bear its own costs.

Mrs Makhanya told the court she was dismissed on August 11, 1978, because of activities as shop steward for the Building Construction and Allied Workers Union.

The success of the prosecution comes after an initial court ruling against her, and a successful appeal to the Transvaal Provincial Division of the Supreme Court.

Last year Mr Van Wyk ruled that Mrs Makhanya did not have title to prosecute her employer. But the Supreme Court found that she had "direct and substantial interest" in victimisation proceedings, and had title to bring a private prosecution. The case

was referred back to the magistrate.

In summing up yesterday, Mr Van Wyk said S A G Ceramics had claimed the reason for the nursing sister's discharge was her neglect of patients at the firm.

He said the charge that she had also "influenced" workers had been added as an "afterthought". The inference could be drawn that Mrs Makhanya's "influencing" of her fellow workers was one of the reasons for her dismissal, though it was not the only reason given.

Mr Van Wyk said there had been contradictions in evidence for the defence.

Though it had been said in evidence that there had been many complaints about Mrs Makhanya at the firm, only two had been entered on her record card.

Mrs Makhanya also denied that she had been warned about her behaviour by her employers.

The Wage Act contained a presumption that the employer was guilty of victimisation until he had proved the contrary. Mr Van Wyk said S A G Ceramics had not convinced the court that Mrs Makhanya's dismissal was not due to victimisation.

Speaking in mitigation, Mr F G Preller, for the firm, said it was likely that a claim of illegal dismissal and compensation for loss of wages would now be brought against S A G Ceramics. There was also a strong likelihood that other workers might institute similar actions.

Firm underpaid

workers by R4000

A Cape Town magistrate yesterday found the owner of a Long Street electrical firm guilty of five charges of underpaying employees in contravention of the Electrical and Servicing Industry (Cape) Agreement.

Gunter Walther, of Blinkwater, Disa Park, who appeared for himself and for ACS Electrical (Pty) Ltd, had pleaded not guilty to two charges of paying wages below the minimum prescribed by the Industrial Council. He also pleaded not guilty to charges of failing to pay overtime wages, holiday pay and holiday bonuses.

Mr Reginald Betteridge, an Industrial Council inspector, said that according to the firm's wage register the accused had failed to pay more than R4000 in wages to six former employees.

Although some of the employees had received attendance bonuses that brought their total income above the prescribed minimum incentive bonus, was not part of a man's living wage under Industrial Council legislation.

R50 SHORT

It was claimed that one employee had not been paid overtime pay of R225,09 and that two others had not received holiday pay and holiday bonuses totalling R121,51.

Inspector Betteridge said that Mr Graeme Hindley and Mr David Veldsman, who were employed at ACS to repair refrigerators and washing machines, had been paid

R60 a week for 23 weeks while the rate prescribed was R110 a week.

Walther said that Mr Hindley and Mr Veldsman were not in his employ but were self-employed by virtue of a contract of part ownership of the firm.

Mr Hindley and Mr Veldsman said that they had not signed any contract but had worked under the terms of Walther's proposal for a trial period in the hope of earning more.

After three months, they became dissatisfied when they continued to receive only their wage of R60 a week and no commission. On a number of occasions, they told Walther that they were no longer interested in the contract and they continued to work as his

employees under the same conditions as before.

Another employee, Mr A A J van Zyl, said that he had been forced to sign a contract whereby he was to take over the management of the electronics workshop at ACS. He said he was faced with the alternative of losing his job.

Mr E van Zyl, the magistrate, suggested to Walther that he discuss the possibility of settling the issue of payment of the overdue wages with Mr Betteridge. The court would be prepared to consider suggestions made on this basis. Judgment was reserved until December 10.

Walther was acquitted of a sixth charge.

Mr P Iauhsches appeared for the State.

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C F Verwey: Die gebruiksmoontlikhede van die Lopende Bevolkingsopname vir Onderwysbeplanningsoelendes (The possible uses of the Current Population Survey for Educational Planning purposes).
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The unregistered Engineering and Allied Workers Union is to seek an urgent court order requiring the reinstatement of 800 workers dismissed from Raleigh Cycles in Springs last week.

The workers were sacked on Friday following a dispute over the alleged summary dismissal of two colleagues for fighting on the job.

Black union hits at dairy

Labour Reporter

A BLACK trade union this week criticised a West Rand dairy's decision to fire striking workers before agreeing to talks with worker representatives on the issue

Ninety workers at a Florida dairy, Creamline Dairies, were fired on Tuesday after a strike.

The strike, which began late last week, prevented milk deliveries to households in several West Rand areas

It was sparked by management's alleged refusal to negotiate with workers on their demand for a minimum wage of R50 a week.

While about 200 workers struck originally, many of them returned to work on Tuesday. Those who did not were fired

The general secretary of the Food, Beverage and Allied Workers Union, Mr Skakes Sikhakhane, said management had refused to discuss the issue with the union until the workers had been fired

The company's management has been repeatedly unavailable for comment

According to Mr Sikhakhane, the majority of workers at Creamline's Florida plant were members of his union at the time of the strike.

The union is affiliated to the Council of Unions of South Africa

He said he had made several attempts to arrange a meeting with the company to discuss the strike, but had been turned down

On Tuesday, he had visited the company's premises and had spoken to the plant's manager.

"I told him that there was still time to settle the matter, but he refused to discuss it then," Mr Sikhakhane said.

Later in the day, the company had contacted the union and offered to meet it

"When we arrived for the meeting, however, we discovered that the management, after consulting officials and the Dairy Trade Management Board, had already paid the people off

"We asked them to reconsider their stance, even at that late stage, but they refused," Mr Sikhakhane said

The company had said that it would be prepared to take some of the fired workers back individually, but would not reinstata them en bloc, he said

Fired mother should have had a hearing

By MAUREEN GRIFFIN

THOUSANDS could benefit from a recent Supreme Court judgment that it was illegal to arbitrarily deprive a 40-year-old cleaning woman of unemployment benefits for six weeks.

Two judges sitting in Pietermaritzburg ruled that it was irregular for the Department of Manpower Utilisation not to have consulted Mrs Margaret Msomi, sole supporter of four children and an aged mother, before withholding payment of unemployment insurance because she was fired.

And the Black Sash organisation sees this as a green light to all workers to request a proper hearing before they are penalised for six weeks for losing their jobs.

Mrs Jillian Nicholson,



Mrs Margaret Msomi... spent her life-savings

supervisor at the advice office of the Black Sash, told the Sunday Tribune this week. "Thousands of workers are dismissed from their jobs without knowing why, and when they apply for unemployment benefits they are in most cases denied a proper hearing by the claims officer."

"The worker is then penalised in that no benefits are paid for six weeks, unless he goes through a complicated and confusing procedure of appealing in writing.

Justice Thirion, found that a notation on Mrs Msomi's unemployment insurance card showed she had lost her job for reasons other than voluntary resignation or staff reduction, but she was not even a chance to explain why she'd left when she applied for unemployment benefits.

Instead, her employer's explanation was accepted by the clerk who dealt with her application, and she was told she would receive no insurance payment for six weeks as a penalty.

In papers before the court Mrs Msomi was said to have worked for nearly three years as a cleaner when she was fired in August last year as a result of a misunderstanding over whether she was to clean a certain flat in the holiday block where she worked in Durban.

Appealed

She appealed to the manager of the flats, but to no avail.

In October she went to the claims officer of the Unemployment Insurance Fund in Durban where she formally applied for benefits under the Act.

A clerk filled out the form prescribed for applications on her behalf and she signed in the appropriate places.

Without consulting her, and after referring only to her unemployment insurance card, he endorsed one of the columns on the form with the figure "3", which indicated that she'd been fired. She was not asked to explain why she'd lost her job.

After her employers' reasons were obtained, she received a notice informing her that she could appeal against the six-week penalty imposed on her because she'd been fired.

In his judgement, Mr Justice Page said the claims officer was obliged to conduct an inquiry and investigate her claim before deciding whether her benefits should be paid.

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"The worker is then penalised in that no benefits are paid for six weeks, unless he goes through a complicated and confusing procedure of appealing in writing.

No knowledge

"The notices are in English and Afrikaans only, which makes them incomprehensible to many Zulu or Xhosa speakers.

"Lastly, he has no knowledge of any allegations against him which it would be in his interest to explain or refute."

In his judgement Mr Justice Page, sitting with Mr

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her because she'd been fired.

In his judgement, Mr Justice Page said the claims officer was obliged to conduct an inquiry and investigate her claim before deciding whether her benefits should be paid.

His failure to do so amounted to a fundamental irregularity.

Mrs Msomi told the Sunday Tribune this week she received her first insurance payment six months after she was fired. In that time she spent her life-savings keeping herself, her four school-going children and her aged mother alive.

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B.3 OTHER ARGUMENTS CONCERNING ASBESTOS AND ARD'S

Before discussing these other arguments in detail, it is necessary first to make a few comments about the way arguments are conducted in general in this field. That is, in what terms and by means of which techniques are these arguments constructed and utilised.

B.3.1 WHERE NUMERICAL DATA ARE ABSENT

A notable feature of present-day epidemiology is its heavy and one-sided reliance on quantitative data. Unless arguments can be expressed in precise numerical terms, they are likely to be denied. There is a problem situation given in the arguments; or to adopt the view that there is a problem there which can be adequately or 'scientifically' addressed. All this leads to a quiescence with respect to quantitative way. Much is made of the fact that good national or other records of ARD's, death rates, levels of exposure or numbers of people exposed for most countries outside the UK. In this situation, the information about which much semi-quantitative and qualitative information exists may be downgraded because it cannot be 'scientifically formulated' and therefore 'solved'.³²

There is a tendency to identify science with one of its techniques or aspects viz. statistical analysis. If then this 'science' cannot encompass reality adequately, it must become more appropriate to reality, rather than reality ignored because 'scientific techniques' do not fit it very well. The practice of quantification first is not just the peculiarity of academic researchers but is given concrete embodiment by the operations of the State in modern society. This becomes an increasingly important aspect of the language of the State, which is used both within and between its various branches. The resources that the State can mobilise in wielding this quantitative language are considerable. Access to data, statisticians, computers etc. create a monopoly together with powerful private interests over the elaboration and use of this language. This shared language constitutes an essential aspect of the structural bond between industry and the State. All this prodigious social weight

Nevertheless one can clearly see the relative distances between the State and management when one compares their respective interventions in the debate. Industry research is overtly biased, that of the State more subtle and evenhanded. The factory inspectors are not the same as managers and even if they lean to their side, this merely underlines the structural distinctness of the two.

The doctors and biostatisticians who produce and analyse the

Unions clash in baking industry

By Drew Forrest

An independent black trade union has accused several major employers in the baking industry of giving their active support to a "sweetheart" or "in-company" union.

As these companies employed about 80 percent of bakery workers in the Transvaal, the independent Food Beverage Workers Union was being squeezed out, union secretary Mr Leonard Sikhakhane said yesterday.

He added that the union was considering an action for unfair labour practice

"In-company" unions — which lack the independence from management essential for true collective bargaining — have been denounced by the Minister of Manpower Utilisation, Mr Fanie Botha. And such unions would not be registered, the industrial registrar has said.

The organisation at the centre of the row is the Witwatersrand Baking and Confectionery Industrial Union (WBCIU), which has been officially registered in respect of bakery workers in the Transvaal

In an interview with *The Star* the WBCIU secretary-elect Mr Z Gold said that

⊙ A steering committee was appointed by the Witwatersrand Master Bakers Association to set up the union

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⊙ Before accepting the union post, Mr Gold was the Atlas Bakery group's labour manager for 10 years

⊙ Despite having no organisation, the union had gained 2500 paid-up members in six months.

⊙ The employer body had offered money to the union to set up an office

Chairman of the Witwatersrand Master Bakers' Association, Mr P W Bester, agreed that the employer body had appointed the union's steering committee. Money had been offered to the union as an interest-bearing loan, not a donation, he said.

Employers may have assisted the union at the outset, Mr Bester said, but it was now independent

The interests of management are thus presented by the deliberation of experts as the general interest, while the particular and subordinate group, labour, pay the costs under threat of censure for behaviour detrimental to the society as a whole. Those who pay the costs, labour as a whole, are represented as susceptible individuals by this same process. Here the experts seem to decide in a more palatable form, what is already decided by management. In the process they give labour the opportunity of abiding by this decision by presenting them with choices which mask the real alternatives.